

# CONFIRE MANAGEMENT

## Benefits Overview

MOU Contract 2024-2027

### Healthcare Benefits

The County pays a large portion of your healthcare premiums.

#### MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee Only	\$360.11
Employee +1	\$669.94
Employee +2 or more	\$952.35



#### DENTAL PREMIUM SUBSIDY

\$9.46

Requires enrollment in a County medical plan.

#### MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the County's medical plans, you will receive an extra \$40 per pay period.



#### VISION

No cost for Employee and Dependent coverage.

The Benefit rates listed above apply to full-time employees (61-80 hours) per biweekly pay period unless noted otherwise. To determine your out-of-pocket costs, use our online Benefits Calculator: <https://hr.sbcounty.gov/benefits-calculator>

### Leave Provisions

Leave time listed for full-time (61-80 hours) per biweekly pay period unless noted otherwise.



#### Admin Leave

40 hours/year  
Cash-out option available.



#### Sick

3.69 hours per pay period.



#### Holiday

14 + 1 floating per year.



#### Vacation

80-160 hours per year  
Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year.



#### Perfect Attendance

Up to 16 hours PAL or annual gym membership reimbursement up to \$299.



#### Bereavement

Up to 3 days per occurrence.  
(1 additional day if traveling >600 miles).



#### Annual Leave

40 hours/year  
No cash-out option available.

## CONFIRE-Paid Benefits



### Uniform Voucher

Up to \$250 per fiscal year



### State Disability Insurance

Premium paid by CONFIRE for all employees in regular positions.



### Basic Term Life Insurance

\$35,000



## Retirement

### SBCERA Retirement Formulas

*Reciprocity provisions may apply*

**Tier I** 2.0% at age 55  
*Hired PRIOR to Jan 1, 2013*

**Tier II** 2.5% at age 67  
*Hired ON or AFTER Jan 1, 2013*

### 457(b) Deferred Compensation

Auto-enrollment of 1% base salary upon hire. CONFIRE will match 0.5% of the employee contribution up to 0.5% of your base salary after one year of continuous service.

### Retirement Medical Trust (RMT) County Contribution

Based on continuous years of service:  
10-14 years = 1.50% of biweekly base salary  
15-19 years = 2.00% of biweekly base salary  
20+ years = 2.50% of biweekly base salary

### Sick Leave Conversion

Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

## Voluntary Programs



### Supplemental Term Life Insurance

Have financial security with extra term life coverage for yourself and your family with coverage up to \$700,000.

<https://link.sbcounty.gov/Life-Insurance>



### AD&D Insurance

Additional insurance in the event of accidental death or serious injury, with coverage options up to \$250,000.

<https://link.sbcounty.gov/Life-Insurance>



### Flexible Spending Account (FSA)

Pre-tax account for qualified health care expenses up to \$3,400 annually. Employees who select County sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to \$10 per pay period match. <https://link.sbcounty.gov/fsa>



### Dependent Care Assistance Program (DCAP)

Pre-tax account for qualified dependent care expenses up to \$5,000 annually. <https://link.sbcounty.gov/DCAP>



### 529 Savings Plan

Invest for future educational expenses with tax-free earnings. Contact Scholar Share to enroll. <https://link.sbcounty.gov/529>



### Combined Giving

Give back to the community via one time or ongoing payroll deductions. <https://link.sbcounty.gov/CombinedGiving>



### Commuter Services

Help the environment, reduce traffic, save money and earn rewards with your commute. <https://link.sbcounty.gov/Commuter>



### Employee Discounts

Save big at hundreds of national and local merchants. <https://link.sbcounty.gov/Employee-Discussion-Program>



### Wellness Program

Information, resources and rewards to support your healthy lifestyle. <https://link.sbcounty.gov/wellness>



### Employee Assistance Program (EAP)

Confidential expert support and resources available at any time, at no cost to you. <https://link.sbcounty.gov/EAP>



### Annual Tuition Reimbursement

Funds available on a first come, first served basis up to \$1,650 per fiscal year. Refer to your MOU.

<https://link.sbcounty.gov/TuitionProgram>

# Medical Premium Costs for CONFIRE Plans

CONFIRE provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

## Medical Premium Subsidy

Effective July 11, 2026

Employee Only: **\$360.11**

Employee +1: **\$669.94**

Employee +2: **\$952.35**

Employee Only Coverage	
Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$0.00
Blue Shield Access + HMO	\$2.77
Blue Shield Signature HMO	\$57.74
Blue Shield PPO	\$416.78
Kaiser Virtual Complete HMO	\$0.00
Kaiser Choice HMO	\$0.00
Kaiser Permanente HMO	\$60.01

Employee +1 Coverage	
Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$9.19
Blue Shield Access + HMO	\$53.87
Blue Shield Signature HMO	\$163.76
Blue Shield PPO	\$911.28
Kaiser Virtual Complete HMO	\$0.00
Kaiser Choice HMO	\$44.43
Kaiser Permanente HMO	\$168.29

Employee +2 or more Coverage	
Plan	Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	\$7.81
Blue Shield Access + HMO	\$71.03
Blue Shield Signature HMO	\$226.51
Blue Shield PPO	\$1,500.84
Kaiser Virtual Complete HMO	\$0.00
Kaiser Choice HMO	\$57.65
Kaiser Permanente HMO	\$232.91