

Benefits

Firefighters

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	935						
Representation	Professional Firefighters, IAFF, Local 935, AFL-CIO, CLC						
Contract Date	2014-2016						
Health and Welfare							
Benefit Level	Full Time (56 - 112 hours)						
Medical Premium Subsidy (MPS)	<table> <tr> <td>Employee Only</td> <td>\$176.16</td> </tr> <tr> <td>Employee + 1</td> <td>\$376.59</td> </tr> <tr> <td>Employee + 2</td> <td>\$516.08</td> </tr> </table>	Employee Only	\$176.16	Employee + 1	\$376.59	Employee + 2	\$516.08
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Employee + 1	\$376.59						
Employee + 2	\$516.08						
Medical Opt-Out/Waive	\$20.00						
Vision	Employee Only coverage paid for by Employer Option to purchase dependent coverage						
Life Insurance Employer Paid	Not Eligible						
Voluntary Term Life	\$10,000 - \$700,000						
Voluntary AD&D	Not Eligible						
Leave Provisions							
Vacation	112-224 hours/year						
Sick	5.15 hours/pay period						
Holiday	5.96 hours/pay period						
Retirement							
Tier I (Hired prior to 1/1/2013, reciprocity provision may apply)	3.0% at age 50						
Tier II (Hired on or after 1/1/2013, reciprocity provision may apply)	2.7% at age 57						
Retirement - Other							
457(b)	Eligible to enroll at any time						
Retirement Medical Trust Fund	<p style="text-align: center;"><u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 10 or more years of participation with SBCERA and/or other public retirement system(s).</p> <p style="text-align: center;"><u>Employer Contribution, based on years of completed District service:</u> 1-9 years = 1.00% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 2.75% of biweekly base salary</p>						

Other	
Annual Tuition Reimbursement	Only for USAR and Haz Mat classes/courses for Team assignments
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$5 - \$98.07/per Pay Period, Employee Contribution
Qualified Transportation Plan	Pre-tax deductions of up to \$130/month for qualified transportation (commuter) expenses
Uniform Allowance	\$450 annually
Short Term Disability	Administered by Local 935

The County Fire District provides *Premium Subsidies* to help off-set the cost of your medical premium.

Example #1: A Firefighter elects Blue Shield Signature HMO and Cigna Dental Care HMO plans with Employee Only coverage.

- \$235.54 (combined cost of medical and dental premiums)
- \$176.16 (medical premium subsidy)
- \$ 59.38 (out-of-pocket cost)**

Example #2: An Engineer elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- \$848.47 (combined cost of medical and dental premiums)
- \$516.08 (medical premium subsidy)
- \$332.39 (out-of-pocket cost)**