<table>
<thead>
<tr>
<th><strong>Union Code</strong></th>
<th>ESU</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Representation</strong></td>
<td>Communications Workers of America</td>
</tr>
<tr>
<td><strong>Contract Date</strong></td>
<td>2014-2017</td>
</tr>
</tbody>
</table>

### Health and Welfare

<table>
<thead>
<tr>
<th><strong>Benefit Level</strong></th>
<th>Full Time (61 - 80 hours)</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Medical Premium Subsidy (MPS)</strong></td>
<td></td>
</tr>
<tr>
<td>Employee Only</td>
<td>$190.00</td>
</tr>
<tr>
<td>Employee + 1</td>
<td>$326.68</td>
</tr>
<tr>
<td>Employee + 2</td>
<td>$447.70</td>
</tr>
<tr>
<td><strong>Dental Premium Subsidy (DPS)</strong></td>
<td>Up to $9.46</td>
</tr>
</tbody>
</table>
| **Medical Opt-Out/ Waive** | Opt-Out before 4/28/06 $133.85  
Waive before 4/28/06 $190.00  
Opt-Out or Waive after 4/28/06 $40.00 |
| **Vision** | Employer Paid for Employee & Dependent Coverage |
| **Employer Paid Life Insurance** | $20,000 |
| **Voluntary Term Life** | $10,000 - $700,000 |
| **Voluntary AD&D** | $10,000 - $250,000 |

### Leave Provisions

| **Vacation** | 80-160 hours/year |
| **Sick**     | 3.69 hours         |
| **Bereavement** | 2 days per occurrence  
(3 if traveling > than 1,000 miles) |
| **Holiday**  | 112 hours/year     |

| **Administrative Leave** | 40 hours/year  
(Any remaining balance in pay period 26 will automatically cash out) |
| **Annual Leave** | 40 hours/year  
(Does not roll to the next calendar year and does not cash out) |

### Perfect Attendance

| **Tier I** | Annual Gym Membership Reimbursement up to $299  
-OR- 16 hours of Perfect Attendance Leave |
| **Tier II** | 2.0% at age 55  
2.5% at age 67 |

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**ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED**
### Retirement - Other

**457(b)**

Eligible to enroll at any time

**Retirement Medical Trust Fund-Sick Leave Conversion**

Upon separation from the County, employees who have 10 or more years participation with SBCERA and/or other public retirement system(s) will have their unused sick leave converted to the Retirement Medical Trust based on the conversion table in the applicable Memoranda of Understanding.

**Retirement Medical Trust Fund-County Contribution**

Employer contribution, based on years of service:
- 1-4 years = 0.5% of biweekly base salary
- 5+ years = 1.0% of biweekly base salary

### Other

**Dependent Care Assistance Plan**

Eligible

**Medical Expense Reimbursement Plan (Flexible Spending Account)**

$5 - $98.07 employee contribution per pay period

**Qualified Transportation Plan**

Pre-tax deductions of up to $255/month for qualified transportation (commuter) expenses

**Uniform Allowance**

$200/year

**State Disability Insurance**

Premium paid by Employer

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

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

- $238.28 (combined cost of premiums)
- $190.00 (medical premium subsidy)
- $  9.46 (dental premium subsidy)
- $ 38.82 (out-of-pocket cost)

**Example #2:** A Supervising Dispatcher elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

- $838.66 (combined cost of premiums)
- $447.70 (medical premium subsidy)
- $  9.46 (dental premium subsidy)
- $381.50 (out-of-pocket cost)