

SANTA CLARA COUNTY FIRE DEPARTMENT 2018 - 2019 MONTHLY BENEFITS SUMMARY

The following represents the maximum monthly costs for the Department during the fiscal year 2018 - 2019.

	Fire Chief, Asst. Fire Chief	Mgmt/Confidential/ Civilian Admin Unit/Unrepresented	Battalion Chief Unit, 1165	General Membership 1165 Suppression Qualified	General Membership 1165 Non-Suppression Qualified
Medical Premiums Family Rates	Kaiser: \$1,945.07 Kaiser HDP: \$1,713.32 UHC: \$2,531.85 UHC HDP: \$1,994.39	Kaiser: \$1,945.07 Kaiser HDP: \$1,713.32 UHC: \$2,531.85 UHC HDP: \$1,994.39	Kaiser: \$1,945.07 Kaiser HDP: \$1,713.32 UHC: \$2,531.85 UHC HDP: \$1,994.39	Kaiser: \$1,945.07 Kaiser HDP: \$1,713.32 UHC: \$2,531.85 UHC HDP: \$1,994.39	Kaiser: \$1,945.07 Kaiser HDP: \$1,713.32 UHC: \$2,531.85 UHC HDP: \$1,994.39
Dental Premiums Family Raters	Delta Dental: \$118.18	Delta Dental: \$118.18	Delta Dental: \$118.18	Delta Dental: \$118.18	Delta Dental: \$118.18
Vision Plan Family Rates	Reimbursement Plan. Provides coverage for examination, lenses, and frames each fiscal year.	Reimbursement Plan. Provides coverage for examination, lenses, and frames each fiscal year.	Reimbursement Plan. Provides coverage for examination, lenses, and frames each fiscal year.	VSP Plan: \$9.94	VSP Plan: \$9.94
Life Insurance	\$200,000 Basic \$200,000 AD&D Cost: \$60.00	\$50,000 Basic \$50,000 AD&D Cost: \$15.00	\$50,000 Basic \$50,000 AD&D Cost: \$15.00	\$40,000 Basic \$40,000 AD&D Cost: \$12.00	\$40,000 Basic \$40,000 AD&D Cost: \$12.00
LTD Insurance	Optional Union Plan. District cost: up to \$40.00	Optional Union Plan. District cost: up to \$40.00	Optional Union Plan. District cost: up to \$40.00	Union plan. District cost: up to \$40.00	Optional Union plan. District cost: up to \$40.00
Retirement	CLASSIC PERS <u>(Safety) 3% @ 50</u> ER Contribution: 42.322% EE Contribution: 9% PEPRA <u>(Safety) 2.7% @ 57</u> ER Contribution: 42.322% EE Contribution: 10.25%	CLASSIC PERS <u>(Safety) 3% @ 50</u> ER Contribution: 42.322% EE Contribution: 9% <u>(Non-Safety) 2.7% @ 55</u> ER Contribution: 30.309% EE Contribution: 8% PEPRA <u>(Safety) 2.7% @ 57</u> ER Contribution: 42.322% EE Contribution: 10.25% <u>(Non-Safety) 2.0% @ 62</u> ER Contribution: 6.925% EE Contribution: 6.5%	CLASSIC PERS <u>(Safety) 3% @ 50</u> ER Contribution: 42.322% EE Contribution: 9% <u>(Non-Safety) 2.7% @ 55</u> ER Contribution: 30.309% EE Contribution: 8% PEPRA <u>(Safety) 2.7% @ 57</u> ER Contribution: 42.322% EE Contribution: 10.25% <u>(Non-Safety) 2.0% @ 62</u> ER Contribution: 6.925% EE Contribution: 6.5%	CLASSIC PERS <u>(Safety) 3% @ 50</u> ER Contribution: 42.322% EE Contribution: 9% PEPRA <u>(Safety) 2.7% @ 57</u> ER Contribution: 42.322% EE Contribution: 10.25%	CLASSIC PERS <u>(Non-Safety) 2.7% @ 55</u> ER Contribution: 30.309% EE Contribution: 8% PEPRA <u>(Non-Safety) 2.0% @ 62</u> ER Contribution: 6.925% EE Contribution: 6.5%
Please Note: Classic PERS members have a single highest year compensation. PEPRA members have a three-year average on final compensation. In addition to the ER contribution of 6.925% for Misc. Plan members, a lump sum payment of \$848,793.00 is to reduce the Unfunded Liability.					

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EAP	5 visits each per year per employee and covered dependents	5 visits each per year per employee and covered dependents	5 visits each per year per employee and covered dependents	5 visits each per year per employee and covered dependents	5 visits each per year per employee and covered dependents
Deferred Compensation	Optional County plan.	Optional County plan.	Optional County plan.	Optional County plan.	Optional County plan.
Uniform Allowance/ Tool Allowance	0	0	0 ¹	See Below ¹	See Below ^{1,2}
Career Incentive	None.	None.	None.	None.	None.
Differentials	None.	None.	None.	<u>Assignments</u> Paramedics: 1st year: 7.5% After 1st year: 10% Special Ops: 1st year: 3% After 1st year: 5% Holiday in-lieu-of: 5.417 ¹	None.
Education & Career Development Reimbursement	\$2,600 per fiscal year.	\$2,600 per fiscal year.	\$2,600 per fiscal year.	\$2,600 per fiscal year. EE's working towards BA degree may be reimbursed an additional \$1,400 per fiscal year. EE's working towards a MA degree may be reimbursed an additional \$2,400 per fiscal year.	\$2,600 per fiscal year. EE's working towards BA degree may be reimbursed an additional \$1,400 per fiscal year. EE's working towards a MA degree may be reimbursed an additional \$2,400 per fiscal year.

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Vacation	<p>First 4 years: (80 hrs) 2 weeks/year After 4 years: (120 hrs) 3 weeks/year After 9 years: (160 hrs) 4 weeks/year</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p>	<p>First 4 years: (80 hrs) 2 weeks/year After 4 years: (120 hrs) 3 weeks/year After 9 years: (160 hrs) 4 weeks/year</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p>	<p><u>56-Hr employees:</u> 0 - 3 years: (144 hrs) 3 tours/year 4 - 6 years: (192 hrs) 4 tours/year 7 - 9 years: (240 hrs) 5 tours 10+ years: (288 hrs) 6 tours</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p> <p><u>40-Hr employees:</u> First 4 years: (80 hrs) 2 wks/yr After 4 years: (120 hrs) 3 wks/yr After 9 years: (160 hrs) 4 wks/yr</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p>	<p><u>56-Hr employees:</u> 0 - 3 years: (144 hrs) 3 tours/year 4 - 6 years: (192 hrs) 4 tours/year 7 - 9 years: (240 hrs) 5 tours/year 10+ years: (288 hrs) 6 tours/year</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p> <p><u>40-Hr employees:</u> First 4 years: (80 hrs) 2 wks/yr After 4 years: (120 hrs) 3 wks/yr After 9 years: (160 hrs) 4 wks/yr</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p>	<p>First 4 years: (80 hrs) 2 weeks/year After 4 years: (120 hrs) 3 weeks/year After 9 years: (160 hrs) 4 weeks/year</p> <p>1.8 conversion factor for personnel transferred from a 56-hr workweek to a 40-hr workweek, and again when transferred from a 40-hr workweek to a 56-hr workweek.</p>
Personal Leave	<p>40-hr: 24 hrs/fiscal year. 56-hr: 48 hrs/fiscal year.</p>	<p>40-hr: 24 hrs/fiscal year.</p>	<p>40-hr: 24 hrs/fiscal year 56-hr: 48 hrs/fiscal year</p>	<p>Personnel assigned to a 40-hr schedule: 16 hrs/fiscal year. Personnel assigned to 56-hr schedule: OPTIONAL - convert up to 36 hrs of sick leave to 24 hrs personal leave.</p>	<p>16 hrs/fiscal year.</p>

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Sick Leave	<p>Accrue 5.6 hrs/pay period.</p> <p>Each July, 48 hrs of accrued sick leave can be converted to vacation; can opt to convert an additional 32 hrs of accrued sick leave to 32 hrs of personal leave.</p>	<p>Accrue 5.6 hrs/pay period.</p> <p><u>For 40-hr personnel:</u> Each July, 48 hrs of accrued sick leave can be converted to vacation; can opt to convert an additional 32 hrs of accrued sick leave to 32 hrs of personal leave.</p>	<p>Accrue 5.6 hrs/pay period.</p> <p><u>For 40-hr personnel:</u> Each July, 48 hrs of accrued sick leave can be converted to vacation; can opt to convert an additional 32 hrs of accrued sick leave to 32 hrs of personal leave.</p> <hr/> <p><u>For 56-hr personnel:</u> Each July, 48 hrs of accrued sick leave can be converted into 67.2 hrs of vacation; can opt to convert an additional 32 hrs of accrued sick leave to 44.80 hrs of personal leave.</p>	<p>Accrue 5.6 hrs/pay period.</p> <p>For personnel assigned to a 56-hr workweek only: are charged 16 hrs of accrued sick leave for each 24 hrs of sick leave absence.</p> <hr/> <p>Personnel assigned to a 40-hr schedule: 16 hrs/fiscal year.</p> <hr/> <p>Personnel assigned to 56-hr schedule: OPTIONAL - convert up to 36 hrs of sick leave to 24 hrs personal leave.</p> <p>For 40-hr suppression-qualified personnel only: can opt to convert 50 hrs of accrued sick leave to 25 hrs of personal leave.</p>	<p>Accrue 5.6 hrs/pay period.</p> <p>Can opt to convert 50 hrs of accrued sick leave to 25 hrs of personal leave.</p>
Bereavement	40-hr employees: 3 days	40-hr employees: 3 days	40-hr employees: 3 days 56-hr employees: 2 shifts	40-hr employees: 3 days 56-hr employees: 2 shifts	40-hr employees: 3 days

¹Upon the implementation of the single Department-wide uniform specification, the Department shall provide, as needed, and maintain the applicable uniform for uniformed employees. The annual uniform allowance shall be two hundred and twenty-five dollars (\$225) for all suppression uniformed employees and one hundred dollars (\$100) for all non-suppression uniformed employees. The Department agrees to purchase the Class A uniform at the conclusion of the probationary period for uniformed employees.

²Per the IAFF Local 1165 – General Membership Unit, Mechanics have \$1,100 per year for equipment reimbursement available. General Maintenance Craftworkers have \$1,000 per year for equipment reimbursement available.

³The Department shall provide uniforms for Battalion Chief.

⁴All differentials and holiday in-lieu pay are paid at the current pay step.

⁵County Fire will pay \$65.00/ pay period to Fire Captain personnel not regularly assigned to paramedic duty, but maintain EMT-P.