

**SANTA CLARA COUNTY CENTRAL FIRE PROTECTION DISTRICT 2025- 2026 MONTHLY BENEFITS SUMMARY**

The following represents the maximum monthly costs for the DISTRICT as of January 1, 2025

FYE 6/30/26 (rev 07/23/2025)		Fire Chief, Deputy Fire Chief	Mgmt/Confidential/ Civilian Admin Unit/Unrepresented	Battalion Chief Unit, 1165	General Membership 1165 Suppression Qualified	General Membership 1165 Non-Suppression Qualified
Active EE Benefit	Medical Premiums Family Rates	Kaiser: \$3,180.80 Kaiser HDP: \$2,553.48 UHC: \$5,016.73 UHC HDP: \$2,890.12  Employer - Health Savings Account Contribution \$2,950 single and \$5,900 for family <sup>1</sup>				
Active EE Benefit	Dental Premiums Family Rates	Delta Dental: \$117.49				
Active EE Benefit	Vision Plan Family Rates	Reimbursement Plan. Provides coverage for examination, lenses, and frames every 12 months.			VSP Plan: \$8.76	
Active EE Benefit	Life Insurance	Standard Life \$200,000 Basic \$200,000 AD&D Cost: \$60.00  Optional employee funded Supplemental life insurance in the amounts of \$40,000 or \$100,000	Standard Life \$50,000 Basic \$50,000 AD&D Cost: \$15.00  Optional employee funded Supplemental life insurance in the amounts of \$40,000 or \$100,000		Standard Life \$40,000 Basic \$40,000 AD&D Cost: \$12.00  Optional employee funded Supplemental life insurance in the amounts of \$40,000 or \$100,000	
Active EE Benefit	Long Term Disability (LTD) Insurance	Optional Union Plan. District cost: up to \$55.00				
Active EE Benefit	Employee Assistance Program (EAP)	Concern 10 visits each per year per employee and covered dependents Cost: \$7.42 First Alarm Wellness, First Responder specialized EAP for Fire Suppression Cost: varies	Concern 10 visits each per year per employee and covered dependents Cost: \$7.42	Concern 10 visits each per year per employee and covered dependents Cost: \$7.42 First Alarm Wellness, First Responder specialized EAP for Fire Suppression Cost: varies		Concern 10 visits each per year per employee and covered dependents Cost: \$7.42
Active EE Benefit	Flexible Spending Accounts (FSA)	P&A Group Dependent Care FSA annual limit \$5000. Medical Reimbursement FSA annual limit \$3,300. Limited FSA (LFSA) annual limit \$3,300. (LFSA is for Health Savings Account holders. LFSA funds can only be used for dental & vision expenses.)				
Active EE Benefit	Education & Career Development Reimbursement	\$2,800 per fiscal year. No more than \$750 for transportation and/or lodging per year. Special circumstances subject to approval by Deputy Chief of training. Employees working towards Bachelors degree may be reimbursed an additional \$1,400 per fiscal year. Employees working towards a Masters degree may be reimbursed an additional \$2,400 per fiscal year. 40-hr employees up to 40 hours every 12 months on a rolling basis for school, seminars, and career development.			\$2,800 per fiscal year. No more than \$750 for transportation and/or lodging per year. Special circumstances subject to approval by Deputy Chief of training. Employees working towards Bachelors degree may be reimbursed an additional \$1,400 per fiscal year. Employees working towards a Masters degree may be reimbursed an additional \$2,400 per fiscal year.	
Active EE Compensation	Uniform Allowance/ Tool Allowance	0			See Below <sup>2</sup>	See Below <sup>2,3</sup>
Active EE Other Compensation	On-Call Pay/Call- Back	0		On-Call Pay: \$125 for a short-shift, \$175 for a long-shift Call-Back: receive 1-for-1 comp time for every hour worked	Assigned Fire Investigators & Safety Officers: \$125 for a short-shift & \$175 for a long-shift Call-Back: compensated at 1.5x of FLSA regular rate of pay 2 hr minimum <sup>4</sup>	Mandatory and authorized non-mandatory Call- Back: compensated at 1.5x of FLSA regular rate of pay 2 hr minimum <sup>4</sup>
Active EE Compensation	Differentials	All employees Working Out Of Class (WOOC): 10% differential				
					<u>Assignments</u>  Paramedics: 1st year: 7.5% After 1st year: 10%  Haz. Mat and Special Ops: 1st year: 3%, After 1st year: 5%  Holiday in-lieu-of: see Holidays below  Captain paramedic accreditation stipend <sup>5</sup>  Special Assignment Differential 15% <sup>4</sup>  Coordinator Differential 2% <sup>7</sup>  Enhanced Language Services - \$100 per pay period upon selection and certification	

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Active EE Compensation	Holidays	14, inclusive of 2 floating holidays <sup>8</sup>		40-hr employees or 56-hr employees on special assignment to a 40-hour work week = 14, inclusive of 2 floating holidays <sup>8</sup>	Holiday in-lieu-of: 5.417% <sup>9</sup>	14, inclusive of 2 floating holidays <sup>8</sup>
Active EE Leaves	Personal Leave	<u>Annual Personal Leave Allotment</u> 24 hours per Fiscal Year  <u>Optional Personal Leave Cashout</u> Max of 40 hours can be cashed out at anytime		<u>Annual Personal Leave Allotment</u> 40-hr employees: 24 hours per Fiscal Year 56-hr employees: 48 hours per Fiscal Year  <u>Optional Personal Leave Cashout</u> 40-hr employees: max of 40 hrs at any time 56-hr employees: max of 56 hrs at any time	<u>Annual Personal Leave Allotment</u> 40-hr employees: 16 hours per Fiscal Year 56-hr employees: No annual allotment. See Sick Leave section for conversion options  <u>Optional Personal Leave Cashout</u> If sick leave to personal leave conversion is exercised, the following hours of personal leave may be cashed out each fiscal year 40-hr employees: 8 hours per Fiscal Year 56-hr employees: 12 hours per Fiscal Year (taken in 12 hour increments)	<u>Annual Personal Leave Allotment</u> 16 hours per Fiscal Year  <u>Optional Personal Leave Cashout</u> If sick leave to personal leave conversion is exercised, 8 hours of personal leave may be cashed out each fiscal year
		Personal leave must be used or cashed out at the end of the fiscal year. (Use it or lose it)				
Active EE Leaves	Compensatory Time	0		Maximum accrual limit of 144 hours at any point in time <sup>10</sup>	40-hr employees: Maximum annual accrual limit of 24 hours at any given time.	Maximum annual accrual limit of 24 hours at any given time.
Active EE Leaves	Bereavement Leave	40-hr employees: 40 hours of paid bereavement leave.  Upon approval from the Fire Chief, additional paid (from available leave banks) or unpaid time may be taken.		40-hr employees: 40 hours of paid bereavement leave.  Upon approval from the Fire Chief, additional paid (from available leave banks) or unpaid time may be taken.  56-hr employees: 2 24-hour shifts of paid bereavement leave.  Upon approval from the Fire Chief, additional paid (from available leave banks) or unpaid time may be taken.		40-hr employees: 40 hours of paid bereavement leave.  Upon approval from the Fire Chief, additional paid (from available leave banks) or unpaid time may be taken.
Active EE Leaves	Vacation	<u>Annual Vacation Allotment</u>  First 4 years: (80 hrs) 2 weeks/year After 4 years: (120 hrs) 3 weeks/year After 9 years: (160 hrs) 4 weeks/year		<u>Annual Vacation Allotment</u>  <u>40-hr employees:</u> First 4 years: (80 hrs) 2 wks/year After 4 years: (120 hrs) 3 wks/year After 9 years: (160 hrs) 4 wks/year  <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	<u>Annual Vacation Allotment</u>  <u>40-hr employees:</u> 0 - 3 years: (102.96 hrs) 3 tours/year 4 - 6 years: (137.28 hrs) 4 tours/year 7 – 9 years: (171.6 hrs) 5 tours/year 10+ years: (205.66 hrs) 6 tours/year  <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	<u>Annual Vacation Allotment</u>  First 4 years: (80 hrs) 2 weeks/year After 4 years: (120 hrs) 3 weeks/year After 9 years: (160 hrs) 4 weeks/year
		<u>Vacation Accrual Limit</u>  648 hours (cashouts at 649 hours).		<u>Vacation Accrual Limit</u>  40-hr employees: 648 hours (cashouts at 649 hours) 56-hr employees: 907 hours (cashouts at 908 hours)	<u>Vacation Accrual Limit</u>  Unused vacation balance remaining at the end of the year is cashed out. <sup>11</sup>	<u>Vacation Accrual Limit</u>  240 hrs (cashouts at 320 hours)
		Required to use 80 hrs of vacation each Fiscal Year.		40-hr employees must use 80 hrs of vacation each Fiscal Year. 56-hr employees must use 144 hrs of vacation each Fiscal Year.		
		Optional: Cashout per fiscal year: 128 vacation hours		Optional: Cashout per fiscal year: 40-hr 128 vacation hours 56-hr 180 vacation hours		
				1.4 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.		

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Active EE Leaves	Sick Leave	<u>Sick Leave Accrual Rate</u> 5.6 hours per pay period.			
		<u>Optional Sick Leave Conversion</u>  Each July, 32 hrs of accrued sick leave can be converted to 32 hrs of personal leave. Accrued sick leave to personal leave conversions must be used on or before the end of that fiscal year (June 30).  An additional 48 hrs of accrued sick leave can be converted to 48 hours of vacation.	For 56-hr employees: Sick leave usage rate is 16 hrs of accrued sick leave charged for each 24 hr shift. For 40-hr employees: Sick leave usage rate is on an hour-for-hour basis.  <u>Optional Sick Leave Conversion</u> 40-hr employees: Each July, 32 hrs of accrued sick leave can be converted to 32 hrs of personal leave. Accrued sick leave to personal leave conversions must be used on or before the end of that fiscal year (June 30).  An additional 48 hrs of accrued sick leave can be converted to 48 hrs of vacation  56-hr employees: Each July, 32 hrs of accrued sick leave can be converted to 44.80 hrs of personal leave. Accrued sick leave to personal leave conversions must be used on or before the end of that fiscal year (June 30).  An additional 48 hrs of accrued sick leave can be converted into 67.2 hrs of vacation.	For 56-hr employees: Sick leave usage rate is 16 hrs of accrued sick leave charged for each 24 hr shift. For 40-hr employees: Sick leave usage rate is on an hour-for-hour basis.  <u>Optional Sick Leave Conversion</u> 40-hr employees: Can convert 50 hours of accrued sick leave to 25 hours of personal leave. Must be converted in 10 hour increments and must be used on or before the end of that fiscal year (June 30).  56-hr employees: Can convert up to 36 hrs of sick leave to 24 hrs personal leave. Must be taken in 12 hour increments and must be used on or before the end of that fiscal year (June 30).	<u>Optional Sick Leave Conversion</u> Can opt to convert 50 hrs of accrued sick leave to 25 hrs of personal leave in 10 hr increments. Must be used on or before the end of that fiscal year (June 30).
		<u>Sick Leave Payoff</u>  Employees will receive 75% sick leave payoff @ base salary excluding differentials, at retirement to the extent that sick leave balance does not contribute to retirement years of service.	<u>Sick Leave Payoff</u>  Industrial Disability Retirement: Prior to attaining retirement age: can exhaust 20% of sick leave or accept 75% of unused sick leave computed at 40-hr base salary. After attaining retirement age - 75% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.  Resignation or Death: in good standing with 10+ years of service - 50% of unused sick @ 40-hr base salary  Non-Service Disability Retirement prior to retirement age: can exhaust 1 yrs of sick leave or accept 50% of unused sick @ 40-hr base salary. Non-Service Disability Retirement at retirement age: 75% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.  Service Retirement prior to retirement age: can exhaust 20% of their sick leave balance or accept 75% sick leave payoff @ 40-hr base salary. Service Retirement at retirement age: 75% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.	<u>Sick Leave Payoff</u>  Industrial Disability Retirement: Prior to attaining retirement age: exhaust 20% of sick leave or accept 50% of unused sick leave computed at 40-hr base salary. After attaining retirement age: 50% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.  Resignation or Death: in good standing with 10+ years of service - 50% of unused sick @ 40-hr base salary.  Non-service Disability Retirement prior to retirement age: can exhaust 1 yr of sick leave or receive 50% of unused sick @ 40-hr base salary.  Non-service Disability Retirement at retirement age: 50% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.  Service Retirement prior to retirement age: can exhaust 20% of their sick leave or 50% sick leave payoff @ 40-hr base salary. Service Retirement at retirement age: 50% sick leave payoff @ 40-hr base salary to the extent that sick leave balance does not contribute to retirement years of service.	
Retirement Benefits	CalPERS Retirement	<b>CLASSIC PERS</b> <u>Safety 3% @ 50</u> ER Contribution: 63.87% EE Contribution: 9%  <b>PEPRA<sup>12</sup></b> <u>Safety 2.7% @ 57</u> ER Contribution: 66.15% EE Contribution: 11.75%	<b>CLASSIC PERS</b> <u>Safety 3% @ 50</u> ER Contribution: 63.87% EE Contribution: 9%  <u>Miscellaneous (Non-Safety) 2.7% @ 55</u> ER Contribution: 56.74% EE Contribution: 8%  <b>PEPRA<sup>12</sup></b> <u>Safety 2.7% @ 57</u> ER Contribution: 63.87% EE Contribution: 11.75%  <u>Miscellaneous (Non-Safety) 2.0% @ 62</u> ER Contribution: 9.04% EE Contribution: 8.25%	<b>CLASSIC PERS</b> <u>Safety 3% @ 50</u> ER Contribution: 63.87% EE Contribution: 9%  <b>PEPRA<sup>12</sup></b> <u>Safety 2.7% @ 57</u> ER Contribution: 63.87% EE Contribution: 11.75%	<b>CLASSIC PERS</b>  <u>Miscellaneous (Non-Safety) 2.7% @ 55</u> ER Contribution: 56.74% EE Contribution: 8%  <b>PEPRA<sup>12</sup></b>  <u>Miscellaneous(Non-Safety) 2.0% @ 62</u> ER Contribution: 9.04% EE Contribution: 8.25%
<b>Please Note:</b> Classic PERS members have a single highest year compensation. PEPRA members have a three-year average on final compensation. Additionally classic safety and classic misc. employees will contribute an ongoing 1% of salary to the employer required contribution to PERS if the estimated Total Employer contribution percentage of projected payroll (ARC) goes above 55% and 43%, respectively. Please contact CalPERS for more detail regarding retirement benefits					

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Retirement Benefits	Retiree Medical <sup>13</sup>	Employees contribute 2.5% of base wages up to a maximum of the amount contributed by the highest paid classification in the General Membership Unit towards the unfunded liability.			Employees contribute 2.5% of base wages towards the unfunded liability.	
Retirement Benefits	Retiree Life Insurance	Retiree Life Insurance starts at \$200,000 for first year of retirement, amount reduces by \$20,000 every subsequent year on the retirement date anniversary.	Standard Insurance Normal service and disability retirees receive \$6,500 life insurance coverage, this coverage ends at age 65.			
Retirement Benefits	Deferred Compensation	Fidelity Investments Voluntary 457(b) Standard contribution limit \$23,500, Age 50 Catch-up annual contribution limit \$7,500, Special Pre-Retirement Catch-up (Double-Up) program annual contribution limit \$23,500 <sup>14, 15</sup>				

## **Footnotes**

- In addition to the Employer contribution, Employees can elect to contribute pre-tax dollars to their HSA up to the IRS limit of \$4,300 single and \$8,550 for family for 2025.
- 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 (\$250) for all General Membership suppression uniformed employees and one hundred dollars (\$150) 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.
- Mechanics have \$1,100 per year for equipment reimbursement available. General Maintenance Craftworkers have \$1,000 per year for equipment reimbursement available.
- Mandatory and non-mandatory call back for 56-hr EEs as outlined in Policy, if worked beyond regular scheduled shifts, are compensated at the rate of 1.5 of FLSA regular rate of pay with a minimum of 2 hours' pay. Mandatory and non-mandatory call back for select 40-hr classifications, if worked beyond regular scheduled shifts, are compensated at the rate of 1.5 of FLSA regular rate of pay with a minimum of 2 hours pay. This provision does not apply to FLSA-exempt employees represented by the General Membership Unit.
- County Fire will pay \$65.00/pay period stipend to Fire Captain personnel not regularly assigned to paramedic duty, but maintain EMT-P. Captains temporarily assigned to paramedic duty receive a 10% differential.
- Captain and Firefighter Engineer assigned to a Fire Chief designated special assignment working a 40 hr. schedule, excluding temporary modified duty.
- Hazardous Materials Coordinator, Technical Rescue Coordinator & All Hazards Fire Coordinator as appointed by the Appointing Authority or his/her designee.
- Floating holidays replace Indigenous Peoples' Day and Lincoln's Birthday, which are lost if not used before the end of the fiscal year.
- All differentials and holiday in-lieu pay are paid at the current base pay step plus applicable differentials.
- The Hazardous Materials Assistant Fire Marshal shall be eligible for hour-for-hour compensatory time when dispatched to perform arson investigation duties outside of their regularly scheduled work hours, or when assigned as an interview panel member outside of their regularly scheduled work hours. The Hazardous Materials Assistant Fire Marshal will be allowed to accumulate a maximum of 24 hours of compensatory time at any point in time. Hours in excess of 24 hours will be scheduled as time off or cashed out prior to closure of the next pay period. Accumulated hour-for-hour compensatory time will be used or cashed out at the basic rate of pay listed in the salary table.
- If an employee has moved to a higher vacation tier during the year, the additional balance is rolled into line flex-vacation for use in the following year.
- PEPRA Compensation Limit for 2025 is \$186,096.
- Retiring on or before 1/1/1978** - retiree and dependent coverage under the current health plans.  
Retiring after 1/1/1978 through 12/31/1994 - retiree only coverage under the current health plans. Optional dependent coverage paid by the retiree.  
Hired after 12/31/1994 through 12/31/2006 (non-service disability and normal service requires 7 years of service) - retiree only coverage under the current health plans. Optional dependent coverage paid by the retiree.  
Hired after 12/31/2006 (non-service disability and normal service requires 10 years of service) - retiree only coverage under the current health plans. Optional dependent coverage paid by the retiree.
- Contact BSO for Deferred Compensation Special Pre-Retirement Catch-up (Double-up) program rules
- Retired Public Safety Officers can exclude up to \$3,000 per year of distributions paid directly to accident or health insurance plans for premiums. Contact BSO for more information.