

Benefits

Fire Management Unit

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

Union Code	FMU						
Representation	Association of San Bernardino County Fire Managers						
Contract Date	2015-2017						
Health and Welfare							
Medical Premium Subsidy (MPS)	<table style="margin-left: auto; margin-right: auto;"> <tr> <td>Employee Only</td> <td>\$230.00</td> </tr> <tr> <td>Employee + 1</td> <td>\$352.23</td> </tr> <tr> <td>Employee + 2</td> <td>\$482.64</td> </tr> </table>	Employee Only	\$230.00	Employee + 1	\$352.23	Employee + 2	\$482.64
Employee Only	\$230.00						
Employee + 1	\$352.23						
Employee + 2	\$482.64						
Medical Opt-Out/Waive	\$20.00						
Vision	Employer Paid for Employee & Dependent Coverage						
Life Insurance Employer Paid	\$50,000						
Voluntary Term Life	\$10,000 – \$700,000						
Voluntary AD&D	\$10,000 – \$250,000						
Leave Provisions							
Vacation	56 Hour Average Work Week – 112-224 hours/year 40 Hour Work Week – 80-160 hours/year						
Sick	56 Hour Average Work Week – 5.15 hours/pay period 40 Hour Work Week – 3.69 hours/pay period						
Bereavement	2 days per occurrence (3 if traveling > 1,000 miles)						
Holiday	56 Hour Average Work Week – 5.96 hours/pay period 40 Hour Work Week – 13 days + 1 floating/year						
Administrative Leave	56 Hour Average Work Week – 96 hours/year 40 Hour Work Week – 80 hours/year						
Retirement							
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply)	3% at age 50						
Tier 2 (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	<u>Employer Match</u> Eligible on the basis of one-half times ($\frac{1}{2}x$) the employee's contribution up to $\frac{1}{2}\%$ of bi-weekly base salary						
401(k) Eligible to enroll at any time	Employee contribution only						

Retirement Medical Trust Fund	<u>Sick Leave Conversion</u> Employees become eligible to convert a portion of their sick leave to the Retirement Medical Trust upon attaining 5 or more years of participation with SBCERA and/or other public retirement system(s).
	<u>County Contribution, based on years of completed regular District service:</u> 1-9 years = 1% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 3.0% of biweekly base salary
Other	
Annual Tuition Reimbursement & Membership Dues	\$1,000/fiscal year
Dependent Care Assistance Plan	Eligible
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$10 - \$98.07, Employee Contribution
Short Term Disability	55% up to \$1,574/week, up to 180 days
Long Term Disability	60% up to \$10,000/month
Uniform Voucher	Up to \$450/fiscal year

The County Fire provides a biweekly *Medical Premium Subsidy* to help off-set the cost of your medical premium.

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

\$225.26 (medical cost of premium)
\$ 10.28 (dental cost of premium)
- \$225.26 (medical premium subsidy)
\$10.28 (out-of-pocket cost)

Example #2: Employee elects Blue Shield HMO and Cigna Dental PPO plans with Employee + 1 coverage.

\$448.51 (medical cost of premium)
\$ 45.67 (dental cost of premium)
- \$352.23 (medical premium subsidy)
\$141.95 (out-of-pocket cost)

Example #3: Employee elects Kaiser Permanente and Cigna Dental PPO plans with Employee + 2 or more coverage.

\$770.32 (medical cost of premium)
\$ 78.15 (dental cost of premium)
- \$482.64 (medical premium subsidy)
\$365.83 (out-of-pocket cost)