



# Fire Management

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Union Code</b>	FMU
<b>Representation</b>	Association of San Bernardino County Fire Managers
<b>Contract Date</b>	2015-2017
<b>Health and Welfare</b>	
<b>Medical Premium Subsidy (MPS)</b>	Employee Only \$230.00 Employee + 1 \$352.23 Employee + 2 \$482.64
<b>Medical Opt-Out/Waive</b>	\$20.00
<b>Vision</b>	Employer Paid for Employee & Dependent Coverage
<b>Life Insurance Employer Paid</b>	\$50,000
<b>Voluntary Term Life</b>	\$10,000 – \$700,000
<b>Voluntary AD&amp;D</b>	\$10,000 – \$250,000
<b>Leave Provisions</b>	
<b>Vacation</b>	56 Hour Average Work Week – 112-224 hours/year 40 Hour Work Week – 80-160 hours/year
<b>Sick</b>	56 Hour Average Work Week – 5.15 hours/pay period 40 Hour Work Week – 3.69 hours/pay period
<b>Bereavement</b>	2 days per occurrence (3 if traveling > 1,000 miles)
<b>Holiday</b>	56 Hour Average Work Week – 155 hours/year (maximum carryover of 310hours, with exceptions) 40 Hour Work Week – 13 days + 1 floating/year (maximum carryover of 155hours, with exceptions)
<b>Administrative Leave</b>	56 Hour Average Work Week – 96 hours/year 40 Hour Work Week – 80 hours/year
<b>Retirement</b>	
<b>Tier 1</b> (Hired prior to 1/1/2013, reciprocity provision may apply)	3% at age 50
<b>Tier 2</b> (Hired on or after 1/1/2013, reciprocity provision may apply)	2.7% at age 57

<b>Retirement – Other</b>	
<b>457(b)</b> Eligible to enroll at any time	County contribution ½ times Employee contribution, up to ½%
<b>401(k)</b> Eligible to enroll at any time	Employee contribution only
<b>Retirement Medical Trust Fund – Sick Leave Conversion</b>	<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).
<b>Retirement Medical Trust Fund – County Contribution</b>	<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
<b>Other</b>	
<b>Annual Tuition Reimbursement &amp; Membership Dues</b>	\$1,000/fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Medical Expense Reimbursement Plan (Flexible Spending Account)</b>	\$10 - \$98.07 employee contribution per pay period
<b>Short Term Disability</b>	55% up to \$1,673/week, up to 180 days
<b>Long Term Disability</b>	60% up to \$10,000/month
<b>Uniform Voucher</b>	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.

\$227.55 (medical cost of premium)  
\$ 10.73 (dental cost of premium)  
- \$227.55 (medical premium subsidy)  
**\$10.73 (out-of-pocket cost)**

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

\$453.10 (medical cost of premium)  
\$ 46.78 (dental cost of premium)  
- \$352.23 (medical premium subsidy)  
**\$147.65 (out-of-pocket cost)**

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

\$758.58 (medical cost of premium)  
\$ 80.08 (dental cost of premium)  
- \$482.64 (medical premium subsidy)  
**\$356.02 (out-of-pocket cost)**