



# Fire Management

ALL BENEFITS ARE PER PAY PERIOD UNLESS OTHERWISE NOTED

<b>Representation</b>	Association of San Bernardino County Fire Managers	
<b>Contract Date</b>	2017-2019	
<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>	Employee:	\$10,000 - \$700,000
	Spouse/Domestic Partner:	\$10,000 - \$250,000
	Child(ren):	\$5,000 - \$20,000
<b>Voluntary AD&amp;D</b>	Employee:	\$10,000 - \$250,000
	Spouse/Domestic Partner:	\$5,000 - \$125,000
	Child(ren):	\$3,125 - \$25,000
<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 <i>(maximum carryover of 310 hours, with exceptions)</i> 40 Hour Work Week – 13 days + 1 floating/year <i>(maximum carryover of 155 hours, with exceptions)</i>	
<b>Administrative Leave</b>	56 Hour Average Work Week – 96 hours/year 40 Hour Work Week – 80 hours/year	
<b>Retirement</b>		
<b>Retirement Formulas</b> <i>Reciprocity provision may apply</i>	<b>Tier I</b> <b>2.0% at age 55</b> Hired PRIOR TO January 1, 2013	<b>Tier II</b> <b>2.5% at age 67</b> Hired ON or AFTER January 1, 2013

<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 = 1.00% of biweekly base salary 10-15 years = 1.75% of biweekly base salary 16+ years = 3.00% of biweekly base salary
<b>Other</b>	
<b>529 Education Savings Plan</b>	Eligible
<b>Annual Tuition Reimbursement &amp; Membership Dues</b>	\$1,000/fiscal year
<b>Dependent Care Assistance Plan</b>	Eligible
<b>Flexible Spending Account (FSA)</b>	Annual Maximum: \$2,650 or \$101.92 per pay period for 26 pay periods
<b>Short Term Disability</b>	55% up to \$1,785/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 DeltaCare USA DHMO plans with Employee Only coverage.

- \$263.51 (combined cost of premiums)
- \$230.00 (medical premium subsidy)
- \$33.51 (out-of-pocket cost)**

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

- \$526.95 (combined cost of premiums)
- \$352.23 (medical premium subsidy)
- \$174.72 (out-of-pocket cost)**

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

- \$898.55 (combined cost of premiums)
- \$482.64 (medical premium subsidy)
- \$415.91 (out-of-pocket cost)**