



# 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>	2019-2024	
<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><u>Tier I</u></b> <b>3.0% at age 50</b> Hired PRIOR TO January 1, 2013	<b><u>Tier II</u></b> <b>2.7% at age 57</b> Hired ON or AFTER January 1, 2013
<b>Retirement – Other</b>		
<b>457(b)</b> Eligible to enroll at any time	All employees in a bargaining unit covered by the MOU shall automatically be enrolled in the County's 457 Deferred Compensation Plan and contribute 1.00% of base salary to the plan. Employees may decline participation at any time.  County will match 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>	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>Tier 1</u> <u>County Contribution, based on years of completed regular District service:</u> 7-9 years = 1.00% of biweekly base salary 10-15 years = 2.00% of biweekly base salary 16-19 years = 3.00% of biweekly base salary 20+ years = 4.00% of biweekly base salary	<u>Tier 2</u> <u>County Contribution, based on years of completed regular District service:</u> 7-9 years = 1.00% of biweekly base salary 10-15 years = 2.00% of biweekly base salary 16-19 years = 2.75% of biweekly base salary 20+ 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>	Employee who select the County-sponsored Blue Shield Access+ HMO or Kaiser Choice HMO plan and elect to enroll in the FSA shall be eligible for up to a \$10.00 per pay period match to be credited on a quarterly basis.	
<b>Short Term Disability</b>	55% up to \$1,785/week	
<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.

- \$269.30 (combined cost of premiums)
- \$230.00 (medical premium subsidy)
- \$39.30 (out-of-pocket cost)**

**Example #2:** Employee elects Blue Shield Access+ HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$235.28 (combined cost of premiums)
- \$230.00 (medical premium subsidy)
- \$5.28 (out-of-pocket cost)**

**Example #3:** Employee elects Kaiser Permanente Traditional HMO and DeltaCare USA DHMO plans with Employee Only coverage.

- \$308.73 (combined cost of premiums)
- \$230.00 (medical premium subsidy)
- \$78.73 (out-of-pocket cost)**