

Benefits

Fire Management Unit

Union Code	FMU
Representation	Association of San Bernardino County Fire Managers Unit
Contract Date	2015-2017
Health and Welfare	
Medical Premium Subsidy (MPS)	Employee Only \$230.00/pay period Employee + 1 \$352.23/pay period Employee + 2 \$482.64/pay period
Medical Opt-Out/Waive	\$20.00/pay period
Vision	Employer Paid for Employee & Dependents
Life Insurance – Employer Paid	\$50,000
Voluntary Life	\$10K – \$700K
Voluntary AD&D	\$10K – \$250K
Leave Provisions	
Vacation	56 Hour Average Work Week – 112-224 hours/year 40 Hour Work Week – 80-160 hours/year Employee may elect to cash out future or existing vacation accruals up to the allowed hours
Sick	56 Hour Average Work Week – 134 hours/year 40 Hour Work Week – 96 hours/year
Bereavement	2 Days (3 days if traveling more than 1,000 miles) per occurrence
Holiday	56 Hour Average Work Week – 155 hours/year 40 Hour Work Week – 13 days + 1 floating/year Employee may elect to cash out future or existing vacation accruals up to the allowed hours
Administrative Leave	56 Hour Average Work Week – 96 hours/year 40 Hour Work Week – 80 hours/year Annual cash outs allowed based on accrual rate or automatic if applicable
Retirement	
Tier 1 (Hired prior to 1/1/2013, reciprocity provision may apply) 3% at age 50	No employer contribution. Employee pays 100% of their required contribution.
Tier 2 (Hired on or after 1/1/2013, reciprocity provision may apply) 2.7% at age 57	No employer contribution. Employee pays 100% of their required contribution.

Retirement - Other	
457(b) Eligible to enroll at any time	County matching contribution .5 times Employee contribution, up to .5%
401(k) Eligible to enroll at any time	Employee contribution only
Retirement Medical Trust Fund	Employee must convert unused sick leave balance(s) based on the cash value, to the trust according to entry in the unit <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	
Dependent Care Assistance Plan	Eligible
Long Term Disability	60% up to \$10,000/month
Medical Expense Reimbursement Plan (Flexible Spending Account)	\$10 - \$96.15, Employee Contribution
Short Term Disability	55% up to \$1,574/week, up to 180 days
Tuition Reimbursement & Membership Dues	\$1,000 per Employee/FY
Uniform Voucher	\$450/FY

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.

\$218.56 (medical cost of premium)
 \$ 9.63 (dental cost of premium)
 - \$218.56 (medical premium subsidy)
\$9.63 (out-of-pocket cost)

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

\$435.12 (medical cost of premium)
 \$ 45.67 (dental cost of premium)
 - \$352.23 (medical premium subsidy)
\$128.56 (out-of-pocket cost)

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

\$780.14 (medical cost of premium)
 \$ 78.15 (dental cost of premium)
 - \$482.64 (medical premium subsidy)
\$375.65 (out-of-pocket cost)