SAN BERNARDINO COUNTY | Human Resources
Employee Benefits and Services

FIRE AUXILIARY SERVICES UNIT & FIRE AUXILIARY SERVICES SUPERVISORY

Benefits Overview

MOU Contract 2023-2027

Healthcare Benefits

The Fire District pays a large portion of your healthcare premiums.

MEDICAL PREMIUM SUBSIDY

Effective July 12, 2025

Employee Only	$371.39
Employee +1	$725.98
Employee +2 or more	$1,026.22

MEDICAL OPT-OUT/WAIVE

If you have other employer-sponsored group coverage and do not enroll in the Fire District's medical plans, you will receive an extra $40 per pay period.

DENTAL PREMIUM SUBSIDY

$9.46
Requires enrollment in a Fire District medical plan.

VISION

No cost for Employee and Dependent coverage.

The Benefit rates listed above apply to full-time employees (61-80 hours) per biweekly pay period unless noted otherwise.
To determine your out-of-pocket costs, use our online Benefits Calculator: **https://hr.sbcounty.gov/benefits-calculator/**

Leave Provisions

Leave time listed for full-time (61-80 hours) per biweekly pay period unless noted otherwise.

Sick

3.69 hours per pay period.

Holiday

120 hours per year
(4.62 hours per pay period).

Bereavement

3 days per occurrence
(4 if traveling >600 miles).

Vacation

80-160 hours per year
Cash-out option up to 60 hours per year if 80 hours of vacation used in previous year.

Perfect Attendance

Up to 16 hours perfect attendance leave
Refer to your MOU for eligibility details.

Admin Leave

40 hours/year - FAS Only
Cash-out option available.

Annual Leave

40 hours/year - FAS Only
No cash-out option, use it or lose it.

Modified Benefit Option (MBO)

All regular full-time employees shall be provided the opportunity to convert from a regular position with traditional benefits to a regular position with modified benefits and wage differential. Refer to your Memorandum of Understanding (MOU).
MOU Website: **https://link.sbcounty.gov/MOU** MBO Website: **https://link.sbcounty.gov/MBO**

Representation:
Teamsters Local 1932

Human Resources – Employee Benefits and Services
909.387.5787 | ebsd@hr.sbcounty.gov | link.sbcounty.gov/benefits

Employees are our most valuable resource.

Fire District Paid Benefits

Tool Allowance
$500 for Vehicle Services Supervisors

State Disability Insurance
Premium paid by Fire District.
Refer to your MOU.

Basic Term Life Insurance
$25,000 for all Employees
$35,000 for Supervisory Classifications

Retirement

SBCERA Retirement Formulas
Reciprocity provisions may apply

Tier I 2.0% at age 55
Hired PRIOR to Jan 1, 2013

Tier II 2.5% at age 67
Hired ON or AFTER Jan 1, 2013

457(b) Deferred Compensation
Auto-enrollment at 1% of base salary upon hire. Fire District matching contribution, up to 0.50% based upon 1 year of continuous service.

Retirement Medical Trust (RMT)
Fire District Contribution

Based on continuous years of service:
10-14 years = 1.50% of biweekly base salary
15-19 years = 2.00% of biweekly base salary
20+ years = 2.50% of biweekly base salary

Sick Leave Conversion
Upon separation, eligible to convert a portion of your sick leave into the RMT upon attaining 10+ years of participation with SBCERA and/or other public retirement.

Voluntary Programs

Supplemental Term Life Insurance
Have financial security with extra term life coverage for yourself and your family with coverage up to $700,000.
https://link.sbcounty.gov/Life-Insurance

AD&D Insurance
Additional insurance in the event of accidental death or serious injury, with coverage options up to $250,000.
https://link.sbcounty.gov/Life-Insurance

Flexible Spending Account (FSA)
Pre-tax account for qualified health care expenses up to $3,400 annually. Employees who select a Fire District sponsored Blue Shield Access+ or Kaiser Choice are eligible for up to $10 per pay period match. **https://link.sbcounty.gov/fsa**

Dependent Care Assistance Program (DCAP)
Pre-tax account for qualified dependent care expenses up to $5,000 annually. **https://link.sbcounty.gov/DCAP**

529 Savings Plan
Invest for future educational expenses with tax-free earnings. Contact Scholar Share to enroll. **https://link.sbcounty.gov/529**

Combined Giving
Give back to the community via one time or ongoing payroll deductions. **https://link.sbcounty.gov/CombinedGiving**

Commuter Services
Help the environment, reduce traffic, save money and earn rewards with your commute. **https://link.sbcounty.gov/Commuter**

Employee Discounts
Save big at hundreds of national and local merchants.
https://link.sbcounty.gov/Employee-Discount-Program

Wellness Program
Information, resources and rewards to support your healthy lifestyle. **https://link.sbcounty.gov/wellness**

Employee Assistance Program (EAP)
Confidential expert support and resources available at any time, at no cost to you. **https://link.sbcounty.gov/EAP**

Annual Tuition Reimbursement
First come, first serve basis not to exceed $1,650 per fiscal year. Refer to your MOU.
https://link.sbcounty.gov/MOU

This document provides a summary of the benefit and leave provisions as listed in your MOU. This is not a comprehensive list of all benefit and leave offerings. Should this document contain conflicting information as listed in your MOU, the MOU will prevail.

Medical Premium Costs for Fire District Plans

The Fire District provides Premium Subsidies biweekly to help offset the cost of your medical and dental premiums.

Medical Premium Subsidy

Effective July 11, 2026

Employee Only:	**$371.39 (TBO)**	**$263.69 (MBO)**
Employee +1:	**$725.98 (TBO)**	**$595.30 (MBO)**
Employee +2:	**$1,026.22 (TBO)**	**$841.50 (MBO)**

Employee Only Coverage

Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	$0.00	$76.87
Blue Shield Access + HMO	$0.00	$99.19
Blue Shield Signature HMO	$46.46	$154.16
Blue Shield PPO	$405.50	$513.20
Kaiser Virtual Complete HMO	$0.00	$65.38
Kaiser Choice HMO	$0.00	$94.50
Kaiser Permanente HMO	$48.73	$156.43

Employee +1 Coverage

Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	$0.00	$83.83
Blue Shield Access + HMO	$0.00	$128.51
Blue Shield Signature HMO	$107.72	$238.40
Blue Shield PPO	$855.24	$985.92
Kaiser Virtual Complete HMO	$0.00	$60.83
Kaiser Choice HMO	$0.00	$119.07
Kaiser Permanente HMO	$112.25	$242.93

Employee +2 or more Coverage

Plan	Traditional Benefit Option (TBO) Employee Cost Per Pay Period	Modified Benefit Option (MBO) Employee Cost Per Pay Period
Blue Shield Gold Trio HMO	$0.00	$118.66
Blue Shield Access + HMO	$0.00	$181.88
Blue Shield Signature HMO	$152.64	$337.36
Blue Shield PPO	$1,426.97	$1,611.69
Kaiser Virtual Complete HMO	$0.00	$86.09
Kaiser Choice HMO	$0.00	$168.50
Kaiser Permanente HMO	$159.04	$343.76