



E-Brief • May 2022

This E-Brief is a summary of activities for the Fire Agencies Self Insurance System (FASIS). Updates from the Board of Directors meetings, as well as other pertinent information, will be communicated to member districts and posted on the [website](#) for future reference. Please contact staff with any questions regarding the contents of this bulletin.

Workers' Compensation News

CA LABOR CODE §4850 REMINDERS

Please note the following reminders regarding Labor Code §4850 benefits extended to eligible claimants who are taken off work due to an industrial injury.

Basics of Labor Code §4850:

The benefit provides full salary, *without deduction of taxes*, for up to 52 weeks following an accepted industrial injury for eligible safety employees as defined within the Labor Code. A detailed listing of employees entitled to this benefit can be found [here](#).

- The benefit may start and stop several times and does not need to be continuous.
- The benefit can be provided for up to 5 years from the date of injury.
- The benefit is provided *in lieu of* temporary disability benefits, which is 2/3 of a non-safety employee's average weekly wage (also untaxed), for those first 52 weeks.
- Upon exhaustion of the 52 weeks of 4850 benefits, the eligible safety employee may then be entitled to another 52 weeks of temporary disability at 2/3 of their average weekly wage, up to the statutory maximum benefit for their respective date of injury.
- **NOTE:** FASIS covers the temporary disability portion of this benefit, or 2/3 of the average weekly wage up to the statutory maximum benefit amount for the respective date of injury. This covered portion is typically issued as a check directly payable to the member district from our third-party claims administrator, Athens, while the employee remains off work. The remaining 1/3 of the salary continuation is covered by the member district.

Labor Code §4850 Eligibility:

- The claimant must be an eligible safety employee of the member district.
- Volunteers are not entitled to this benefit as they have no salary to continue, however, volunteer firefighters of an officially recognized volunteer fire department are compensated at the statutory maximum rate of temporary disability for their respective date of injury.

- The workers' compensation claim must be admitted or accepted as industrial.

The eligible safety employee must be declared temporarily totally disabled by their primary treating physician for their workers' compensation claim OR the member district must confirm that they are unable to accommodate modified work as outlined the primary treating physician.

If you have any questions regarding Labor Code §4850 benefits, please contact Sarah Centeno, Workers' Compensation Manager, at (916) 244-1142 or sarah.centeno@sedgwick.com.

Financial News

2022/23 PRELIMINARY OPERATING BUDGET AND RATES

On April 8, 2022, the Board of Directors approved the following rates for the 2022/23 Program Year:

Safety: \$9.550 per \$100 of payroll

Non-Safety: \$7.490 per \$100 of payroll

The annual payroll equivalencies for Safety: \$5,000 and Non-Safety: \$1,000 volunteers remain the same. Individual experience modification factors adjust the base rate for each member, based upon loss experience.

The Preliminary 2022/23 Operating Budget was sent to member districts for review on April 12th. Included are the approved rates and estimated payroll utilized to calculate member contributions for the coming program year. Please ensure you review the budgeted information for your district. If you have any questions, please contact Nancy Broadhurst, Interim Finance Manager at (916) 244-1172 or nancy.broadhurst@sedgwick.com **no later than June 10th**. Changes may not be made after this date.

Important Contacts



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Firefighter Health & Wellness

Pre-Employment & Annual NFPA 1582-compliant Medical Examinations

Member Districts have access to [Occu-Med](#) for pre-employment medical examinations and [1582](#) and [Pinnacle Training Systems](#) for annual on-site NFPA 1582-compliant medical examinations. Pricing on a per exam basis is contracted and subsidized by FASIS.

Employee Assistance Program

Member Districts have access to Managed Health Network's five or nine-session EAP. Communication regarding new enrollments and renewals of participation were sent May 2nd. Contact staff with questions or for assistance with enrollment.

Firestrong

All Member Districts have access to an online resource offering anonymous mental, emotional, and physical support. Visit www.firestrong.org and select "FASIS" from the drop-down menu to access services.

Username: FASIS

Password: FASIS1750

Member District Changes

As member districts undergo annexations and name changes, it is important you advise staff of impending changes as soon as possible.

For questions or assistance, please contact Jennifer Jobe at (916) 244-1141 or jennifer.jobe@sedgwick.com.

Upcoming Important Dates

May 16, 2022

4th Quarter Payroll Report Due

May 28, 2021

EAP New Enrollments & Renewals Due

June 23, 2022

FDAC EBA & FASIS

Combined Board of Directors Meeting
(Sedgwick, Sacramento)

