

FIRE - 2011 Benefit Summary

Retirement: 3% @ 55 single highest year.

Medical Insurance: \$1177.38/month for employee and dependents' medical insurance under PERS. Cost of Employee Assistance Program (\$9.14) deducted from \$1177.38.

Optical/Dental/Life/AD&D: Premiums paid by the employee. Premium monthly amount is added back to monthly salary. \$20,000 term life policy.

Flex Plan: Section 125 Plan, allows for payment of employee paid insurance medical treatment, and dependent care expenses with pre-tax dollars.

Deferred Compensation: City match up to 5% of employee's total pay into 401(a).

Holidays: Paid 144 hours per year in lieu of holidays.

Vacation Leave: 12 days or 6 shifts (1- 7 years); 18 days or 9 shifts (7 – 14 years); 24 days or 12 shifts (after 14 years of service). Leave can be used after one year of service. Annual cash conversion option.

Sick Leave: Eight (8) hours per month or twelve (12) hours per month for shift personnel. Partial payment for accrual over 1,584 hours and percentage of unused leave paid upon retirement or separation.

Bereavement Leave: Four (4) days or two (2) 24-hour shifts for shift personnel per qualifying incident.

Tuition Reimbursement: Up to \$1,500/year for work-related college courses.

Longevity Pay: Level I, 6.5 years = \$426.73 - \$570.24; Level II, 13 years = \$1036.35 - \$1384.87; Level III, 19.5 years = \$1645.97 - \$2199.50; Level IV, 26 years = \$2377.52 - \$3177.06.

Educational Incentive Pay: Depending upon level of education, position held and step within range, may receive pay from \$524.28/mo up to \$1629.26/mo.

Certification Pay: Depending upon classification and step within range, may be eligible for Haz Mat pay from \$144.36 - \$244.39; Paramedic Level I - \$505.27 - \$855.36; Paramedic Level II - \$748.99 - \$948.83 (only for Firefighters, amount depends on step within range); Paramedic Level III - \$998.66 - \$1265.11 (only for Firefighters, amount depends on step within range).

Uniform Maintenance Allowance: \$325 annual allowance.

Other: Voluntary participation in Credit Union
Deferred Compensation Program (457)
Payroll Direct Deposit
Up to \$4,000 interest free computer loan