



## FIREFIGHTER EMPLOYEE BENEFITS

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**WORK HOURS:** Firefighters work a 24 hours on/48 hour off shift. While in basic training, firefighter recruits work and are paid according to an eight-hour day.

**PAID TIME OFF:** Firefighters accrue 21 days per year; however one 24-hour shift off equals three vacation days used. Maximum accrual of vacation leave is equal to number of days earned in two years. Fire earns six 24-hour shifts plus 12 hours and personal leave.

**SICK LEAVE:** Accumulated at the rate of one day per month up to 180 days maximum. Firefighters earn 12 hours/month; one full shift missed is charged as two sick days.

**RETIREMENT PROGRAM:** Employees join County Employee Retirement System (CERS), which is part of a state retirement system (KRS). The City contributes 39.58% (44.33%) of a hazardous duty employee's salary to the retirement fund and the employee contributes 9% (employee may contribute 8% if active in KRS prior to 9/1/08). Employee contributions and interest refundable upon termination, employer contributions and interest also refundable if employed five or more years. Public safety personnel do not pay FICA (Social Security 6.35%), but do pay 1.45% toward Medicare.

**DEFERRED COMP:** Tax-deferred supplemental retirement plans available for employee contribution through 401(k) and 457 deferred compensation plans.

**INSURANCE BENEFITS:** Comprehensive Major Medical Group Health Plan with a two tier level of coverage.

\$50,000 Term Life Insurance Policy provided by the City. Additional term coverage and/or whole life plan with supplemental retirement savings are also available.

Dental and Vision Care Insurance for employee is provided by the City; available for dependents at a reasonable cost to the employee. Whole life, disability, critical care, and accident insurances are also offered for the employee and dependents at a reasonable cost to the employee.

***INSURANCE BENEFITS ARE EFFECTIVE THE FIRST DAY OF THE MONTH FOLLOWING HIRE DATE.***

**CITY CARE CENTER – ON-SITE HEALTH & WELLNESS CENTER:** Available to eligible employees and their dependents. The center treats acute and chronic conditions (i.e., cold, flu, high blood pressure, and diabetes); provides annual physicals, health coaching, lab work, on-site dispensary of select generic medications and much more at no charge to the employee.

**FLEXIBLE SPENDING:** Day care and eligible medical expenses can be paid from pre-tax dollars through flexible spending accounts.

**TUITION ASSISTANCE:** The City helps pay for qualified college courses by reimbursing employee for approved tuition and book expenses. Time to take classes must be negotiated and approved in advance.

**OTHER BENEFITS:** Free access to fitness facility and equipment; discounted rate for immediate family. Free employee assistance counseling program for employees and dependents.

**TRAINING & UNIFORMS:** Public safety employees are provided with all necessary uniforms and equipment. An annual allowance is provided for replacement. Firefighters are trained in-house and receive an initial 12-week training program before being assigned to a shift. The employee must complete 400 hours to receive certification and the \$4,300 pay supplement.