



**SUMMARY OF BENEFITS
FOR FIRE DEPARTMENT CIVIL SERVICE EMPLOYEES**

BENEFIT	WHO PAYS?	WHEN ARE YOU ELIGIBLE?	WHAT WILL YOU RECEIVE?
BEGINNING PAY	City	Immediately	FIREFIGHTER \$4,562 per month FIRE PREVENTION SPECIALIST \$4,988 per month
LANGUAGE SKILLS PAY	City	Upon approval by HR	Extra pay for bilingual skills, as verified through testing
DIRECT DEPOSIT	City	Immediately	Automatic deposit of your paycheck each pay day
INCENTIVE PAY	City	Immediately	Extra pay for advanced certification and education
LONGEVITY PAY	City	After 1 year	\$6.00 per month for each full year of service
HOLIDAYS	City	Immediately	9 paid holidays per year
JURY DUTY	City	Immediately	Full salary while on jury duty
MILITARY LEAVE	City	Immediately	Full salary, not to exceed 15 working days per fiscal year
PERSONAL LEAVE	City	After 6 months	2 working days per fiscal year
SICK LEAVE	City	e) After 6 months f) After 1 year *	e) 7.5 working days f) 15 working days per year; maximum accumulation unlimited; upon termination, paid for up to 90 days accumulation
VACATION LEAVE	City	n) After 6 months o) 0 to 8 years * p) 9 to 13 years* q) 14 to 18 years * r) 19 to 23 years * s) 24 years and up *	i) 7.5 working days g) 15 working days per year; maximum accumulation 30 days h) 17 working days per year; maximum accumulation 34 days i) 18 working days per year; maximum accumulation 36 days j) 20 working days per year; maximum accumulation 40 days k) 22 working days per year; maximum accumulation 44 days
DENTAL PLAN	Employee	Immediately	Group rates on dental care and treatment
EMPLOYEE ASSISTANCE PLAN	City	Immediately	Free confidential counseling sessions provided for employees and dependents regarding marital, emotional, job, stress or legal problems; four sessions allowed per incident
FLEXIBLE SPENDING ACCOUNTS	Employee	Immediately	Allows City employees to pay for medical and work-related child care expenses with before-tax dollars
HEALTH INSURANCE	City / Employee	Immediately	<i>Choice of two PPO plans or HDHP</i> - City contributes at least 85% of employee and 65% of the dependent premiums; HDHP participants eligible for HSA
LIFE INSURANCE	City / Employee	Immediately	Term life insurance coverage provided by the City (one times annual salary); optional life and dependent life coverage available at employee's expense
OTHER OPTIONAL GROUP PLANS	Employee	Immediately	Group rates for vision, legal services, Cigna critical illness and accidental injury plans
DEFERRED COMPENSATION	Employee	Immediately	Tax deferred savings program for retirement
Retirement and Death Benefits	City / Employee	Immediately	<i>Irving Fireman's Relief and Retirement Fund</i> Employee contribution is 12% with a contribution by the City upon retirement, with 10-year vesting
EMPLOYEE CREDIT UNION	Employee	Immediately	Competitive interest rates on savings accounts and loans; both available through payroll deductions
TUITION REIMBURSEMENT	City	After 6 months	Reimbursement of tuition for job-related courses as outlined by City policy and as approved by City Council

* Accumulated Biweekly

THIS IS INTENDED TO BE A BRIEF SUMMARY OF CITY BENEFITS. FOR A MORE DETAILED EXPLANATION OF ALL BENEFITS, REFER TO THE PERSONNEL POLICIES, ASK YOUR IMMEDIATE SUPERVISOR OR CONTACT CITY BENEFITS PERSONNEL. IN CASE OF DIFFERENCES, THE PERSONNEL POLICIES WILL PREVAIL.