

## **Firefighter Benefits**

Work uniforms and "turnouts" (protective clothing used by Fire employees) are furnished by the City.

Sick Leave is accrued at the rate of 15 days/tours of duty per year up to four years of service, 12 days/tours of duty per year after four years of service thereafter (with maximum accumulation to 100 days). Accrued each pay period after one year probation.

Three weeks of vacation are granted to employees each year after completing one year of service.

One day/tour of personal Leave is granted per year to employees with five years of service (as of June 30) to nine years of service. Two days/tours of personal Leave are granted per year to employees with 10 years of service (as of June 30) to 14 years of service. Three days/tours of personal Leave are granted per year to employees with 15 years of service (as of June 30) to 18 years of service. Four days/tours of personal Leave are granted per year to employees with 18 years of service or more (as of June 30).

Longevity (Bonus) pay is calculated at the rate of \$5 per month times the number of years of service up to and including 30 years. Payment is made the last non-payroll week of June and November.

The City pays the total cost of a health insurance and a life insurance policy for all full-time employees.

Longevity Bonus Pay - Five (5) dollars per month for each year of service up to and including the 15th year, six (6) dollars per month for each year of service from the 16th year through the completed 25th year.

Health Insurance - Coverage for an employee's dependent(s) is available at the employee's option; should an employee choose to cover his/her dependent(s), the City currently pays part of the total cost of this additional coverage.

Life Insurance - The value of the City paid policy for firefighting personnel is an amount equal to the employee's annual salary or \$25,000 whichever is greater (from first day of hire).

Accidental Death and Dismemberment (AD&D) - The value of this City paid policy for firefighting personnel is an amount equal to the employee's annual salary or \$25,000 whichever is greater (from first day of hire).

Firefighters certified as EMT personnel shall receive a monthly allowance of \$62; payments shall be made on a prorated basis of pay periods per year.

Retirement and disability benefits provided through the State of Arkansas Local Police and fire Retirement System (LOPFI) program.