Firefighter Classifications
Benefit Fact Sheet for Prospective Employees

Vacation

Accrual rates for full-time 40 hr/week Firefighter titles are:

Years of Service	Days of Vacation
0 - 5 years	13 days
After 5 years	18 days
After 15 years	24 days
After 25 years	25 days

Accrual rates for full-time 56 hr/week Firefighter titles are:

Years of Service	24hr Shifts of Vacation
0 - 5 years	(10 shifts, 17 hours, 30 minutes)
After 5 years	(13 shifts, 1 hour, 30 minutes)
After 15 years	(15 shifts, 21 hours)
After 25 years	(16 shifts, 8 hours)

Employees receive a pro-rated number of days based on the number of hours worked each year.

Holidays (40 hour employees only)

Employees receive ten (10) calendar holidays as listed below:

New Year's Day	Labor Day
Martin Luther King Day	Veterans' Day
Presidents' Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving
Independence Day	Christmas Day

Health Insurance

The City's current health carrier is HealthPartners. There are two (2) plans to choose from and the cost to the employee depends on the plan chosen. Monthly health insurance costs for full-time employees can range from:

Employee Cost
Single - $0.00 - $260.28 per month
Family- $133.42 - $961.82 per month

Sick Leave

Full-time employees will earn the equivalent of 13 days of sick leave per year. Part-time employees receive a pro-rated amount.

Retiree Insurance

City contribution for retiree insurance is $300.00 per month for qualifying employees hired prior to December 31, 2007.

Incapacitation

Employees may be eligible for additional wage benefits for injuries which occur both on and off the job.

Uniforms

Employees in Firefighter titles are eligible for a uniform reimbursement.

Severance

There are currently two (2) severance plans available to qualifying employees. These plans pay benefits based on years of service and sick leave credit accrual. Employees may earn up to a maximum of $30,000 for severance depending on the plan(s) for which they qualify. Severance Pay will be contributed to a Post Employment Health Plan (PEHP).

Deferred Compensation

All employees have access to a deferred compensation program.

General

Other general benefits available to City employees include direct deposit of paychecks, reduced cost of monthly MTC bus passes and pre-tax flexible spending accounts for medical and daycare expenses.

This listing is a general summary of the benefits available to employees as provided by this bargaining unit's collective bargaining agreement and is not intended to convey all possible benefits or to be regarded as official. Specific details can be found within each individual bargaining unit agreement. Prospective employees are encouraged to consult the appropriate bargaining unit contract. Contracts can be found on the Labor Relations web site which is located at http://mn-stpaul.civicplus.com/index.asp?NID=776

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