

Firefighter Classifications Benefit Fact Sheet for Prospective Employees

Vacation

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

| <u>Years of Service</u> | <u>Days of Vacation</u> |
|--------------------------------|--------------------------------|
| 0 - 5 years | 104 hours |
| After 5 years | 144 hours |
| After 15 years | 200 hours |

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

| <u>Years of Service</u> | <u>24hr Shifts of Vacation</u> |
|--------------------------------|---------------------------------------|
| 0 - 5 years | 268.8 hours |
| After 5 years | 324.8 hours |
| After 15 years | 403.2 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 | Independence Day |
| Martin Luther King Day | Labor Day |
| Presidents' Day | Veterans' Day |
| Memorial Day | Thanksgiving Day |
| Juneteenth Day | Day after Thanksgiving |
| | Christmas Day |

Health Insurance

The City's current health carrier is Medica. There are four (4) deductible plans and one (1) co-pay plan. The cost to the employee depends on the plan chosen.

Sick Leave

Full-time employees will earn the equivalent of 12 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. Employees hired on/after December 31, 2007 will no longer be eligible for retiree health benefits. An annual amount of \$375 will be contributed to a VEBA account.

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 an annual uniform allowance.

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.

Public Employees Retirement Association (PERA)

Eligible employees receive a generous matching contribution to employees' pre-tax contribution to the State of Minnesota's Public Employer Retirement Association defined benefit pension plan. Additional information can be found at: <https://mnpera.org/> or <https://member.mnpera.org/MemWeb.dll>

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 <https://www.stpaul.gov/sites/default/files/2022-05/EG03-contract.pdf>

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