

Fire Supervisory Classifications

Benefit Fact Sheet for Prospective Employees

Vacation

Accrual rates for full time 40 hr/week Fire Supervisory titles are:

<u>Years of Service</u>	<u>Days of Vacation</u>
1st year thru 5th year	16 days
6th year thru 15th year	22 days
16th year thru 25rd year	27 days
26th year and thereafter	28 days

Accrual rates for full time 56 hr/week Fire Supervisory titles are:

<u>Years of Service</u>	<u>24hr Shifts of Vacation</u>
1st year thru 5th year	(10 shifts, 12 hours)
6th year thru 15th year	(12 shifts, 20 hours)
16th year thru 25th year	(15 shifts, 15 hours, 12 minutes)
26th year and thereafter	(16 shifts, 2 hours, 24 minutes)

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

Holidays (40 hour employees only)

Employees receive eleven (11) 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
Juneteenth Day	Christmas Day
Independence Day	

Sick Leave

Full-time employees earn the equivalent of 12 days of sick leave per year. Part-time employees receive a pro-rated amount.

Severance

Benefits based on years of service and sick leave 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).

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.

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 on the job.

Uniforms

Employees in these titles are eligible for an annual uniform allowance.

Deferred Compensation

All employees have access to a deferred compensation program.

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>

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 agreement. Contracts can be found on the Labor Relations web site which is located at <https://www.stpaul.gov/sites/default/files/2021-04/EG40-contract.pdf>

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