

2018 BENEFITS OVERVIEW - FIRE SUPPRESSION

BENEFIT	DETAIL			
	Years of Service	Shifts per Year	Semi-Monthly Accrual	Maximum Accumulation
Paid Days Off* (Vacation) pro-rated for part-timers *Eligible to sell back up to 5 shifts per year	1-5	11	11 hours	824 hours
	6-10	12	12 hours	824 hours
	11-15	14	14 hours	824 hours
	16-20	15	15 hours	824 hours
	21-25	17	17 hours	824 hours
	26+	18	18 hours	824 hours
	*Includes Holidays - 24 hour shifts			
Short-Term Disability (Sick Leave)	20 hours per month to 1,911 hours maximum accumulation (24hr shift)			
Holidays	Included in PDO's			
Bereavement Leave	2 shifts (24 hr personnel) when a death occurs in an employee's immediate family			
Health Insurance (Medical/Rx/Dental/Vision) Premium share is determined by Trust	Available through the Vancouver Firefighters Union Health & Welfare Trust			
Flex Spending Accounts	Tax savings plan for medical and dependent care expenses.			
Life Insurance/AD&D premium paid by City	1x annual salary, up to \$100,000. Optional Additional Life, AD&D and Dependent coverage at employee expense			
Optional Coverages/Plans 100% Employee Paid	AFLAC (Cancer, STD, Accident, Hospital Advantage, Personal Recovery), Pre-Paid Legal Service, 529 College Savings			
Pension	LEOFF Retirement - employee & employer contribute (tax deferred)			
Deferred Compensation - 457 Plans	ICMA & DCP programs for employee contributions (100% of taxable income to a maximum of \$18,500. If age 50 or over, the maximum is \$24,500)			
Mandatory Long-Term Disability 100% Employee Paid	Six-month waiting period. Provided through the Vancouver Firefighters Union Health & Welfare Trust			
Mandatory Retirement Health Saving Plan 100% Employee Paid	Washington State Council of Firefighters Plan for Post employment health care funding (tax advantaged plan)			
Employee Assistance Program Cascade Centers, Inc.	Free and confidential benefit that can assist with problems that interfere with day to day activities. Includes a personal wellness component. Covers employees and dependents.			