

Summary of Benefits

Uniformed Fire

Medical/Dental/Vision Insurance

- ◆ Employees are offered a choice of medical/vision coverage through either Group Health Cooperative or the City's self-insured plan. A Preferred Provider Option is available through the self-insured plan.
- ◆ The dental insurance plan covers services such as regular checkups, x-rays, fillings and crowns to an annual maximum of \$1,600. Orthodontia coverage is also provided.

Life Insurance

- ◆ Basic life insurance is provided to each employee equal to their annual salary, up to \$125,000. Each eligible dependent is also provided with a \$1,000 policy. There is no cost to the employee.
- ◆ Additional life insurance is available for employees and their dependents at group rates.

Retirement Plan

- ◆ Employees are enrolled in the State of Washington Department of Retirement Systems LEOFF Plan.
- ◆ Both the employee and employer contribute to the plan.

Deferred Compensation Program

- ◆ Employees can make voluntary pre-tax contributions into the city's deferred compensation retirement plan.
- ◆ The city contributes 3.5% of base pay into the plan. An additional 2.5% is provided for passing a physical fitness exam. LEOFF II members are eligible to participate in an income protection program.

Flexible Benefits

- ◆ The Flexible Spending Account (FSA) allows employees to set aside funds on a pre-tax basis for reimbursement of dependent care or healthcare expenses.

Longevity

- ◆ Longevity premiums are awarded after five years of service and increase at 10, 15, 20 and 25 years.

Education Incentive

- ◆ Employees who achieve a Fire Science Certification will receive 2% of top step of firefighter's salary, those with a Fire Science Degree receive 4% of top step of firefighter's salary, and those with a 4 Year Degree and a 2 Year Fire Science Degree will receive 6% of top step of firefighter's salary.

Vacation

- ◆ Suppression personnel working 24-hour shifts receive vacation benefits as follows: 0 shifts (0-12 months); 3 shifts (13-24 months), 4 shifts (25-36 months), 5 shifts (37-48 months), 6 shifts (49-60 months), 9 shifts (6-10 years), 11 shifts (11-15 years), 13 shifts (16-20 years), 14 shifts (21 years and over).

Sick Leave

- ◆ Upon employment, the employee receives a sick leave bank of 36 hours, with an additional 36 hours added after three months. Thereafter, sick leave accrues at the rate of twelve hours each month.
- ◆ All LEOFF II personnel are granted an injury leave loan bank for duty related disabilities in the amount of twelve shifts.

Employee Assistance Program

- ◆ A confidential counseling assessment and referral service is available without cost to employees and family members for help with personal, family or job-related problems.

Paydays

- ◆ The City of Renton pays employees on the 10th and the 25th of each month (24 pay periods each year).

Holidays

- ◆ The City recognizes ten holidays and offers two "personal" holidays each calendar year for employees.
- ◆ Personnel working 24-hour shifts receive five shifts off in lieu of the holidays.

Hours of Work

- ◆ Employees work one 24-hour shift followed by 48 hours off duty and receive one "Kelly" shift every six scheduled shifts.
- ◆ The working shift begins at 8:00 am.

Uniforms

- ◆ Employees receive an annual income allowance of 1.25% of top step of firefighter annual base pay to buy, maintain and repair any equipment or clothing.

Union Affiliation

- ◆ International Association of Fire Fighters (IAFF) Local 864