

**North Central Fire Protection District
Non-Management Sworn-Safety Members
ESTABLISHED BENEFITS**

BENEFIT	DESCRIPTION
Health & Welfare: medical, dental and vision. Employee choice of multiple PPO or HMO plans, covering the employee or employee and dependents. District has self-insured Dental & Vision plan.	As of 8/23/2018 Medical, dental, optical and life insurance to all fulltime employees; however, DISTRICT's contribution shall be 80% of the total cost for these benefits with a maximum DISTRICT contribution of \$1,500 per month. (See FDAC Attachment)
Retirement	Vested after completing 5 years of service. PARS 401(a) Defined Benefit Plan. -Employee contribution 14.5%. -2% at 57 for Safety Employees -Highest three year average salary
Deferred Compensation	Savings/Mutual Funds 457 Plan with various investment options. No District contribution.
Holidays	56-hour employees are compensated an additional ½ time hourly wage when working a District's 10 recognized holidays.
Vacation	<u>0 - 5 years of service</u> – 5 shifts (56 hr - 120 hours). <u>6 - 10 years of service</u> – 7 shifts (56 hr - 168 hours). <u>10+ years of service</u> – 9 shifts (56 hr - 216 hours).
Sick Leave	Fifty-six (56) hour employees shall accrue sick leave at the rate of 12 hours a month, and forty (40) hour employees accrue sick leave at the rate of 8 hours a month.
Uniforms	Actual cost of any expenses incurred to purchase or replace a District authorized uniform, up to Seven Hundred Fifty and No/100 Dollars (\$750.00) per fiscal year
Workers' Compensation	Benefits provided consistent with state law.
Premium Pay	A ten percent (10%) Premium Pay for forty-hour (40) Staff Captain positions.