

Summary of Benefits

FIREFIGHTER

Thank you for considering a career with Traverse City Fire Department. Traverse City offers a competitive benefit package, and the following benefit summary is provided for easy reference. The information contained in this document is a summary only and does not supersede the contract language. Please refer to the Traverse City Firefighters Association Collective Bargaining Agreement for complete details. <https://www.traverscitymi.gov/userfiles/filemanager/v0ynyzck32esod0e8ljj/> Compensation includes base wages plus allowances and stipends. Compensation and benefits available to employees assigned to a 24-hour shift with the Traverse City Fire Department include:

Work Schedule – 24 Hour Assignment

- On, off, on, off, off, on, off, on, off, off, off, off
- "on" denotes twenty-four (24) hour consecutive hours on duty
- "off" denotes twenty-four (24) consecutive hours off duty

Firefighter Wages 24 Hour Assignment – Based on 2912 Hours Per Year

Effective 7/1/2023	24 Hour Shift Assignment (Hourly)*	24 Hour Shift Assignment (Annual Base Pay (rounded)) *
○ Start	\$17.71	\$51,572
○ 6 Months	\$18.18	\$52,953
○ 12 Months	\$18.67	\$54,371
○ 24 Months	\$19.17	\$55,827
○ 36 Months	\$19.69	\$57,323
○ 48 Months	\$20.31	\$59,143

*Allowances – In addition to base wages, Firefighters are eligible for the following allowances:

- Paramedic License \$0.60/hour
- Physical Fitness Incentive.....up to \$0.35/hour
 - Based on Annual Health and Fitness Evaluation Score (Mandatory Participation)
- FAA / ARFF Certification Allowance.....\$0.53/hour assigned shift
\$0.34/hour when training
 - Voluntary Certification required to work Cherry Capital Airport Assignment
- Meal Allowance..... \$100.00/Month
- Longevity Pay Incentive after 8+ years of continuous service.....\$0.11 to \$0.25 per hour

*Stipends– In addition to base wages, Firefighters are eligible for the following stipends:

- Specialty Teams Stipend
 - Bay Area Technical Rescue Team.....\$400.00/Year
 - Regional Hazardous Materials Response Team.....\$400.00/Year
- Education Stipend
 - Bachelor's Degree..... \$300.00/Year (limit one)
 - Master's Degree..... \$600.00/Year (limit one)
 - Eligible upon completion of Probationary Period/Must be related to employee's job

FLSA Overtime

- 28 Day FLSA Cycle
- FLSA Overtime paid after working 212 hours in FLSA Cycle
- 224 Hour Average in 28 Day Cycle

Remaining Scheduled Contract Increases

- July 1, 2023 3.0%
- July 1, 2024 3.5%

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Equipment and Uniforms

- Upon hire, the City furnishes all turnout gear. The City will also furnish:

2 Class B Station Shirts	2 Company Pants	1 Belt
1 Flexfit Cap	2 Moisture Wicking T-Shirts	1 Pair of Gloves
- The City provides up to an additional \$600 per year towards approved uniforms/related items
- The City furnishes Dress Uniforms upon successful completion of the probationary period.

Holiday Pay - 11 Recognized Holidays

- 24-hour employees receive the equivalent of the employee's hourly rate (calculated as a 40-hour employee) x 8.0 hours at 1.50 hourly rate.
- The additional pay is paid in the payroll period in which the holiday falls.

Medical Insurance

- Eligibility - 1st of the month following the date of hire
- Employer 80% / Employee 20% for plan deductibles and premiums
- Two options available based on IRS eligibility requirements
 - High Deductible Health Savings Account (HSA) HMO 100% Hospital Plan
 - HMO 100% High Plan

Health Savings Account

- Plan deductible paid into Health Savings Account on annual basis.
 - Employees receive an amount equivalent to their coverage election.
 - Prorated based on date of hire or change in election status.

Medical Insurance Opt-Out Option

- \$3,600 Annual Opt-out Option (pro-rated \$300 per month)
- Paid annually

Health Care Savings Plan

- 2.0% Employer paid contribution (pre-tax contributions)
- 1.5% Employee share match (pre-tax contributions)

Dental Insurance – Optional

- Eligibility – 1st of the month following 60 days of employment
- City covers 50% of Dental Premiums / Employee Share is payroll deducted
- 100% Class I Benefits (preventative and diagnostic care i.e., x-rays and cleanings)
- 75% Class II Benefits (basic restorative i.e., fillings and root canals)
- 50% Class III Benefits (major restorative i.e., dentures, bridges, and crowns)
- 50% Class IV Benefits (orthodontia – limited to age 19, with \$650 lifetime total)
- \$900 per person maximum benefit *per contract year* for Class I thru Class III

Vision Coverage – Optional

- Eligibility – 1st of the month following 60 days of employment
- Coverage includes – Exams, eyeglasses (lenses and frames) and contact lenses
- Frequency - Exams, lenses and frames up to once every twelve months
- Copays include: Allowances Include:

○ \$10 Eye Exam	
○ \$25 Eyeglasses	\$130 Frame / Basic lenses covered after copay
○ \$60 (up to) - Contact lenses	\$130 Contact Lenses

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Life Insurance / Term Accidental Death and Dismemberment

- Eligibility – 1st of the month following 60 days of employment
- The City provides:
 - \$50,000 Term Life w/\$5,000 Accidental death and dismemberment
 - \$2,000 Employee Optional Buy-up available

Annual Vacation Leave

- After 1 year of service Accrue (3) 24-hour shift days
- After 2 years of service Accrue (6) 24-hour shift days
- After 8 years of service Accrue (9) 24-hour shift days
- After 12 years of service Accrue (10.5) 24-hour shift days
- After 17 years of service Accrue (12) 24-hour shift days

Short Term Disability

- Eligibility – 1st of the month following 60 days of employment
- Employer Paid Benefit
- Up to 26 weeks of coverage per occurrence for approved claims
- Benefit of 66 2/3rd% of employee's gross

Short Term Leave

- Accrue 96 hours of short term leave per year (Prorated based on hire date)
- Unused time cashed out in December

Additional Short-Term Leave

- Accrue 48 additional hours of short term leave per year
- Shall be used and not accumulated – no cash out for unused time

Bereavement Leave

- Up to (3) 24-hour shift days for immediate family members

Retirement Eligibility

- Eligible with 25 or more years of service regardless of age
- Eligible at age 55 with minimum of 10 years of service
- Eligible at age 60 regardless of years of years of service

Pension Eligibility – Act 345

- 10 Year Vesting Required for pension purposes
- 2.00% Multiplier on Final Average Compensation for first 25 years of service
 - No employee contribution
- Multiplier for service in excess of 25 years calculated as established in Act 345
- Calculated based on best 3 out of last 5 years of annual compensation preceding retirement/separation

Act 345, established in 1937, provides a dedicated funding source for Police and Fire pension plans. Act 345 Pension Funds are approved through vote of the citizens. Additional information related to Traverse City' Act 345 Retirement System is available on the following webpage:

<https://www.traversecitymi.gov/government/appointed-boards/act-345/act-345-retirement-system.html>

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Deferred Compensation – Optional Benefit

- The City will match up to 2% of the employee's contribution on applicable wages

Employee Assistance Program

- The City provides an employer paid Employee Assistance Program

Educational Reimbursement

- Reimbursement up to 100% the cost of tuition not to exceed 8 credit hours per semester