

SUMMARY OF BENEFITS

VILLAGE OF LOMBARD

LOMBARD FIRE DEPARTMENT

FIREFIGHTER/PARAMEDIC

Pay

<i>Effective June 1st</i>		<i>2014</i>
<i>Step No.</i>	<i>Description</i>	<i>Annual</i>
<i>1</i>	<i>less than 1 full year</i>	<i>\$56,939</i>
<i>2</i>	<i>1 year 1 day to 2 years</i>	<i>\$60,026</i>
<i>3</i>	<i>2 years 1 day to 3 years</i>	<i>\$64,058</i>
<i>4</i>	<i>3 years 1 day to 4 years</i>	<i>\$67,619</i>
<i>5</i>	<i>4 years 1 day to 5 years</i>	<i>\$71,649</i>
<i>6</i>	<i>5 years 1 day and after</i>	<i>\$78,739</i>

Premium Pay (Annual)

<i>Advanced Firefighter Certification</i>	<i>\$450</i>
<i>Emergency Medical Technician</i>	<i>\$500</i>
<i>Haz Mat Tech (8 on team)</i>	<i>\$450</i>
<i>Technical Rescue Tech</i>	<i>\$450</i>

Licensed Paramedic with Lombard:

<i>1. Initial Licensure</i>	<i>\$2,570</i>
<i>2. After 2 years</i>	<i>\$2,950</i>
<i>3. 1st Licensure renewal</i>	<i>\$3,330</i>
<i>4. After 6 years</i>	<i>\$3,710</i>
<i>5. After 8 years</i>	<i>\$4,200</i>

Educational:

<i>1. 30 semester hours</i>	<i>\$65</i>
<i>2. 60 semester hours</i>	<i>\$130</i>
<i>3. 90 semester hours</i>	<i>\$195</i>

Work Schedule

The normal workweek for firefighters is 24 hours on duty followed by 48 hours off duty. After every 18-duty shifts the firefighter shall receive one duty shift off, called a *Kelly Day*. One 24 hour Kelly Day is scheduled by the firefighter. This reduces the normal workweek to 52.42 hours per week.

Overtime

Firefighter is considered an FLSA non-exempt position. Firefighters are paid overtime at 1.5 times their total hourly rate (base plus premium) for non-scheduled hours worked.

Holidays

New Year's Day, Martin Luther King Day, Spring Holiday, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and the day following Thanksgiving, Christmas Eve and Christmas Day. Firefighters assigned to shift receive holiday pay at their regular base rate (hourly rate) for the 24 hours for each holiday. Firefighters do not have to be on duty to receive the Holiday Pay.

Medical Insurance Options:

- BlueCross/Blue Shield (PPO or Indemnity); 90/10 in-network & 80/20 **out-of-network & prescriptions** with contribution toward the premium of \$34.53/pay period - single; \$295.71/pay period – family; \$200 deductible maximum up to 3 per family of \$600. *Plan year January 1 – December 31.*
- Blue Cross/Blue Shield (PPO Blue Edge HCA); 90/10 in-network & 70/30 **out-of-network & prescriptions** with contribution toward the premium of \$30.46/pay period – single; \$191.94/pay period – family; \$500 HCA Employer Contribution for Individual Coverage; \$1,000 Maximum HCA Balance for Individual Coverage; \$1,000 HCA Employer Contribution for Family Coverage; \$2,000 HCA Employer Contribution for Family Coverage.
- Health Maintenance Organization Option:
- (*Blue Advantage*) with the following employee contribution toward the premium of \$21.10/pay period – single; \$149.41/pay period – family. *Plan year January 1 – December 31.* Prescriptions: \$10/\$20/\$35.

Dental Insurance (HumanaDental)

- With the following employee contribution toward Dental HMO premiums of \$7.63/pay period – single; \$16.44/pay period – family (\$5.00 office visit also applies to the Dental HMO); PPO In/Out-of-Network – \$15.96 single; \$44.27 – family. *Plan year is from January 1 – December 31.*

Duty Injury Public Safety Officer's Benefit

One year paid at 100% of base salary. Plus full medical costs. Workers Compensation after one

year paid at 66 2/3 % of base salary, plus full medical costs.

Life Insurance

Provided by the Village of Lombard
\$100,000
Federal Line of Duty Benefit of \$262,100
Hundred Club of DuPage benefits

Flexible Spending Account

- Section 125 Program – 3 Sections
- Un-reimbursed Medical, dental, vision
- Insurance Premiums
- Dependent Care

Care Program

The Care Program is designed to encourage good health and personal wellness by rewarding employees for efforts made daily to better themselves.

Employee Wellness Program

Includes:

Blood Pressure checks
Weight loss assistance
Employee health fairs

Pension

All firefighters are eligible to join the Lombard Firefighter's Pension fund. 9.455% is deducted from your base salary. Vesting after 10 years of service. A 50% pension may be received after reaching 50 years of age and 20 years of service. The pension benefit then increases 2.5% per year to a maximum of 75%. Line of Duty and Occupational Disease Disability of 65% and after 7 years a 50% Non-duty Disability.

Deferred Compensation (457b)

Plans with Loan Option (Optional)

ICMA Retirement Corp
Nationwide

Both options allow you to contribute up to a maximum deferred amount of \$17,500 in 2014 with exceptions for those over age 50 who can contribute an additional \$5500 per year. Those within 3 years of normal retirement age may double their contributions if eligible to utilize a catch-up provision.

Union

Firefighters are represented by International Association of Firefighters, Local 3009. Firefighters pay dues and base benefits associated with their membership.

Retirement Medical Benefit Account

The Union has created a Retirement Medical Benefit Account (RMBA), which is designed to offset participant's unreimbursed medical expenses after retirement.

Physical Fitness

Physical fitness is encouraged and workout equipment is provided at both fire stations.

Annual Physical

Proactive Program - An in-depth annual physical provided to all firefighters.

Tuition Reimbursement Plan

After one year with the department the Village will reimburse 50% for undergraduate study up to \$600 maximum per year and 75% for graduate study up to \$900 per year.

Sick Leave

Sick leave is accrued at 5.4 hours per pay period. Up to sixty duty-shifts may be accrued. Once the maximum has been reached the firefighter participates in the sick leave buy back program.

Vacation Leave

Firefighters earn an annual vacation of:
7 shifts 2 through 4 years of employment
9 shifts 5 through 8 years of employment
11 shifts 9 through 15 years of employment
13 shifts 16 years and thereafter. *Employees are not entitled to use any vacation leave during their first year of employment.*

Uniforms/Personal Protective

Uniforms and Personal Protective equipment are initially issued. After one year of employment, firefighters receive a \$625 clothing allowance. Personal Protective equipment is replaced as needed.

Additional Programs

- Employee Assistance Program
- Credit Union
- Direct Deposit
- Family and Medical Leave (FMLA)
- COBRA – HIPAA
- Chaplain
- FMLA
- Roth IRA

Social Security

There is no deduction for Social Security. Consequently there are no credible quarters for Social Security for your Fire Department service.

Medicare

New firefighters pay 1.45% of their pay into Medicare.

Funeral/Birth Leave

One duty shift off per incident per year.

Department of Human Resources

Should you need more detailed information, please contact the Human Resources for the Village of Lombard, at 630.620.5918