

Full Time Paramedic/Firefighter Benefits

Wages

Based on the approved budget wage agreement with the Fire Board the pay range is \$21.0-\$25.58 based on experience and endorsements.

Lateral Career or Paid on Call (EMT-P 1:1 and AEMT 2:1) can be accepted up to 7 years for wages, longevity, and earning PTO after probation has been completed.

Holiday Pay

Employees will receive double-time for the following holidays if working: New Year's Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, Christmas Eve Day, and Christmas Day. If the employee is not worked, they will receive 12 hours straight time.

Longevity Pay

Starting on the 5th year based on the employee's base pay, the employee will receive 1% for years 5 to 10 years, 2% for 11-15 years, and 3% for 16th or more years.

Leave Time PTO

New Employee will receive 5 days (120 Hours) on hire date. Employees will receive additional 5 days (120 hours) on 1st year anniversary date. The maximum accrual leave time is 1,012 hours. Any time over this amount will not accumulate. Leave time will accrue at the following years of service:

0 - 5 years	360 Hours per year
6 years over	390 Hours per year

Work Schedule

The employee is scheduled to work 9 days in a 28-day cycle with no scheduled backup. employee can voluntarily pick up open shift and be compensated at their overtime rate.

Clothing Allowance

The employee will receive \$500.00 annually for uniform clothing.

Health/Dental Insurance WI Public Employers Health Insurance Program

Single and Family Plan Health Insurance is available. The district pays 88% of the average State Health Premium rates. The percentage rate may change each year. Employees have the right to decline insurance and receive compensation in lieu of the benefit.

Accidental Death and Dismemberment Policy

This is an Insurance Plan paid 100% by the District that goes above what is offered through Worker Comp Insurance

Flex Spending Account

The employee has the option to contribute to an account to help with expenses to be used for medical/vision/daycare/etc.

Life Insurance

The District pays 100% Life Insurance Policy premium. Limitations apply. \$50,000 policy

EMT Liability Insurance

\$3,000,000 aggregate/up to \$1,000,000 each claim. \$180.00 per year avg.

Income Continuation Insurance

This is a Disability Insurance Plan offered through the State. The District pays 25% of the premium. Premium is based on income.

State Retirement WRS

Employee will be enrolled on date of hire. The District and employee will pay their portions per WRS requirements.

WI Deferred Compensation 457

This is an employee only contribution retirement plan.

Length of Service Award (Deferred Compensation)

District paid based on members annual participation.

Funeral Leave

Employees are granted 48 hours (2 shifts) for Funeral Leave for the following family members; Mother, Father, Sister, Brother, Son, Daughter, and In-law. Leave will not be deducted from employee's leave time.

WI State Firefighter and EMS Association

The District pays the membership for these Associations.

Off-duty Fire and EMS Calls

The Employee is not required to respond when off duty but is encouraged to respond. The employee will be paid minimum or 1-hour double time and then at time and half for any time after that first hour at their overtime rate for responses.

Optional Backup Crew Duty

The Employee is not required to respond when off duty but if they do respond to a request for a 3rd out crew, the employee will be paid minimum or 2 hours at double time rate and then at time and half for any time after two hours.