

## BEAUMONT FIRE RESCUE BENEFITS – EFFECTIVE 10/01/2010

**Starting salary** - \$4,013 per month - paid every two weeks. Automatic step increases for Grade 1 at 1, 3, 5, 7, 10 and 15 years.

Eligible for promotion test after a minimum of 2 years. Promotion is done by written, competitive testing.

**Pension/Retirement** - Beaumont Fire Rescue has a private pension plan - Pension deduction - Employee contribution is 14% of salary - City contribution is 13% - Employee contribution is refundable if employee resigns or is terminated before retirement is vested.

Retirement is vested with 20 years of service and a regular service retirement can be drawn at age 50. There is also an early retirement option with the minimum 20 years of service. For more information concerning pension benefits, contact the Beaumont Firemen's Relief and Retirement Fund at 409-866-1526.

**Vacation** - 15 days of vacation per year for one to fourteen years of service - additional vacation days after fourteen years of service.

**Holidays** - 11 holidays per year. Time and a half paid when actually working on a holiday.

**Sick Leave** - accumulates 1 and 1/4 days per month - at the end of service, up to 90 days of unused sick leave is paid back to the employee.

**Uniforms** - All uniforms and turn-out gear are furnished - Clothing Maintenance Allowance = \$35/month

**Insurance** - all insurance for the employee is paid for by the City

- Health - pays 90% after deductibles(dependents cost - \$201.00 per month)
- Dental - pays 100% for preventive care(dependents cost - 2+/\$24.15 per month)
- Life - equal to employee's annual base wage - max- \$50,000

**Certification Incentives** - extra pay per month for additional upper-level firefighter certifications through the Texas Commission on Fire Protection

- Intermediate Firefighter Certification - \$60
- Advanced Firefighter Certification - \$100
- Master Firefighter Certification - \$150

**Longevity pay** - Four dollars per month for each full year of service to a maximum of \$100 per month

**Special Teams** - Members of Special Teams receive extra pay

- Haz Mat - \$50/month
- Dive Team - \$50/month
- Breathing Apparatus Technician - \$25/month