SALARY AND BENEFITS FOR CENTRAL KITSAP FIRE & RESCUE
CAREER FIREFIGHTER/EMT – JANUARY 01, 2010

Base Salary:
Entry level: $4,481.23/mo. or $4,801.32/mo. with FFI Academy
Lateral Level (DOE): $4801.32 (1yr.); $5,121.41 (2yrs.); $5,761.58 (3yrs+)
Top Step (36+ months) = $6,401.76 monthly

Miscellaneous Pay:
Emergency Service related degree:
AA = $125.00 monthly
BA = $150.00 monthly
MA = $175.00 monthly

***2010 Work Schedule:**
Normal shift 2600 annual hours
Alternate shift 0800-1700 hours, 40 hours weekly (as needed or assigned).
FLSA overtime where applicable.
** Assigned as needed if required by Administration.*

Annual Leave:
144 hours after twelve (12) Months employment.

Holiday Leave:
108 hours annual leave or cash payment

Sick Leave:
96 hour per month advanced upon hire; at 6 months accrues nineteen (19) hours per month to a maximum of 1,440 hours.

Retirement:
Washington State Law Enforcement & Firefighters Pension System (LEOFF 2)

Deferred Comp Plan:
Employee/Employer match plan Contribution (employee option).
2010 cap = $300.00 monthly employer match

Uniform:
Employer will supply a uniform on a fair wear/tear basis

Insurance Services Provided:
- Medical: Kitsap Physician Service Health Plans; or Group Health
- Dental: Washington Dental Service
- Group Life: $10,000
- AD&D: Provident Insurance Co.
- EAP: First Choice Health

(Employer pays 100% of the above employee and 95% for eligible dependents' premiums)

Other Insurance available through employee payroll deduction:
Supplemental Life: CIGNA (employee option)
Disability Insurance: Standard Insurance = DiMartino Associates, Inc.

Probation:
Must successfully complete a twelve (12) month probationary period following the successful completion of the Basic Firefighter Academy

Social Security:
None

Other:
Must successfully complete assigned training/testing;
IAFF Affiliated Local Union 2819