

Monarch Fire Protection District - Pay Scale / Benefits (Chief Officers)

Monetary Compensation

	<i>Base Rate</i>	
Battalion Chief	\$ 105,000.00	<i>The Battalion Chief works a 24 hour shift schedule.</i>
Fire Marshall	\$ 105,000.00	
Deputy Chief	\$ 109,000.00	
Assistant Chief	\$ 112,000.00	
Fire Chief	\$ 127,500.00	
Holiday Pay		The Battalion Chief receives double time if they work one of the District holidays, all other Chief Officers receive the day off.
Clothing Allowance	\$ 700.00	These funds are used to purchase uniform and workout items.
Longevity Pay	9 Percent	Chief Officers receive longevity pay of 9% of Base pay AFTER 7 years of service.
Education Benefit	Varies	Tuition reimbursement (i.e. college classes) is available if criteria is met.
Pension/Welfare Benefit Plan	\$ 15,196.00	Pension Drop is based on Base Salary divided by Pension Revenue collected.

Monarch Fire Protection District - Pay Scale / Benefits (Private/Captain)

Monetary Compensation

	<i>Base Rate</i>	<i>1st Year</i>	<i>2nd Year</i>	<i>3rd Year</i>	<i>4th Year</i>	<i>5th Year</i>
		<i>60%</i>	<i>70.00%</i>	<i>80%</i>	<i>90.00%</i>	<i>100%</i>
Private	\$ 81,241.00	\$ 48,744.60	\$ 56,868.70	\$ 64,992.80	\$ 73,116.90	\$ 81,241.00
Inspector	\$ 81,241.00	\$ 48,744.60	\$ 56,868.70	\$ 64,992.80	\$ 73,116.90	\$ 81,241.00
Captain	\$ 88,656.00	<i>Personnel are not eligible to sit for the Captain's exam until they have five (5) years with the District. Shift personnel work an average of 56 hours weekly, 2912 hours annually.</i>				
Holiday Pay	\$ 100.00	If an employee works on one of the 12 District Holidays, they receive an additional \$100.				
Clothing Allowance	\$ 700.00	These funds are used to purchase uniform and workout items.				
Longevity Pay	\$ 250.00	Personnel receive longevity pay of \$250 per year of service AFTER 5 years, maximum allowable is \$5500 annually.				
Education Benefit	Varies	Tuition reimbursement (i.e. college classes) is available if criteria is met.				

Pension/Welfare Benefit Plan \$ 14,560.00 Pension Drop is based on Base Salary divided by Pension Revenue collected.

Vacation / Personal Time

		<i>1st Year</i>	<i>2nd-3rd Year</i>	<i>4th-6th Year</i>	<i>7th-9th Year</i>	<i>10th-14th Year</i>	<i>15th Year and Over</i>
Vacation Days*	Varies	0	72 Hours	144 Hours	216 Hours	288 Hours	360 Hours

Kelly Days 96 Hours Kelly Days represent additional paid time off - equating to an additional 4 shift days of PTO.

Sick Days 144 hours/ year

Emergency Leave An employee shall be eligible to receive up to 12 hours of compensation to attend to a family member in the event of an emergency.

Jury Leave An employee shall be paid their regular rate of pay for UP TO 3 weeks while performing this civic duty.

Funeral/Bereavement Leave Shift personnel will be eligible for up to 3 paid shift days off to attend the funeral services of an immediate family member.

** This benefit equates to a "shift day" or a 24 hour period*

Medical / Health Benefit*

MEDICAL

Employee Premium	NONE
Employee Deductible	250/500
Deductible	\$ 2,000.00
Office Visit	\$ 25.00
Urgent Care Visit	\$ 50.00
ER Visit	\$ 100.00
Prescription Benefit	\$8/\$25/\$45
Maximum Lifetime Benefit	\$ 5,000,000.00

DENTAL

Employee Premium	NONE
Individual Deductible	\$ 25.00
Family Deductible	\$ 75.00
Preventative Care	100%
Routine Exams	100%
X-Rays	100%
Basic Dental (Fillings, Etc)	80%
Prosthetics/Bridges	50%
Orthodontia	50%
Individual Max Ann. Benefi	\$ 2,000.00

VISION

Employee Premium	NONE
Calendar Year Max	\$ 300.00

** Medical and Vision benefits are available on the FIRST DAY of employment, Dental is available the 1st of the month following 30 days of employment.*

Life Insurance/Disability

Employee Premium	NONE
Employee Benefit	\$ 60,000.00
Employee AD/D Benefit	\$ 60,000.00
Spousal Benefit	\$ 5,000.00
Child Benefit (Per child)	\$ 3,000.00
Additional Insurance	Available for the employee at a reduced rate.
Short Term Disability*	Available - no cost to the employee
Long Term Disability	Available - no cost to the employee

**Short Term Disability is ONLY available to staff personnel working a standard 40 hour week.*

Employee Assistance Program (EAP)

Services include the following (No cost to the Employee):

Life Coaching
In-Person Counseling
Budget & Debt Consolidation
Financial Planning/College Planning
Identity Theft
Legal Consultation
Child Care Resource and Referral/Elder Care Management
Lifestyle Weight Management/Smoking Cessation
Family Mediation
Will Preparation

Scheduling / Work Week

Shift personnel are assigned to one of three crews that works on average of ten 24 hour shifts per month. This equates to an average work week of 56 hours, 2912 hours annually. The rotation is to work three shifts in a five day period and then be off for four straight days. The shifts begin and end at 7AM.