

- **REGULARLY SCHEDULED PERFORMANCE BASED SALARY REVIEWS**
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- **DIRECT DEPOSIT**
- **FIREFIGHTER/EMS TRAINING**
- **SUPPLEMENTAL INSURANCE PLANS**

The City of Guthrie may require pre-employment Drug testing and physicals for City employment.

This brochure is intended to provide a brief summary of the benefits available to City of Guthrie Fire employees. These benefits are subject to change. This brochure is not intended as an employment contract in any way.

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## SUMMARY OF EMPLOYEE BENEFITS

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### GUTHRIE FIRE DEPARTMENT



IN ADDITION TO A COMPETITIVE SALARY THE CITY OF GUTHRIE OFFERS ITS PERMANENT FULL-TIME FIRE DEPARTMENT EMPLOYEES AN OUTSTANDING FRINGE BENEFIT PACKAGE BRIEFLY SUMMARIZED IN THIS ANNOUNCEMENT.

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## **HEALTH INSURANCE:**

The City offers a comprehensive insurance program to its full time employees. The program offers Medical and Hospitalization coverage as well as Dental, Vision and Prescription Drug benefits. The City pays for employee coverage of the Health and Dental insurance plan. Dependant coverage is available at employee cost through payroll deduction. The date you become eligible for coverage is the first day of the month following 30 days of continuous employment from your hire date.

## **LIFE/ DISABILITY INSURANCE:**

The basic life program will pay a benefit in the amount of \$25,000 to your beneficiary in the event of your death. Basic life also provides you with basic AD&D coverage that pays an additional \$25,000 benefit to your beneficiary if your death is due to an accident. The City pays Life and AD&D at 100%.

## **HOLIDAYS:**

Because of our 24 hour 7 day @ week operation, Suppression Firefighters work the established schedule that includes holidays.

## **VACATION:**

ONE TO FIVE (5) YEARS OF EMPLOYMENT: NINE 24 HOUR SHIFTS

SIX (6) TO TEN (10) YEARS OF EMPLOYMENT: TEN 24 HOUR SHIFTS

ELEVEN (11) TO FIFTEEN (15) YEARS OF EMPLOYMENT: ELEVEN 24 HOUR SHIFTS

SIXTEEN (16) YEARS OF EMPLOYMENT AND BEYOND: TWELVE 24 HOUR SHIFTS

Employees are eligible to use vacation following one year of employment. Maximum accrual of 240 hours.

## **SICK LEAVE:**

Sick leave accrual at a rate of TWENTY FOUR (24) hours per month. Maximum accrual of 1128 hours.

## **SICK LEAVE BONUS PLAN:**

Eligible employees who use less than twenty four (24) hours of the sick leave benefit annually will be awarded the choice of one shift day off or one hundred seventy five dollars (\$175).

## **PENSION PLAN:**

YOUR EARNINGS FROM THIS JOB ARE NOT COVERED UNDER SOCIAL SECURITY. Firefighters are automatically enrolled in the Oklahoma Firefighters Pension and Retirement System. The retirement plan is a defined benefit program with a ten year vesting schedule. Employee contributions are at 8 % of base pay. City contributions are determined by actuary requirements.

## **OVERTIME:**

Typically, overtime may be available at a 1.5 rate to Firefighters/EMT employees working beyond their 24 hour scheduled shift. Overtime is paid, or it may be taken as time off at a later date.

## **UNIFORMS:**

Uniforms, tools, and safety equipment are typically furnished at no cost to employees.

## **PROBATION PERIOD:**

All new Firefighters' employment will be probationary for one year. A probationary employee may be released from city employment at any time during the probationary period.