



**City of Sidney
IAFF positions
Benefit Package September 1, 2016**

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| Payday | Bi-Weekly |
| EMT and Paramedic | Bonus for having EMT or Paramedic certification |
| Education bonus | Bonus for having an Associate Degree in Fire Science |
| Probationary Period | Initial probationary period shall be for a period of 12 months. |
| Performance Evaluation | Three, Five and Eleventh Month. |
| Pay increases for New hires | Wage step increase after the first six (6) months of employment subject to a satisfactory performance evaluation. Annually thereafter. |
| Holidays: | New Years Day Labor Day Presidents Day Veterans Day Good Friday Thanksgiving Day Independence Day Christmas Eve Day Memorial Day Christmas Day Martin Luther King Day |
| Medical Insurance | Employees may choose to be part of the H.S.A. plan. Employees pay 13% of monthly premium and may choose Single, EE/Spouse, EE/children, or Family Coverage. |
| Vacation | 5.54 hours vacation per pay period, if on a 54 hour schedule. |
| Sick leave | 7.39 hours sick leave per pay period, if on a 54 hour schedule. |
| Personal Business Days | Earn one (1) day per quarter after 6-months of Employment. |
| Life Insurance | 50,000 term life is provided by the City of Sidney for full time employees only. |
| Fitness Membership | Available to full time employees, up to the limits of the IAFF contract. The benefit must be used at least 52 times within a 12-month period. This is a taxable benefit |
| Tax Deferred Savings | I.C.M.A. or OPED employee's option. |
| Pension Plan | Employee pays 12.25% into the Police and Fire (Pension Plan). |
| Supplemental Insurance | Available through Allstate @ employees expense. |
| Union Contract | IAFF-Union dues--\$25.40 per pay. |

This is not a job offer. The City of Sidney may alter, change, and omit the above benefits.