

TFD Benefits Include:

Starting Salary: \$53,714.34 annually (FF/EMT). Step increase (4%) after successful completion of one year probationary period.

Work Schedule: Tallahassee firefighters work a 53-hour workweek, 24 hours on, 48 hours off, with shifts starting at 7:00pm.

Vacation: Based on years of service: Less than 5 years, 159 hours; 5-10 years, 190.8 hours; 10-15 years, 222.6 hours; 15-20 years, 254.40 hours; and over 20 years, 286.20 hours annually (accrued on a weekly basis).

Sick Leave: 127.20 hours annually (accrued on a weekly basis).

Kelly Days: Shift personnel receive 24 hours off every 3rd 19-day cycle.

Holidays: Shift personnel currently receive 11 paid holidays at 8 hours straight time (40-hour rate) pay for each holiday (12 in even years). Additional holidays as designated by the city manager.

Insurance: Choices include health, dental, vision, disability, legal, and life insurances with premiums for health insurance subsidized by the city.

Education: Tuition reimbursement (up to allowable limit per contract) available upon approval when eligible.

Additional pay incentives:

- Monthly State Educational Supplement for college degree in Fire, EMS, Public Administration, or other related degree as approved by the Fire Chief: AS degree- \$50; BS or higher- \$110 (calculated and paid as a biweekly amount)
- Paramedic – upon department clearance, \$200.77 or \$115.77 biweekly (based on position)
- Biweekly payment for certifications and specialty teams: \$20 for Florida Fire Officer I; \$15 for Florida Fire Safety Inspector I; \$15 for Florida Fire Arson Investigator I; *\$25 Hazardous Materials Technician; *\$25 Urban Search and Rescue Technician; *\$25 Airport Rescue; *\$15 Honor Guard; *\$15 Adjunct Public Information Officer; *\$15 DRONE Pilot; *\$15 Peer Fitness Trainer; and *\$25 Peer Fitness Coordinator. (* as defined by bargaining agreement)
- Biweekly Physical Fitness supplement based on time completed for 1.5-mile run or 3-mile walk
- Staff Pay Differential of 4% of base rate of pay

Retirement: Firefighters hired on or after 10/01/2017 - normal retirement is 25 years at 75%, regardless of age; or age 55 with a minimum of 5 years of service. Maximized at 27 years of service at 81%. Retirement is calculated on the last 5-year average salary and cost of living adjustments to retirement payments start at age 62. Employee paid contribution towards pension is 12.94%.