



North Lincoln Fire & Rescue District #1

BENEFITS PACKAGE – FIRE CHIEF

12/12/2018

Insurance

The District pays 90% of the premiums for a health insurance policy for the employee, with coverage for employee, spouse, and children including dental coverage. The District has established a Health Reimbursement Account for each employee; the Board of Directors determines the amount annually. The District pays the premiums for life insurance and accidental death and dismemberment policies insuring the employee's life.

Retirement

The District provides a retirement plan for the employee which meets the standards of Oregon's Public Employees Retirement System (PERS). The District pays a contribution equal to 6% of gross salary.

Deferred Compensation Program

The District provides a deferred compensation program (457) and matches the employee's contribution up to 3% of base salary.

Vehicle

The District provides the Fire Chief with a vehicle for use while on duty and all expenses of operation are included.

Earned Time Off (ETO)

- Holidays – 12 floating holidays per year (96 hours); a maximum of 96 hours may be accrued
- Vacation - 8 hours monthly of vacation time (through year 5) not to exceed 192 accrued hrs)
- Sick Leave - 8 hours accrues each month; maximum accrual is 480 hours