

CITY OF SEMINOLE

Full-Time Fire Rescue Benefit Summary

At the City of Seminole, we recognize that your employee benefits are an important part of your total compensation package. We value our employees, and our competitive benefit packages show our commitment to attracting and retaining the very best talent. This summary is designed to give you a quick overview of our benefits package.



- Health & Dental Insurance
- Life Insurance
- Long Term Disability
- Voluntary Benefits through AFLAC
- Vacation Leave
- Deferred Compensation Plans
- Use of Seminole Recreation Center
- Sick Leave
- Paid Holidays
- Longevity Bonus
- Educational Reimbursement
- Educational Incentive Pay
- City of Seminole Municipal Firefighter's Pension Plan.



Mission Statement:

The City of Seminole is dedicated to excellence, professionalism and integrity in the delivery of community services for an enhanced quality of life for those living, working and visiting our community.

Vision Statement:

We will set the standard for excellence, not by what we say, but in everything we do.

CITY OF SEMINOLE

Erica Ottmann, HR Administrator
9199 113th Street N
Seminole, FL 33772

Phone: 727-391-0204 x108
Fax: 727-320-0914
E-mail: eottmann@myseminole.com

Full-Time Fire Rescue Benefit Summary

The following benefits are available to all regular full-time employees, following the applicable eligibility period:

- **Health & Dental Insurance:** The City pays 100% of the employee premium for health and dental insurance for qualified employees. If an employee chooses to cover dependents, the City will pay a portion of the dependent premium. Employees are eligible to enroll the first of the month following 30 days of employment.
- **Life Insurance:** Qualified employees receive a term life insurance and accidental death and dismemberment policy with a benefit up to \$50,000. The City pays 100% of the premium for the employee.
- **Long Term Disability:** The City provides a Long Term Disability policy at no cost to the employee.
- **Voluntary Benefits through AFLAC:** Employees may elect to enroll in additional voluntary benefits, including short term disability and accident insurance.
- **Pension Plan:** The City enrolls full-time firefighters in the City of Seminole Municipal Firefighter's Pension Plan. Employees contribute 13.69% of their salary to their pension, and this amount will change based on the performance of the plan.
- **Deferred Compensation Plans:** Employees also have the option to contribute to a 457 deferred compensation plan through Nationwide or ICMA Corporation.
- **Vacation Leave:** Employees accrue vacation leave based on their years of service. New employees accrue 5 shifts per year.
- **Sick Leave:** Employees accrue one day of sick leave each month to be used for illness or injury, up to a maximum of 1872 hours.
- **Paid Holidays:** The City observes twelve holidays (which includes two floating holidays).
- **Longevity Bonus:** Employees are eligible to receive \$200 - \$1000 annually based on years of service. Employees are eligible for longevity bonuses after completing 5 years of service.
- **Educational Reimbursement:** The City will assist employees with job-related education and training, subject to approval.
- **Use of Seminole Recreation Center** (with free ID card)



**Check out our career opportunities at
www.myseminole.com**

Employment Policies

Professional Image:

Personnel hired on or after April 8, 2014 or those hired prior to October 2008, are subject to the following language pertaining to body adornments and tattoos:

In an effort to display a professional image, body adornments (body piercing except stud earrings for female employees, etc.) that are visible while wearing a department assigned/purchased uniform or city required attire are prohibited.

Body tattoos are permitted under the following conditions:

- Tattoos shall not be visible above the collar level of a standard tee shirt,
- Tattoos are not allowed on hands below the wrist,
- The display of unprofessional or offensive tattoos or brands, (nudity or violence, sexually explicit or vulgar art, words, phrases, profane language, symbols to incite negative reactions, initials or acronyms that represent criminal or oppressive organizations), are strictly prohibited,
- The Fire Chief reserves the right to require any tattoo to be covered.

Tobacco Use:

To be eligible for employment, applicants must attest and affirm, that they have been a non-user of tobacco or tobacco products for at least one (1) year immediately preceding application. There will be no use of tobacco products by Fire Rescue Department personnel while on City property, on duty or off duty, in uniform, or while representing the City or Department. Compliance with the tobacco policy is a condition of full-time employment as a Firefighter or Firemedic at the City of Seminole, Fire Rescue Department. Employees who use tobacco products, on or off duty, while employed by the City of Seminole may be subject to termination of employment.

Probationary Employment:

Successful applicants will be hired as a Probationary Employee, and will be tested monthly on training modules and undergo a final exam at the end of my probationary period. The monthly exams will be in accordance with Department Standards and probationary employees will be expected to pass all exams including the final exam with a minimum score of 80. The final exam will consist of both written and practical exercises. During the probation period, general performance, appearance, attitude, initiative and dependability will be evaluated.

In order to maintain a regular position with the City of Seminole Fire Rescue Department, employees will be required to maintain all Firefighter/EMS and related certifications possessed at the time of hire or acquired during the course of employment. Failure to maintain certifications may result in termination.