



Anderson Township Compensation Package



Salary

| | 2020 | 2021 | 2022 |
|------------|------|------|------|
| % Increase | 1.8% | 1.8% | 2.0% |

| | 2020 | 2021 | 2022 |
|---------------|-------------|-------------|-------------|
| Firefighter 1 | \$56,079.37 | \$57,088.80 | \$58,230.57 |
| Firefighter 2 | \$61,472.45 | \$62,578.95 | \$63,830.53 |
| Firefighter 3 | \$66,865.53 | \$68,069.11 | \$69,430.49 |
| Firefighter 4 | \$72,651.69 | \$73,559.26 | \$77,030.45 |
| Firefighter 5 | \$77,651.69 | \$79,049.42 | \$80,630.40 |
| Firefighter 6 | \$83,044.77 | \$84,539.57 | \$86,230.86 |
| *Lieutenant | \$91,349.24 | \$92,993.53 | \$94,853.40 |

Holiday Pay 1.5

New Year's Day
 President's Day
 Independence Day
 Columbus Day
 Thanksgiving Day

Martin Luther King Day
 Memorial Day
 Labor Day
 Veterans Day
 Christmas Day

Longevity

All full-time Employees shall be entitled to length of continuous service compensation. Beginning at the end of the tenth complete year of continuous service, each Employee shall receive an additional one hundred, fifty dollars (\$150). An additional one hundred, fifty dollars (\$150) shall be paid for each continuous year in excess of ten (10).

Pension

The Anderson Township Fire and Rescue Department employees are a part of the State of Ohio Police and Fire Pension Fund. Employees pay 12.25% of their earnings into the pension. Anderson Township pays 24% into the pension for each employee.

Time Off

Holidays

Each 24/48-hour Employee shall be entitled to six (6) holidays per year, to be taken at his discretion, upon approval of the Chief and subject to the Departmental Rule that says time off will not be scheduled in a way which will increase overtime pay. To partially implement this intent, each such Employee, will in accordance with departmental policy, schedule one (1) "RH" Required holiday during each of his/her ten four rotations in the following year.

Vacation

| | |
|---------------------|-------------|
| 1 year of service | - 120 hours |
| 2 years of service | - 144 hours |
| 3 years of service | - 168 hours |
| 4 years of service | - 192 hours |
| 5 years of service | - 216 hours |
| 10 years of service | - 240 hours |

Plus 24 hours for each additional five (5) years of service over ten (10), but not to exceed 336 hours per year.

EDO

2 EDO's (48) Hours off for 2022, must be renegotiated for 2023 and beyond.

Sick Time

Sick time (which can be converted to sick pay) accrues at the rate of seven (7) hours per bi-weekly pay period of active pay status for Employees assigned to a twenty-four/forty-eight (24/48) hour schedule.

An Employee may not accumulate sick time in excess of 2,400 hours. Once an employee reaches his 2,400 maximum, in any subsequent calendar years in which he would have earned more than 2,400 had there been no cap, he will be paid for 1/4 of the excess which would have been earned over and above that which was taken, said payment to be issued with or by the first full pay period of the following January.

Sick Time Incentive Plan

The Department's Attendance Incentive Plan (AIP) is intended to reward regular attendance. Employees with good attendance records benefit the community, increase the operational efficiency of the Department, and reduce the costs of absenteeism. Eligible employees who work Seven Hundred Twenty (720) contiguous hours (equivalent to thirty (30) 24-hr. tours) of qualifying time, as defined herein, shall be eligible for a stipend payment of \$250.00 (Two Hundred Fifty Dollars). Provisions listed in the Contract.

Health Care

Single

2000 Deductible

1600 Employer HSA Contribution

400 Out Of Pocket

Married

4000 Deductible

2600 Employer HSA Contribution

1400 Out Of Pocket

Clothing Allowance

Each initial hire Employee shall be issued uniforms that comply with the current policy for uniforms. At the time of this contract, it would include 4 pairs of duty pants and 4 Uniform shirts, 1 jacket, 1 pair of shoes, 1 belt, 4 T-shirts, 2 sweatshirts, 1 pair gym shorts, and 1 pair of sweat pants at Township expense (type, style, and manufacturer or substitution thereof to be determined by the department).

Each Employee, upon completion of probation, shall receive an annual allowance of \$350.00 with which to purchase approved uniforms.

In addition to the purchasing credit, each Employee shall receive a \$200.00 uniform maintenance/linen allowance to be paid in June of each year.