

**TFD Benefits Include:**

**Starting Salary:** \$41,434.55 annually (may be higher depending on previous firefighter employment experience).

**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.

**Sick Leave:** 127.20 hours annually.

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

**Holidays:** Shift personnel receive 10 paid holidays at 8 hours straight time pay for each holiday.

**Insurance:** Choice of health, dental and life insurances with premiums of health and dental subsidized by the city.

**Education:** Tuition reimbursement (up to allowable dollar limit per class or school year) available upon approval.

**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
- Biweekly payment for certifications: \$20 for Florida Fire Officer I; \$15 for Florida Fire Safety Inspector I; \$15 for Florida Fire Arson Investigator I; \*\$10 Hazardous Materials Technician; \*\$10 Urban Search and Rescue Technician; \*\$10 Airport Rescue; \*\$10 for Honor Guard members; and \*\$15 for Adjunct Public Information Officers. (\* as defined by bargaining agreement)
- Monthly 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 (Fire Specialists receive 6%)

**Retirement:** Firefighters hired on or after 10/01/17 - normal retirement is after 27 years at 81%, regardless of age. Vesting is 10 years, employees pay into the pension system, retirement is calculated on the last 5-year average salary, cost of living adjustments to retirement payments start at age 62.