

EMPLOYMENT AS A DUBUQUE FIREFIGHTER

APPLICATION: Applicants for the Dubuque Fire Department must pass written and physical agility tests prior to being placed on an eligibility list for possible appointment. **At the time of the written examination, applicants must be 18 years of age or older; possess a high school diploma or its equivalent; possess a current State of Iowa EMT-Paramedic certificate; or be eligible for Iowa endorsement of another state's paramedic certification or the National Registry's paramedic credentials; or have completed or enrolled in a certified paramedic training program that will make the candidate eligible for Iowa endorsement upon completion of the program. The successful candidate will possess a current State of Iowa EMT-Paramedic certificate at the time of appointment and also possess or have the ability to obtain a valid Class "D" Chauffeur's license. A pre-employment drug screen will be administered prior to employment.**

Please contact the City Personnel Office at (563) 589-4125 if you have questions regarding the Civil Service certification process.

Women, minorities and veterans are encouraged to apply. EOE

RESIDENCY: Firefighters shall have their principal place of residence within the corporate limits of the City of Dubuque or within six and one-half (6 ½) miles of the corporate limits of the City by the most direct street, road or highway, in the state of Iowa, as soon as practicable after appointment, but within two years of appointment.

ANNUAL SALARY*
 Effective July 1, 2019

Entry Rate	After 6 Mos.	After 1 ½ Yrs.	After 2 ½ Yrs.
\$54,404	\$58,801	\$60,228	\$63,780

* Includes \$1,260 in paramedic certification pay

LONGEVITY:

<u>YEARS OF SERVICE</u>	<u>PERCENT OF BASE WAGE</u>
After 5 years	1%
After 10 years	2%
After 15 years	3%
After 20 years	4%
After 25 years	7%

PARENTAL LEAVE: Eligible employees will receive their regular base pay (plus longevity) and benefits for twelve weeks following the date of birth, adoption event or foster-to-adopt placement.

HOLIDAYS: Cash payment based on eleven holidays.

CASUAL DAY: One day off with pay.

VACATION:

- After one (1) year of service - three (3) work days.
- After three (3) years of service - six (6) work days.
- After seven (7) years of service - eight (8) work days.
- After fourteen (14) years of service - ten (10) work days.
- After twenty-one (21) years of service - twelve (12) work days.

SICK LEAVE: Earn 12-hours each month.

FUNERAL LEAVE: Depending upon relationship of deceased, one to five work days off with pay.

HEALTH INSURANCE: The City offers a Point-of-Service Plan. The employee pays 15% and the City pays 85% of the cost of the premium for the health and prescription drug insurance plan for which the employee is enrolled. The prescription drug program provides for the following co-pay arrangement: \$5.00 Generic Drugs, \$15.00 Brand Name Formulary Drugs and \$25.00 Brand Name Non-formulary Drugs. A dental plan is offered to employees. The employee is responsible for paying for both the single and family premium.

LIFE, AD&D, DISABILITY INCOME PROTECTION INSURANCE: The City provides \$11,000 term life insurance policy with accidental death and dismemberment coverage. Employees may purchase an additional \$22,000 in term life insurance. The City also provides a weekly disability income protection plan that pays 60 percent of the employee's pay up to \$250 per week for up to 52 weeks for non-work related injuries or illnesses.

FLEXIBLE SPENDING ACCOUNTS: The City offers I.R.S. Code Section 125 Flexible Spending Accounts for medical, dental and dependent care expenses and pre-tax payment of dental and health and prescription drug insurance premiums.

RETIREMENT: In order to be eligible for a service retirement at age 55, the employee must have completed 22 years of service. The City contribution is 24.41% of earnable compensation and the employee contribution is 9.40% of earnable compensation. This position is covered by Medicare, but is not covered by Social Security.

CLOTHING ALLOWANCE: A uniform is issued the first year. Thereafter, a \$550 annual clothing allowance is provided.

EMERGENCY MEDICAL TECHNICIAN (EMT) PAY: An employee in the classification of Firefighter who is certified as an EMT-Paramedic will receive \$105 per month in addition to his/her base wage.

FIRE SCIENCE CERTIFICATION PAY: An employee who possesses an Associate's Degree in Fire Science from an accredited college or university shall receive payment in the amount of \$105 per month.

WORK SCHEDULE: Three platoons work an average of 56 hours per week. Each platoon works three alternating twenty-four hour days followed by four days off duty.

I.C.M.A. DEFERRED COMPENSATION: Employees may contribute up to \$18,500 per year. Employees 50 years of age and older may contribute up to \$24,500 per year.

EMPLOYEE ASSISTANCE PROGRAM: The City retains the services of a qualified counseling resource that specializes in the assessment of personal problems.

BARGAINING UNIT AFFILIATION: This position is represented by the Dubuque Professional Firefighters Association, Local #25.

QUESTIONS: Please call the Human Resources Department at (563) 589-4125 if you have questions regarding wages, benefits and the Civil Service examination process.

AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

7/16/2019