



Weber Fire District

Benefits At-A-Glance

Full-time Firefighters

Weber Fire District Headquarters – 2023 W. 1300 N. Farr West, UT – (801) 782-3580 – www.weberfiredistrict.com

Vacation Leave:

0-4 years of service	5.54 hours per pay period	144 hours per year
5-9 years of service	7.07 hours per pay period	184 hours per year
10-14 years of service	8.61 hours per pay period	224 hours per year
15+ years of service	10.15 hours per pay period	264 hours per year

Employees may carry over a maximum of 336 hours of accrued vacation leave from one year to the next. Any excess will be lost. In lieu of using vacation an employee may opt to be paid a maximum of 96 hours of vacation if their sick leave balance is a minimum of 500 hours and their vacation balance is 300 hours.

Sick Leave:

5.19 hours per pay period	135 hours per year
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Employees may carry over a maximum of 1,344 hours of accrued sick leave from one year to the next. Any excess will be lost. Employees retiring will be paid 50% of accrued sick leave balance.

Holidays:

- New Year's Day
- Martin Luther King Day
- Presidents Day
- Memorial Day
- Juneteenth
- Independence Day
- Pioneer Day
- Labor Day
- Indigenous Peoples Day
- Veterans Day
- Thanksgiving
- Christmas Day

Employees have the option to be paid 8 hours for each holiday as they occur or add 3.69 hours per pay period to vacation.

Bereavement Leave:

Paid time off up to 72 hours to attend to family matters related to the death of an immediate family member, a miscarriage, or a stillbirth.

Employee Assistance Program

All employees are covered by First Responders First, wellness for first responders. This program provides life assistance counseling at no cost to the employee.

Retirement:

Participation in Utah Retirement Systems firefighter retirement program based on hire date and service credits. More information can be found at www.urs.org

Additional Voluntary Benefits:

- Short-term Disability
- Accident Insurance
- Critical Illness
- Hospital Indemnity
- Permanent Life
- Retirement Savings Accounts (401K; 457; IRA; ROTH)

Program Participation:

- Wildland Deployment
- HazMat Team (w/pay differential)
- Heavy Rescue Team (w/pay differential)
- Fire Prevention Team

Other Potential Benefits:

- Education Assistance



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Employees receive \$50 per pay period to apply to insurance premiums, H.S.A., or retirement plans.

Medical Insurance:

Plan	Single	2-Party	Family
Traditional Co-Pay	\$0	\$160	\$240
\$2,000/\$4,000 H.S.A.	\$0	\$120	\$180
\$3,300/\$6,600 H.S.A.	\$0	\$100	\$150

All plans are covered by United Healthcare Choice Plus administered by UMR. Teledoc benefits are provided for all plan participants.

Health Savings Account (H.S.A.) Contributions for Qualified Plans are:

- \$2,000/\$4,000 H.S.A.: \$500 for single plan; \$1,000 for 2-party and family plans.
- \$3,300/\$6,600 H.S.A.: \$1,000 for single plan; \$2,000 for 2-party and family plans.

Contributions are frontloaded semi-annually and pro-rated when necessary.

Flexible Spending Accounts (F.S.A.):

Optional pre-tax account for co-pay plan participants to use for out-of-pocket medical and dependent care expenses.

Medical Plan Opt-Out:

Employees with other creditable medical coverage may opt to receive \$340.00 per month deposited into a 401K or 457 account with URS.

Dental Insurance:

Single	2-Party	Family
\$15	\$30	\$50

Vision Insurance:

Single	2-Party	Family
\$4.24	\$6.15	\$11.02

Life Insurance/Accidental Death & Dismemberment Insurance

Weber Fire District provides \$50,000 of basic term life and AD&D insurance at no cost.

Schedule:

48/96 – 48 hours worked, 96 hours off.