

**CITY OF AUBURN HILLS  
FIRE DEPARTMENT  
PERSONNEL GUIDELINE**

<b>SUBJECT:</b> Benefits for Paid Call Firefighters	<b>Number:</b> 134
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<b>EFFECTIVE DATE:</b> December 1, 1999	<b>REEVALUATION DATE:</b> December 1, 2000
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**PURPOSE**

To provide an outline of the benefits provided to the paid-call firefighters for the City of Auburn Hills Fire Department.

**GUIDELINE**

1. ***Public Safety Officer's Benefit Program*** - The Federal Government provides a life insurance benefit for "public safety" employees (police and fire) who die in the performance of their duty. The benefit is increased annually to reflect cost-of-living increases. See Personnel Procedures 129, for benefit details.
2. ***Volunteer Firemen's Insurance Services, Inc. (VFIS)***. City paid insurance program providing \$100,000 in accidental death coverage. This guideline also provides up to \$600.00 in weekly income (maximum of 260 weeks) for disability injuries and, up to \$10,000 in medical benefits as primary coverage. See VFIS guideline for benefit details.
3. ***City pension programs:***
  - Defined Benefit Pension Plan*** - Employees covered by this guideline on November 30, 1999 the City will provide a Defined Benefit Pension Plan. The plan document more fully describes the benefit provided.
  - Defined Contribution Pension Plan*** - Employees hired on or after December 1, 1999, the City will provide a Defined Contribution Pension Plan jointly funded by the employer and employee. The plan documents more fully describe the benefit provided.
4. ***Deferred Compensation Program*** - The City offers a deferred compensation program through the International City Managers Association (ICMA) 457 Plan. Participation in this program is not mandatory and there are no matching contributions from the City.

Participation in the deferred compensation program allows employees to defer up to twenty (20) percent of their annual gross earnings, before taxes, into a savings plan for retirement. Participation in the plan will reduce the employee's tax liability at the end of each fiscal year.

5. ***Worker's Compensation*** - For an employee who is injured on the job, the City is required to provide worker's compensation benefits. For part-time firefighters, benefits are based on the State of Michigan's average weekly wage. Benefits are payable as follows:
  - a. Injury lasting seven days or less - no worker's compensation benefit.
  - b. Injuries lasting 8-13 days - benefits for those days only.
  - c. Injuries lasting 14 days or more - benefits payable from date of injury  
Weekly benefits are based on marital status and dependents and, are currently estimated to be about \$300.00 per week.
6. Workers compensation pays for all medical expenses related to the injury.
7. Death benefits from worker's compensation include \$1,500 for funeral expenses. If the spouse is in a "dependency status" he/she is entitled to 500 weeks of the same benefit the deceased spouse would have received.
8. ***Police Officer's and Firefighters Survivor Tuition Act*** - Public Act 195 of 1996 provides for a waiver of tuition to public community and junior colleges, and state universities for the surviving spouse and children.

***These benefits as described in this guideline are subject to change.***