

# Louisville Division of Fire Firefighter Recruit Salary & Benefits Overview

## **SALARY**

Firefighter starting salary

\$44,541.12 (The position is an hourly paid position. This salary reflects a normal workweek for the entire year.)

## **After Recruit School**

Uniform allowance after probation. (Negotiable allowances).

## **SALARY PROGRESSION**

The Louisville Professional Firefighters, Local 345, through its collective bargaining agreement with the Louisville/Jefferson County Metro Government, negotiates salary progression.

## **WORKERS' COMPENSATION**

Medical bills are paid and disability payments are made in accordance with the Commonwealth of Kentucky Workers' Compensation Laws.

## **WORK SCHEDULE**

Firefighters work 24 hours on duty and then are off 48 hours on a continuous three day rotation.

## **LIFE INSURANCE**

Louisville Metro Government provides free basic life insurance for the employee. Employee may purchase supplemental life insurance for self and/or dependents (spouse and children). Cost varies for supplemental coverage based upon amount of coverage and age. Evidence of Insurability may be required.

## **RETIREMENT**

Retirement Investment Plan. Employees are eligible for retirement after 25 years of sworn service.

## **PAID LEAVE** (per year)

- Vacation Days
- Holidays
- Sick Leave Pool
- Employee members of the National Guard and Reserve Units are eligible for up to 15 calendar days pay for required annual military leave.

## **PRE-TAX PREMIUMS**

Premium conversion allows employees to pay for benefits with pre-tax dollars therefore reducing taxes and increasing the amount of take home pay. Eligible benefits include:

- Health Insurance
- Dental Insurance
- FSA Dependent Care
- FSA Medical Reimbursement
- Vision Insurance
- Voluntary Insurance products such as short term disability, critical illness, whole life insurance, etc.

## **HEALTH CARE BENEFITS**

Several health care plan designs are available for employees and their eligible family members. Plan availability & premiums are subject to annual change.

## **DEFERRED COMPENSATION**

This Plan allows the employee to contribute pre-tax dollars up to \$18,000 annually if under the age of 50 or \$24,000 annually if over the age of 50.

## **CREDIT UNION**

Savings, checking, loans and many other financial services are available to members.

## **TUITION REIMBURSEMENT**

May be available for tuition, class fees, and books.

**The application intake process is now open. Visit:**  
<http://www.louisvilleky.gov/government/fire/services/become-firefighter>



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