

# Aurora Fire Department Salary & Benefits

## Salary:

- **Starting pay** – entry level applicants earn \$43,689 per year (Grade IV)
- **Yearly grade increases** – Members advance in grade pay every year
- *Grade III* - \$48,050
- *Grade II* - \$55,385
- *Grade I* - \$64,002
- 1% increases annually until year 7

## Lateral Pay Incentives:

- Salary range exceed those of Entry Level dependent upon experience and training

## Vacation and Holidays:

- **Vacation** - Six (24-hour) shifts accrued per year. \*
- **Paid Holidays** 9 days annually. Eight hours straight pay for each.\*
- **Personal Leave** - 32 hours annually. \*

\* Time is accrued on a 56-hour work schedule. 40 hour (administration) schedule will differ.

## Sick Leave:

- 150 hours annually

## Health, Dental, Vision and Life Insurance:

- The city of Aurora offers contributions to a variety of health insurance plans, including some where the monthly premium is completely covered by the city. Employees have optional dental, vision and life insurance plans available to them. Employees can also add life insurance coverage for their dependents.
- After ten years of service, Members are vested in the retiree health plan.

## Disability:

- The city contribution provides death and disability coverage through the Fire & Police Pension Association (FPPA).

## Retirement:

- Members and the city both contribute 10.5% bi-weekly into their retirement fund.
- IRS qualified tax-exempt retirement plans meeting 401A status can be rolled over when the candidate provides IRS determination letter, subject to approval of the Retirement Board.

## Deferred Compensation:

- Officers may tax defer a certain dollar amount of salary annually.

## Training:

- Annual in-service training. Members are also eligible for job-related sponsored training and tuition reimbursement.