

# Extra details: Benefits, Department Overview & Potential Disqualifiers

## BENEFIT INFORMATION:

RWB Fire provides benefits to full-time employees scheduled to work at least 30 hours per week. Employees are eligible for benefits on the first of the month following employment.

**RETIREMENT** plans are administered through Fire & Police Pension Association (FPPA). RWB Fire participates in the statewide defined benefit plan. For more detail, visit <https://FPPAco.org/Benefits.html>. Deferred compensation plans, including up to \$2500 employer paid contribution to a 457 traditional plan.

**MEDICAL** A choice of plans is available, and premiums are covered 90% by RWB and 10% by the employee. RWB also offers up to \$1,500 to either a health reimbursement arrangement (HRA) or health savings (HSA) account to help offset out-of-pocket medical, dental, and vision expenses. Flexible spending accounts for medical expenses and/or dependent care are available.

**DENTAL** Available, premiums are covered 90% by RWB and 10% by the employee.

**VISION** Available, premiums are covered 90% by RWB and 10% by the employee.

**LIFE INSURANCE** of \$50,000 coverage is extended to every employee and covered by RWB Fire. Additional voluntary life insurance is available.

**MENTAL and PHYSICAL WELL-BEING** benefits include peer support, employee assistance programs (EAP), workers' compensation, functional movement screenings, Life Scan Wellness screenings, and exercise facilities at each station.

**LEAVE TIME** for non-exempt line employees - 8 paid holidays, vacation starting at 144 hours per year, 144 hours of sick time per year plus 48 hours of "self-care" time. For exempt administrative employees – 8 paid holidays, vacation at 8 hours/month, 10 hours/month

plus 2 days of “self-care” time. Sick Bank donation program, parental leave, bereavement leave, domestic violent leave, voting leave and military leave are available.

**ADDITIONAL COMPENSATION BENEFIT** Bonus for HazMat Tech. Bonus for Bachelors, Masters and, PhD degrees. Longevity pay based on years of service in 5 year increments.

#### **LABOR AND MANAGEMENT RELATIONSHIP:**

The RWB Board of Directors recognizes the RWB Career Firefighters Association, Local 4325 union as the exclusive collective bargaining representative for all full-time employees, typically up to the battalion chief level, whose primary duties include response to emergency incidents. All members covered by the Union have the right to join or not join the Union.

## **DEPARTMENT OVERVIEW:**

Please visit [www.rwbfire.org](http://www.rwbfire.org) for a complete and detailed overview of our department. The Red, White & Blue Fire Protection District (District) provides all-hazard emergency response to the citizens and guests in the Town of Breckenridge, Town of Blue River, unincorporated Summit County and automatic aid to the neighboring Fire Districts. The District is located within the Upper Blue River Valley of Summit County, Colorado between the Ten Mile Mountain Range, and the Continental Divide.

The Town of Breckenridge boasts the Breckenridge Ski Resort, one of the world-renowned ski destinations that has more than 1,600,000 skier visits annually. Within the District’s 138 square mile response area, 98.19 square miles or 71.15% is considered wilderness or non-buildable areas. The District is in the heart of the beautiful Rocky Mountains. Most of the community is based in the north/south valley between two mountain ranges at altitudes of 9,200 to 10,000 feet; surrounded by peaks as tall as 14,000 feet. The Blue River runs through the middle of the valley, beginning at the south end of the District and running through the middle of the valley before emptying into Dillon Reservoir, located primarily in the adjoining jurisdiction of Summit Fire and EMS Authority. The population served by the District has continued to steadily increase on an annual basis, both in permanent and seasonal population.

The District has a large influx to its population during the seasonal periods of November through April and June through September. This population increase is a result of the

Breckenridge Ski Resort, world-class sporting events, beautiful amenities, and the vast outdoor year-round activities that the Rocky Mountains have to offer. The community has bed space for approximately 40,000 visitors to be housed in second homes, resort buildings, or hotels. In addition, on any given day within the ski season there are 15,000 to 25,000 skier visits adding to the total population of the community. The total population during peak tourism times is nearly 60,000 people.

The District boundaries are defined using GPS and mapping programs, however basic boundaries are the Summit/Park County line to the South, Ten Mile Range to the West, Farmers Korner to the North, and Continental Divide to the East. The District uses automated vehicle location for responses and utilizes automatic aid to support response for units within the District, but also Summit Fire and EMS that may respond into the District if they are the closest unit.

The District currently operates four (4) strategically placed fire stations to serve the citizens of the Upper Blue Valley. Each station is staffed with resources and equipment to effectively provide the needed services to their respective response areas as well as the entire District and the surrounding communities.

There are many programs effective within the all-hazards response model implemented within the District. These programs are conducted within all divisions of the District to support the mission and vision of the District. These programs include:

- Community Risk Management
- Public Education
- Fire Investigation, Origin, and Cause
- Domestic Preparedness, Planning, and Response
- Fire Suppression
- Emergency Medical Services (EMS)
- Technical Rescue
- Hazardous Materials
- Wildland Fire Services
- Training and Professional Development

## POTENTIAL DISQUALIFIERS:

1. Conviction of, admission to, currently charged with, or under indictment for committing a felony after reaching age 18, or any crime that would be classified a felony under Colorado statutes.
2. Use of illegal drugs
3. Admission or conviction of perjury.
4. No current Driver's License, inability to obtain a CO Driver's License, Driver's License currently suspended, canceled, revoked, or restricted at the time of the background check, conditional job offers or hiring.
5. Not a high school graduate and/or no Colorado recognized GED.
6. Incomplete or inaccurate application package.
7. Failure to be on time for the testing or interview process.
8. Not having required certifications. Certifications must be valid at time of application and upon hire.
9. Motor vehicle records - One or more major convictions in the last five years; OR four or more minor violations; OR three or more at-fault accidents in the last three years; OR any combination of minor violations and at-fault accidents totaling four or more occurrences. Major convictions include driving under the influence of alcohol or drugs or refusing to test for sobriety; leaving the scene of an accident or attempting to elude a police officer; reckless driving/racing; involvement in a fatal accident; assault involving a motor vehicle; passing a stopped school bus; and driving with a suspended/revoked license. Minor violations include any moving violation other than a "major conviction", except motor vehicle equipment, load or size violations; improper or failure to display license plates; and failure to sign or display a registration or have a driver's license in possession (if valid license exists). At-fault accidents include any accident where the driver is cited with a violation or negligently contributes to the accident or any single vehicle accident that is not caused by (actual) equipment failure.
10. Conviction of a felony or domestic violence crime.
11. Dishonorable Discharge or a conviction by a military court martial.

If any traffic charges or any criminal charge(s) are pending, the processing of the application will be suspended until final disposition of the charge(s). The applicant is responsible for advising the District when the case has a disposition.

A person is considered convicted of an offense when an adjudication of guilt is entered against said person by a court, a plea of no contest or a plea of guilty is entered, including situations where: The sentence is subsequently probated, and the person is discharged from

probation. Deferred adjudication is granted. The person is pardoned for the offense unless the pardon is expressly granted for subsequent proof of innocence.