



City of Poquoson Fire/Rescue

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(757) 868-3510 Fax (757) 868-3514

September 19, 2016

As Fire Chief, I would like to take this opportunity to tell you what a great place Poquoson is to live and work and what an awesome Fire and Rescue Department we have.

Being a small, forward thinking department you are more than just a number. Every man and woman that works for us is special. Their efforts are the reasons for our success. We treat each and every contact with the public as though we are helping family. Our citizens are fantastic and they deserve nothing less than fantastic service.

Our quality of life is second to none. This is a safe place to work and raise a family.

I like to think we go above and beyond to provide our employees with benefits that compete with other localities such as:

- **We pay 82% of the premium cost for health insurance.**
- **If an employee declines health insurance, we pay the employee \$125.00 a month.**
- **We pay 100% of the premium cost for life insurance for the employee. Value is 2 times the employee's annual salary without overtime.**
- **Our VRS retirement is calculated using 1.8 as the multiplier (most localities use 1.7)**
- **Remember your retirement includes Hazardous Duty pay of \$13,548.00 upon retiring with 20 years of Hazardous Duty service.**
- **Our schedule includes 6 hours of built in overtime each pay period (above and beyond) which adds approximately \$155.52 per pay period. We are paid based on a 40 hour work week (above and beyond) which equals to approximately \$4,043.52 per year added to the starting salary of \$35,937.00 which brings the new starting salary to \$39,980.52**
- **Our EMS personnel receive stipends as shown below:**
 - **EMT-Advance - \$2,000.00 per year**
 - **EMT-Intermediate - \$4,000.00 per year**
 - **EMT-Paramedic - \$6,000.00 per year**

- **On or after July 1, 2017 the City will contribute 50% of the employees' health insurance premium for retirees wishing to continue coverage under the City health care plan up to age 65. The retiring employee must have a minimum of twenty (20) years of creditable VRS service with the City of Poquoson and a minimum of 90 days of unused sick leave at the time of retirement from City service. Further, the retiring employee must give the employer a minimum of six (6) months' written notice of their intention to retire and must have participated in the City health care plan for a minimum of five (5) years immediately prior to retirement.**