



Cowlitz County Fire District #5

Lateral Firefighter/EMT

Compensation

The salary range for Lateral Firefighter/EMT is \$6,450 – \$7,589 per month. Years of employment/volunteer experience will be granted at the discretion of the district. Generally, 2 years' experience will increase one step grade.

Retirement – LEOFF 2 through WA State Dept. of Retirement.

Deferred Compensation – District will match employees' contribution up to maximum 3% of base salary.

Medical Insurance – District will pay 100% of the active employee's monthly premium. Employee will pay 10% of their dependent(s)'s medical via payroll deduction.

Dental Insurance - District will pay 100% of the active employees' monthly premium. Employee will pay 10% of their dependent(s)'s dental via payroll deduction.

Life Insurance – District provides life insurance for all active members.

Vacation – Accrues annually. Eligible to use vacation after one year of continuous employment. 120 hours accrued at completion of year one.

Sick Leave – Earned at rate of 13 hours per month. (72-hour bank at start. Accrual starts with the 7-month of continuous employment.)

HRA/VEBA – Pre-tax, employee contributions as agreed by bargaining unit, to a health retirement account via payroll deduction.

Residency Incentives – Residency within District jurisdiction, 3% per month. Residency within Cowlitz County, 1.5% per month
