



# **Cowlitz County Fire District #5**

---

## *Lateral Firefighter/Paramedic*

### **Compensation**

The salary range for Lateral Firefighter/Paramedic is \$7,095 – \$8,348 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

---