

NORTH LINCOLN FIRE & RESCUE DISTRICT #1
2020-21 Benefit Package
53 hour a week Employees

Wages:

Firefighter/ Engineer: \$ 55,947 to \$ 68,068
Captain / Shift Supervisor: \$ 63,388 to \$ 77,121

Incentive Pay:

Paramedic 8% \$453.76
EMT Advanced 2% \$113.44
AA/AS Degree 1% \$ 56.72
BA/BS Degree 2% \$113.44

Vacation:

Years of Continuous Service	Monthly Accrual	Maximum Accrual
0 through 5	12 hours	576
6 through 10	16 hours	768
11 through 15	20 hours	960
16 through 19	23 hours	1104
20 plus	26 hours	1248

Sick Leave:

12 hours a month accrual to a maximum of 1440 hours

Holiday Time:

12 hours a month to a maximum accrual of 144 hours.

Bereavement Leave:

2 Shifts

Insurance Benefits:

North Lincoln Fire and Rescue offers full Medical, Dental, Vision and Life Insurance. Medical Insurance has a premium split of 90/10. A VEBA contribution is provided annually to each employee's VEBA plan.

District provides AD&D Insurance Benefits at \$50,000

Retirement Benefits:

Participation in the State of Oregon Public Employee Retirement System.
District pays the Employees contribution of 6%.

North Lincoln Fire & Rescue Firefighter/Engineer position has a starting annual salary of \$ 55,947 per year with a current top step of \$ 68,068 after 5 years. The Firefighter/Engineer position is immediately eligible for incentive pay and overtime pay associated with call back alarms, training, meetings and shift coverage along with FLSA pay for 53-hour workweek schedule.

North Lincoln Fire & Rescue Captain/Shift Supervisor position has a starting annual salary of \$ 63,388 per year with a current top step of \$ 77,121 after 5 years. The Captain/Shift Supervisor position is immediately eligible for incentive pay and overtime pay associated with call back alarms, training, meetings and shift coverage along with FLSA pay for 53-hour workweek schedule.

Employees can participate in a Deferred Compensation Plan with Employee/Employer matching up to 3%.

North Lincoln Fire & Rescue is a PERS participating employer that pays both the employee and employer contribution.

These positions are represented by IAFF Local 5169.