SCFD4 BENEFITS

Salary

Entry-level firefighters start out at step A and increase to the next step on their work anniversary for the first three years.

2026 FF/EMT

- FF Step A $5,852.90/month
- FF Step B $6,197.18/month
- FF Step C $6,541.47/month
- FF Step D $6,885.76/month

2026 FF/Medic

- FF Step A $6,541.48/month
- FF Step B $6,885.76/month
- FF Step C $7,230.05/month
- FF Step D $7,574.34/month

Benefits

- Medical, dental, and vision for employee and family
- State Retirement System- Leoff 2
- Vacation, Sick, and Holiday paid time off
- 457b Deferred Compensation with employer match- 6% top step firefighter
- Employee Tuition Reimbursement
- Employee Assistance Program
- Accidental Death Insurance
- Life Insurance
- Peer Support
- Provided Uniforms
- $1200 VEBA account annually
- $150/month to Medical Expense Reimbursement Plan