



NIXA FIRE PROTECTION DISTRICT

Wages and Benefits Package

Entry Level Firefighter



- 🔥 **Wages/Probation** (6 month period) **\$34,300** base shift/hourly
 (Does not include any potential additional hours worked beyond scheduled).
- 🔥 **Vacation Leave**-earned at 12 hours per month worked (may not be utilized until probationary period is completed).
- 🔥 **Sick Leave**-earned at 12 hours per month worked.
- 🔥 **Bereavement Leave**-24 hours available.
- 🔥 **Health Insurance** – Anthem Plan, 100% covered by district for the employee, eligible after 60 days employment.
- 🔥 **Dental Insurance** – Delta Plan, 100% covered by district for the employee, eligible after 60 days employment.
- 🔥 **Vision Insurance** – Delta Plan, 100% covered by district for the employee, eligible after 60 days employment.
- 🔥 **Life Insurance**-\$25,000 Standard Plan, 100% covered by district for the employee, eligible after 60 days employment.
- 🔥 **Flex/Pre-Tax Spending**-(not mandatory) administrative fee 100% covered by district for the employee.

- 🔥 **LAGERS – L12 (1.75 %) retirement program**, last three year average, 100% covered by district for the employee, eligible after completion of probationary period.
- 🔥 **Nationwide Retirement Solutions-retirement program**, the District contributes up to \$40.00 per month match when employee makes up to \$40.00 per month contribution.
- 🔥 **Educational Incentive**-non accumulative, highest level only; eligible after completion of one year employment.

Paramedic License	\$1,000 (Annual)
Associate Degree	\$1,500 (Annual)
Bachelor Degree	\$2,000 (Annual)
Master Degree	\$2,500 (Annual)

- 🔥 **Longevity** - \$1,000 upon completion of 5th year, with an additional \$500 for every year after.