

Fire Marshal Salary & Benefits

Salary	\$100,384-\$126,256
Healthcare	Medical, dental, vision, otherwise known as healthcare contributions are based upon the rates outlined in the collective bargaining agreement. The employer paid rate for fiscal year 2025 is \$2,525 per month. Healthcare options range from \$1,832 - \$2,632. All benefit plan options/cost include employee plus family. Any savings on premiums under \$2,525 will go into the members HRA Veba account. Costs are expected to go up 5% for fiscal year 2026.
HRA Veba Contributions	Healthcare premiums under allocated district paid monthly benefit, will be paid to the members HRA Veba account.
Retirement	The district participates in the Public Employee Retirement System (PERS). This position will be categorized under Police & Fire. Both employer and employee PERS contributions will be paid by the district
STD/LTD Insurance	Accidental death and dismemberment, Long term and short term disability will be provided as per the district's policy. Additional term life insurance coverage in the amount of \$10,000 will be added under the group coverage per state law required for firefighters. The estimated annual cost is \$\$1,920.
Paid Time Off	Paid Time Off (PTO) accrues semi-monthly in accordance with the payroll schedule. Front loading of PTO hours may be determined by the board upon development of the fire chief's contract. PTO accruals are based upon years of service and are outlined in the employee handbook. PTO balances will carry over calendar years. PTO balances up to a maximum of 200% of the chief's annual accrual may be cashed out upon separation. The PTO maximum will increase up to 250% of the chief's current accrual if the chief notifies the district in writing of their intent to retire by March 1 of the prior year.
Administrative Time	96 hours will be banked in an administrative leave pool each January 1. This leave can be used in the same manner as PTO. Any hours remaining up to 48 hours in this pool, as of December 1 may be cashed out at the current rate of pay.
Holidays	Thirteen paid holidays include: New Years Day, Presidents Day, Memorial Day, Independence Day, Christmas Eve, Christmas Day, Martin Luther King Day, Indigenous Peoples/Columbus Day, Labor Day, Thanksgiving, Day after Thanksgiving, Veterans Day, Juneteenth
Jury Duty	The district will grant time off with pay for required service upon a jury appointment with the exception of mileage reimbursement.
Bereavement	Bereavement leave up to five days will be granted to the employee to attend to matters surrounding the death of an immediate family member. Immediate family is defined as spouse, children, parents, siblings, corresponding in-laws, grandparents, grandchildren.
Civic Involvement	The district will pay membership dues and meals related to time engaged with a civic organization within the community.
Education & Professional Development	The district will provide tuition, travel, accommodations and meals for the attendance of the annual SDAO and Fire Chief Association Conferences. \$1,500 per year can be used for professional development. Unused dollars will be carried over for a maximum of two years.
Overtime	Overtime will be calculated at a rate of 1.50 times the regular rate of pay for hours worked outside of the regularly scheduled workday for emergency response to fire scenes for investigations.