

Draper City Fire Department

...is seeking qualified candidates for the position of
Firefighter/EMT

Wage & Benefits Package

Salary: Firefighter I \$44,787-\$67,005 Firefighter II \$48,485-\$69,014

- Employees are eligible for a step increase annually on their anniversary date based upon budget and City Council approval.
- Cost of Living increases are given based upon market comparisons.
- Prior full-time Firefighter/EMT experience will be considered for lateral placement into pay scale and for vacation accrual. Draper City's adopted Lateral Hiring Policy provides for 1 year of credit for every year of completed full-time service.
- Overtime is also available on a frequent basis.

Benefits:

- Draper City offers a traditional health care plan and a high deductible health plan (HDHP) paired with city contributions to a health savings account (HSA).
- **The City pays 100%** of the premium for employee only coverage and 90% of the premium for 2-party or employee + family (value equals \$19,079 per year).
- **Dental Insurance cost is covered 100% by Draper City** for employee only coverage and 90% for family coverage.
- Utah Retirement System: Tier 1 – 2 based upon entry into the system. The City pays the full-required amount for the employee.
- **Tier 2 Retirement Offset** – Draper City pays an additional offset into URS for Tier 1 parity
- 401 (k) and 457 Plan – **Draper City will match 50% of an employee's contribution** to a 401 (k) or 457 plan approved by the City after the employee has completed one year of employment. Draper City's match to the employee is capped at 3%. The one year waiting period for eligibility may be waived for lateral hires.
- Life Insurance & Accidental Death & Dismemberment – **Basic insurance is provided to you and your eligible dependents at no cost to the employee.** The Basic Life benefit amounts are employee \$100,000, spouse \$10,000, and eligible dependent children \$5,000.
- Long Term Disability Insurance at 66.67% of salary is provided at no cost to the employee.

Additional Benefits:

- Paid vacation leave at Entry Level (96 hours per year with additional vacation after 5 years)
- Paid sick leave (144 hours per year) Paid Holidays (156 hours per year)
- Certification pay for AEMT @ \$100/check
- Tuition Reimbursement Program, Wellness Program, and Employee Assistance Plan available
- Draper City is a Social Security participating entity



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