



# Travis County ESD #9

## Westlake Fire Department

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[www.westlakefd.org](http://www.westlakefd.org)

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## ESD No. 9 Current Employee Benefits

Starting Base Salary - \$53,053

Average Total Salary of a 4-year Firefighter including incentives and longevity - \$68,505

*Incentives, Time in Grade and Longevity are not included in the base salary. These are available after one year probation.*

Medical Insurance (Employee covered 100%, Family covered at 50%)

- Choice of Traditional CoPay Plan or Health Savings Account (H S A)
  - Department pays \$1,000 of the deductible for the CoPay Plan (\$2,000 for Families).
  - Department contributes \$1,000 annually to the H S A (\$2,000 for Families).

Dental Insurance (Employee covered 100%, Family covered at 50%)

Vision Insurance (Employee covered 100%, Family covered at 50%)

Group Term Life Insurance/ Accidental Death & Dismemberment (Department Funded)

Short-Term (Department Funded)

Long-Term Disability Insurance (Department Funded)

Paid Time Off (Combination of vacation and sick leave)

457(b) and 401(a) Retirement Plans (Department matches 2:1 up to 7%)

501(c)9 Post Employment Healthcare Plan (Department Funded)

Employee Assistance Program (Department Funded)

Tuition Assistance for Higher Education in a Fire Service Degree Program