



JOIN THE
WACO FIRE
DEPARTMENT

Starting Salary \$65,607.07



Entry Level Firefighter 2024

(24 on 48 off work schedule)

\$65,607.07 Annually with opportunities for scheduled and unscheduled overtime. Step increased each of the first six years of employment.

Civil-Service status after completion of probationary period and eligible for promotion after two-years of employment.

After one-year of employment, eligible for training and certification and/or assignment pay for special teams that include:

- Hazardous Materials Response Team
- Technical Rescue Team
- Aircraft Rescue Firefighting Team
- Dive Team
- Fire Investigations
- Inspections



Participation in the Texas Intrastate Mutual Aid System (TIFMAS) for opportunities to deploy to natural disasters and large wildfires across Texas.

Full-Time Employment Benefits

- Texas Municipal Retirement System (TMRS) – 7% contribution with 2:1 City match.
- Aetna Resources for Living (well-being/counseling services)
- Bilingual Pay
- Cafeteria Plans/Flexible (pre-tax medical health spending account)
- Deferred Compensation Plans - Metlife, ICMA, and Nationwide.
- Dental Plans - The City offers two voluntary dental plans. Quality Care Dental (QCD) of America provides a dental discount plan. Delta Dental provides a dental indemnity insurance plan.
- Health Insurance - Health insurance is effective the first of the month following 30 days of employment for new hires and dependents that enroll.
- Holidays - 12 observed holidays.
- Leave for Jury Duty
- Life Insurance & Accidental Death Insurance
- Longevity Pay Available
- Long-Term Disability available– up to 60% of salary
- Military Leave
- Unlimited sick leave accrued at 12 hours per month with payout for up to 1080 hours upon separation.
- Vacation - 18 hours per month accrual (total holiday & vacation 15 shifts off per year)
- Worker's compensation for on the job injuries at 100% pay for up to one-year.

Application and information available at:

waco-texas.com/fire

