

2026-27 Benefit Package
53 hour a week Employees

Wages:

Firefighter/ Engineer: \$ 67,687 to \$ 82,352
Captain: \$ 79,378 to \$ 96,575

Incentive Pay:

Paramedic 8% \$550.24
EMT Advanced 3% \$206.34
AA/AS Degree 1% \$ 68.78
BA/BS Degree 2% \$137.56
Surf Rescue 1% \$ 68.78

Vacation:

Years of Continuous Service	Monthly Accrual	Maximum Accrual
0 through 5	12 hours	576
6 through 10	16 hours	768
11 through 15	20 hours	960
16 through 19	23 hours	1104
20 plus	26 hours	1248

Sick Leave:

12 hours a month accrual to a maximum of 1440 hours

Holiday Time:

12 hours a month to a maximum accrual of 144 hours.

Bereavement Leave:

2 Shifts

Insurance Benefits:

North Lincoln Fire and Rescue offers full family Medical, Dental, and Vision. Medical Insurance has a premium split of 90/10. A VEBA contribution is provided annually to each employee's VEBA plan based on medical plan choice.

District provides AD&D Insurance Benefits 24/7 up to \$200,000.

Life Insurance benefit 24/7 of \$50,000.

Retirement Benefits:

Participation in the State of Oregon Public Employee Retirement System.

District pays the Employees contribution of 6%.

North Lincoln Fire & Rescue Firefighter/Engineer position has a starting annual base salary of \$ 67,687 per year with a current top step of \$ 82,352 after 5 years. The Firefighter/Engineer position is immediately eligible for incentive pay and overtime pay associated with call back alarms, training, meetings, and shift coverage along with FLSA pay for 53-hour workweek schedule.

North Lincoln Fire & Rescue Captain position has a starting annual salary of \$ 79,378 per year with a current top step of \$ 96,575 after 5 years. The Captain position is immediately eligible for incentive pay and overtime pay associated with call back alarms, training, meetings, and shift coverage along with FLSA pay for 53-hour workweek schedule.

Employees can participate in a Deferred Compensation Plan with Employee/Employer matching up to 3%.

North Lincoln Fire & Rescue is a PERS participating employer that pays both the employee and employer contribution.

These positions are represented by IAFF Local 5169.

FLSA Pay:

12.3 hours of overtime in addition to your base pay. NLFR considers time off as time worked when using accrued leave benefits. FLSA Overtime can be paid or converted into Comp Time to a maximum of 144 hours.

Annual FLSA Pay FF: No Incentives Added		Annual FLSA Pay Captain: No Incentives Added	
Step-1	\$5438		\$ 6376
Step-2	\$5655		\$ 6631
Step-3	\$5880		\$ 6897
Step-4	\$6117		\$ 7173
Step-5	\$6361		\$ 7459
Step-6	\$6651		\$ 7758