

Van Wert Fire Department

Career Firefighter/EMT 2026

The following information should be used as a guide only, and is not all inclusive, and is applicable through February 28, 2029. This information is subject to change due to potential revisions in the laws of the State of Ohio, ordinances passed by the City Council of the City of Van Wert, and contract status between the City of Van Wert and IAFF Local 681.

Starting Salary: Van Wert FD has three salary steps. With each year of completion, the person is moved up one step. Each step has three different rates based on your EMT-Basic/Advanced or Paramedic certification. The top step pay is achieved in 2 years. The pay cycle is every 2 weeks on Friday (26 pays/year). All payrolls are done through direct deposit.

Wages

	Hourly x 2912	Annually	Annually after 2 years
(EMT Basic)	\$16.286	\$47,424.83	\$60,688.99
(EMT Advanced)	\$16.804	\$48,933.25	\$62,185.76
(Paramedic)	\$18.559	\$54,043.81	\$66,326.62

Working Hours: The Van Wert Fire Department works a 24/48 cycle.

Benefits: Vacation: No vacation time is afforded in the first year of employment.

1-7 years - 144 hours
8-14 years - 216 hours
15-21 years - 288 hours
22 years + 360 hours

Holidays: Employees receive 10 paid holidays/year, based on hire date.

Sick Leave: Employees accrue sick leave at the rate of .0575 hours for each hour of active pay status. (167.44 hours each year as a minimum)

Personal Days: Each employee can convert sick leave into personal days of each year based upon their accumulated sick leave balance. i.e., 720 sick hours equals one 24 hr. personal day.

Funeral Leave: 24 hours of paid leave/occurrence

Military Leave: 408 hours of paid leave annually.

Injury Leave: In the event of an occupational injury, each firefighter who meets the proper conditions is eligible for injury leave for a period not to exceed 120 days. This period may be extended on a period-by-period basis, not to exceed 12 months.

Uniform Allowance: \$725/year

Turnout Gear: This is provided in its entirety by the Department.

Overtime and Callbacks: Overtime is paid for call backs, manpower covers, and special details at the 2080 hourly rate. With these opportunities, many firefighters average over \$8,000 per year in overtime and callback earnings. Personnel living in Van Wert County or an adjoining county who reside within a 16.5-mile radius of the intersection of Main Street and Washington Street in Van Wert are eligible for emergency call backs.

Health Insurance, Drug Card, Dental Insurance, Eye Insurance, Life Insurance see attached Employee Benefit Package

Retirement: Upon attaining a qualifying age with sufficient service credit, a member of the Police and Fire Pension Fund may retire and receive a lifetime monthly pension. Current eligibility is 52 years of age and 25 years of service. An annual pension will be equal to a percentage of the three highest average annual salaries. The percentage is 2.5% for each of the first 20 years of service, 2% for each of the next five years of service, plus 1.5 percent for each year of service from 26 to 33.

Beginning with your first payment as a full-time firefighter, including your probationary period, the law requires your employer to deduct 12.25% for Ohio Police and Fire Pension.

Investments: Automatic payroll deduction is available for the Ohio Deferred Compensation Program and the Ohio Tuition Trust Program.

Annual Physicals and Fitness Examinations: The Department as part of its' Wellness program schedules annual physicals through occupational health and contracts for an annual fitness examination.

Education: We require all personnel to obtain and maintain the following: All personnel are required to obtain and maintain Firefighter II certification (within their first year), EMT Basic, Hazardous Materials Technician, Confined Space Rescue, and ICS 200 certifications. These mandatory certifications, as well as additional training, are provided at no cost to the employee. The Department regularly offers a variety of training opportunities to help you enhance and maintain your skills, ensuring ongoing professional growth. Please note that while the City supports job-related training, it does not currently fund higher education degree programs.

Residency: Although we recommend that you reside in Van Wert County, current Ohio Law does not mandate this. Our residency policy requires that at the end of the first year of employment you reside in Van Wert County or an adjoining Ohio county to Van Wert. These counties include Allen, Auglaize, Mercer, Paulding, and Putman counties.

Probationary Period: All newly hired employees will be required to successfully complete a probationary period of one year. The probationary period includes structured training, benchmarks and evaluations. A newly hired probationary employee may be terminated at any time during this period and shall have no appeal over such removal.

Lateral Transfers: Prior full-time fire service (excluding volunteer) may be credited toward vacation accrual and wage placement. Service must be certified within sixty (60) days of hire. Credit is granted in full-year increments and prorated based on length of service. Lateral transfer applicants must successfully complete the National Testing Network (NTN) exam.

National Testing Network Reimbursement: Candidates hired by the Van Wert Fire Department will be reimbursed for the cost of one Firefighter Mile fee and one Fire Team test fee through the National Testing Network. This ensures that new hires can recover these initial testing expenses as they begin their careers with our department.

Join the Van Wert Fire Department and become part of a proud, community-focused team known for a strong culture and family atmosphere. Our firefighters serve in a well-supported, full-time department that values training, teamwork, and leadership at every level. With competitive wages, solid benefits, modern equipment, and a clear path for advancement, this is an opportunity to build a long-term career while making a real difference for the citizens we serve every day.