

Fire Chief

2025 Pay Range – in hourly amounts							
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	70.00%	75.00%	80.00%	85.00%	90.00%	95.00%	100.00%
2025	\$49.76	\$53.31	56.86	\$60.42	\$63.97	\$67.53	\$71.08

The 2026 salary range has not yet been finalized

Starting pay will be based on the selected candidate's overall qualifications, with consideration given to fire service experience, command/supervisory experience, administrative leadership, and other directly related experience.

Summary of the benefits offered by the City of Austin for exempt, unit represented employees, are as follows:

- Health insurance coverage, HSA/HRA compatible, effective/eligible on the date of hire, or by agreement, the first of the month following date of hire. The amount of your contribution towards insurance is dependent upon which plan selection you choose (see 2026 info.).
- Accumulation of sick and safe leave at the rate 8 hours for each month of service; starting from the date of hire (pro-rated for first month, depending upon start date) with no limit as to accumulation amount. If an employee stays until retirement, 50 percent (50%) of the dollar value of accumulated, unused sick and safe leave is paid out to the employee or health care savings plan.
- Vacation – after year one – five equates to two weeks (80 hours) of vacation. Future vacation increases are as follows: three weeks after five years of service; four weeks after 12 years of service; five weeks after 20 years of service and six weeks after 25 years of service.
- Twelve paid holidays (96 benefit hours) per year (pro-rated based on date of hire).
- \$40,000 life insurance policy paid by the City. Optional supplemental coverage available.
- Required participation in a Health Care Savings Account through the Minnesota State Retirement Systems; currently employees contribute 2% of their wage through payroll deduction. This is used for post-employment health care expenses.
- Pension plan with Public Employees Retirement Association (PERA); contribution is based on a percentage of your wage. Currently, the contribution from the City of Austin is 7.5% and your contribution is 6.5%.
- Annual \$700 uniform allowance.
- Optional long and short-term disability, vision, dental, accident, critical illness and accident plans, the cost of each depends on enrollment selection (no city contribution).
- Optional deferred compensation program administered by Nationwide Retirement Solutions or Minnesota State Retirement (MSRS). (No city contribution).