



**APPLY TODAY!**  
**QUESTIONS, CALL 505.662.8301**  
**FOR FD INFO: [www.losalamosfd.org](http://www.losalamosfd.org)**  
**LOS ALAMOS COUNTY FIRE DEPARTMENT**  
**NOW HIRING!**



**FIRST YEAR STARTING SALARY WITHOUT OVERTIME**

**\$61,500** + \$7,500 Hiring Bonus  
**Firefighter**

**\$66,960** + \$15,000 Hiring Bonus  
**Firefighter/Paramedic**

\*Average overtime during Academy ~\$15,000

**BONUS BREAKDOWN**

Firefighter new hires will receive a total of \$7,500 over the first year:  
 +\$2,500 after 30 days completed in the Academy  
 +\$2,500 upon Academy graduation  
 +\$2,500 just prior to the end of the first year  
 + FREE DORM HOUSING PROVIDED FOR ACADEMY RECRUITS

Firefighter new hires that are Nationally Registered Paramedics & licensed to provide care in New Mexico UPON HIRE will receive a total of \$15,000 over the first year:  
 +\$2,500 after 30 days completed in the Academy  
 +\$2,500 upon Academy graduation  
 +\$10,000 just prior to the end of the first year

**MINIMUM QUALIFICATIONS FOR ACADEMY**

- Must be 18 years of age
- High school diploma or GED
- Valid driver's license
- US citizen
- EMT license not required to apply
- No experience necessary

**FIRE SCHEDULE AFTER ACADEMY**

- 48-hour shift then four days off
- 144-240 hours vacation accrual annually
- 12 shift trades per year

**BENEFITS OF CAREER AT LOS ALAMOS COUNTY**

- 25 year PERA retirement
- Medical, Vision, Dental, Life
- Tuition assistance available after one year
- Additional Los Alamos County (LAC) pension—seven year vested time—like 401k  
 LAC pays 9% and employee pays 1%
- PERA Contributions—LAC pays 65%, employee pays 35%
- GI Bill benefit eligible

**BENEFITS OF LOS ALAMOS FIRE DEPARTMENT**

- Five new stations in five years, one under construction now
- Three new engines and two ladders ordered
- Annual firefighter physicals
- Paid training & incentive opportunities
- Advancement opportunities
- Protecting the Los Alamos National Lab
- Low call volume—2,771 calls in 2022
- Healthiest County award by US News
- Population 19,400

**LONGEVITY PAY AFTER 2 YEARS (2912 hrs.)**

YEARS OF SERVICE	EXTRA PAY PER HOUR/YEAR
2-4	\$.52/\$1,514
5-7	\$.86/\$2,504
8-11	\$1.20/\$3,494
12-14	\$1.72/\$5,009
15-17	\$2.40/\$6,989
18-21	\$4.12/\$11,997
22 +	\$6.18/\$17,996