



Whether you're a seasoned firefighter or a newcomer to the field, we're looking for individuals with:

Dedication and a strong work ethic * Courage to face challenging situations * Compassion and empathy for others * Teamwork and communication skills * Commitment to safety and integrity * Join the Alabaster team today!

COMPENSATION BENEFITS

To reward our members for professional development, we provide promotional testing along with progressive compensation.

★ Firefighter Recruit: \$48,986 starting rate

Upon completion of recruit school (City sponsored), employee placed at FF scale

★ Firefighter: \$51,472-\$71,249

★ Firefighter /Paramedic \$54,072 - \$74,793

Based on 2704 hrs with holiday pay

**8-10 SHIFTS
PER MONTH
ALLOWING
FOR A
WORK-LIFE
BALANCE**

PARAMEDIC TRAINING REIMBURSEMENT

We are invested in your professional growth! We offer a reimbursement program for paramedic training taking your career and compensation to the next level, while we support you every step of the way!

★ CUTTING EDGE TRAINING

We believe that the best way to serve our community is by investing in our firefighters. We provide comprehensive, state of the art training programs to ensure you are prepared.

★ PHYSICAL FITNESS

Our firefighters are expected to be in peak physical condition. We provide access to fitness programs and facilities to help you stay in top shape.

★ COMPETITIVE BENEFITS

Competitive pay, a comprehensive benefits package, retirement plans with city contributions to medical coverage and job security.

★ PROFESSIONAL GROWTH

We foster an environment of continuous learning & professional development. Through comprehensive training programs, advanced certifications & opportunities for advancement.

★ TEAM WORK

We believe that the strength of our department lies in the unity of our team. We work together seamlessly to protect our community, ensuring safety and support in every situation.

★ COMMUNITY CONNECTION

Serving the Alabaster community is at the heart of what we do. Our firefighters are not just first responders; they are trusted neighbors who provide comfort and support during emergencies, forming meaningful connections to the people you serve.



BENEFIT HIGHLIGHTS

★ Blue Cross Blue Shield Medical
90% City Contribution- Employee rate:
Single: \$60.80 Family: \$148.30 monthly

★ 13 paid holidays & personal day
paid at 11 hours

★ RSA Tier 1 Benefits @ Retirement

★ Dependents eligible to
attend Alabaster City Schools

★ City paid life, vacation,
sick, & voluntary benefits

★ Annual market analysis to
ensure competitive salaries

RETIREE BENEFITS

To reward and demonstrate appreciation for years of service, the city makes a significant contribution for retiree medical insurance when eligibility requirements are met with RSA:

10 years of service at Alabaster - 65% city contribution toward retiree medical premium

25 years of service at Alabaster - 75% city contribution toward retiree medical premium

ADMINISTRATION COMMITMENT

Administration continues to demonstrate support of the department with investment in top of the line equipment, consistent Cost of Living Adjustments and merit step increases.



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ACCOUNTABILITY * COMMITMENT * EXCELLENCE * INTEGRITY