



**Westfield Fire Department**  
17001 Ditch Rd, Westfield, IN 46074  
[www.westfield.in.gov](http://www.westfield.in.gov)

[Click here for the application page: select the application that best fits you](#)

## **2025 Department Specific Benefits**

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### **Salary**

Salary includes scheduled overtime

- Civilian Medics: \$81,985.49 - \$89,753.21
- Firefighters: \$73,356.61 - \$86,300.62

### **Stipends**

- Medic (Firefighter) Stipend: 10% of pension base
- Language Stipend
- Various Stipends for additional duties

### **Acting in Capacity Pay**

- Firefighter to Officer
- Firefighter to Engineer
- Company Officer to Battalion Chief

### **Ambulance Incentive Pay**

- Hourly Incentive Pay for Ambulance

### **Sick Time Buy Back Program**

- Compensation for unused sick time and quarterly perfect attendance

### **Vacation Time**

- Longevity Based Range: 5 – 18 shift days
- Floating holidays: 4 shift days

### **Personal Time**

- 24 hours annually (does not roll over or accumulate)

### **Retirement**

- INPRS 1977 fund members:
  - Members contribute 5% of pension base city contributes 20.1%
    - **2025 Pension Base: \$86,300.60**
    - 6.2% of pay city contributes to 401a account

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- Civilian PERF members:
  - City contributes 100% PERF contributions and provides 13% salary into a 457b account.
- Department Funded PEHP (Post Employment Health Plan) account

### **Long Term Disability**

- Department funded long term disability (LTD) program.
  - Up to 2 years pay (66% salary tax free) for off-duty related injuries.

### **Lateral Credit**

- Applicants currently enrolled in Civilian PERF or '77 fund receive a service credit at a three to one ratio. For every 3 years, an applicant gets 1-year credit towards pay and vacation scales in either system.

**\* IAFF Membership available for both Firefighters and Civilian Members**