



City of Killeen Fire / EMS Pay Plan

Effective: October 1, 2016

		F01-1	F01-2	F01-3	F01-4	F01-5	F01-6	F01-7	F01-8	F01-9
		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>
Fire and Rescue Officer F01	Monthly	\$3,688	\$3,819	\$3,950	\$4,081	\$4,213	\$4,344	\$4,344	\$4,475	\$4,475
	Annual	\$44,252	\$45,825	\$47,401	\$48,974	\$50,552	\$52,128	\$52,128	\$53,703	\$53,703

		F01-10	F01-11	F01-12	F01-13	F01-14	F01-15	F01-16	F01-17	F01-18
		<u>10</u>	<u>11</u>	<u>12</u>	<u>13</u>	<u>14</u>	<u>15</u>	<u>16</u>	<u>17</u>	<u>18+</u>
Monthly		\$4,609	\$4,609	\$4,748	\$4,748	\$4,890	\$4,890	\$5,037	\$5,037	\$5,188
Annual		\$55,313	\$55,313	\$56,972	\$56,972	\$58,682	\$58,682	\$60,442	\$60,442	\$62,254

NOTE: Probationary Fire Rescue Officer refer to Pay Grade O58 of the Non-civil service Pay Plan.

		<u>Step/Year</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Fire Captain F03	Monthly		\$5,334	\$5,334	\$5,529	\$5,529	\$5,724	\$5,724	\$5,724	\$5,724	\$5,724	\$5,919
	Annual		\$64,004	\$64,004	\$66,344	\$66,344	\$68,687	\$68,687	\$68,687	\$68,687	\$68,687	\$71,028
Battalion Chief F04	Monthly		\$6,114	\$6,114	\$6,309	\$6,309	\$6,504	\$6,504	\$6,504	\$6,504	\$6,504	\$6,700
	Annual		\$73,369	\$73,369	\$75,711	\$75,711	\$78,053	\$78,053	\$78,053	\$78,053	\$78,053	\$80,394
Fire Deputy Chief F06	Monthly		\$7,415	\$7,415	\$7,675	\$7,675	\$7,935	\$7,935	\$7,935	\$7,935	\$7,935	\$8,196
	Annual		\$88,979	\$88,979	\$92,101	\$92,101	\$95,225	\$95,225	\$95,225	\$95,225	\$95,225	\$98,347



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<u>Fire/EMS Incentive Pay</u>	<u>Monthly</u>	<u>Fire/EMS Assignment Pay</u>	<u>Monthly</u>
EMT/Basic or	\$100	Training Officer	\$200
EMT/Intermediate or	\$120	Arson Investigator	\$100
EMT/Paramedic	\$300	Emergency Medical Services (EMS) Coordinator	\$200
AND		Bilingual Certification(Level I) or,	\$50
Firefighter/Intermediate or	\$60	Bilingual Certification(Level II)	\$75
Firefighter/Advanced or	\$120	(can only receive Level I or II for each language certified/authorized)	
Firefighter Master	\$175	SWAT	\$75
AND		EMS Driver	\$25.00/day
Apparatus Technician and	\$50	Paramedic Attendant	\$50.00/day
HAZMAT	\$100		
ARFF	\$100		

Hiring Incentive:

Individuals with a only a TCFP structural fire certification are offered the incentive in two stages:

Stage one: \$500 paid on the first regular payday after TCFP certified Firefighter is hired by the department and begins the duties of a Probationary Fire Rescue Officer.

Stage two: \$500 paid when the Fire Department affirms that the Probationary Fire Rescue Officer has successfully completed the first year of service with the department; payment of this incentive will be made during the last pay period of the first year of service.

OR

Individuals with only a TDSHS paramedic license or certification are offered the incentive in two stages:

Stage one: \$1,000 paid on the first regular payday after TDSHS certified or licensed Paramedic duties of a Probationary Fire and Rescue Officer with the Killeen Fire Department.

Stage two: \$1,000 paid when the Fire Department affirms that the Probationary Fire Rescue Officer has successfully completed the first year service with the department; payment of this incentive will be made prior to the last pay period of the first year of service.

An alternative incentive pay is offered for individuals with a TCFP structural fire certification which includes a TDSHS emergency medical technician certification (EMT)-basic or intermediate, in two stages:

Stage one: \$1000 paid on the first regular pay day after the certified Firefighter/Emergency Medical Technician is hired by the department and begins the firefighter/EMT duties of a Probationary Fire & Rescue Officer with the Killeen Fire Department.

Stage two: \$1,000 paid when the Fire Department affirms that the Probationary Fire Rescue Officer has successfully completed the first year service with the department; payment of this incentive will be made prior to the last pay period of the first year of service.

An alternative incentive pay is offered for individuals with a TCFP structural fire certification and a TDSHS paramedic license/certification in two stages:

Stage one: \$2000 paid on the first regular payday after the TCFP certified Firefighter is hired by the department and begins the duties of a Probationary Fire Rescue Officer.

Stage two: \$1,000 paid when the Fire Department affirms that the Probationary Fire Rescue Officer has successfully completed the first year of service with the department; payment of this incentive will be made during the last pay period of the first year of service.