



City of Killeen Fire / EMS Pay Plan

Effective October 1, 2015

| | Grade/Step Year | F00-1 Probationary | F01-1 1 | F01-2 2 | F01-3 3 | F01-4 4 | F01-5 5 | F01-6 6 | F01-7 7 | F01-8 8 | F01-9 9 | F01-10 10 |
|----------------------------|--------------------|-----------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Fire and Rescue Officer | Monthly | \$3,499 | \$3,688 | \$3,819 | \$3,950 | \$4,081 | \$4,213 | \$4,344 | \$4,344 | \$4,475 | \$4,475 | \$4,609 |
| F00 and F01 | Annual | \$41,983 | \$44,252 | \$45,825 | \$47,401 | \$48,974 | \$50,552 | \$52,128 | \$52,128 | \$53,703 | \$53,703 | \$55,313 |

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

| | Step/Year | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10+ |
|---|-----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|----------|
| Fire Prevention Officer F02 | 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 |
| Fire Lieutenant 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 Marshal F05 | 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 |
| 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 |

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