



FIRE/EMS PAY PLAN
EFFECTIVE JUNE 16, 2014

PROBATIONARY FIRE & RESCUE OFFICER	YEAR ONE	YEAR TWO	YEAR THREE	YEAR FOUR	YEAR FIVE	YEAR SIX	YEAR EIGHT	YEAR TEN	YEAR TWELVE	YEAR FOURTEEN	YEAR SIXTEEN	YEAR EIGHTEEN	
	\$3,239	\$3,415	\$3,536	\$3,658	\$3,779	\$3,901	\$4,022	\$4,144	\$4,268	\$4,396	\$4,528	\$4,664	\$4,804
	\$38,873	\$40,974	\$42,431	\$43,890	\$45,346	\$46,807	\$48,267	\$49,725	\$51,216	\$52,752	\$54,335	\$55,965	\$57,643

	YEAR 1-2	YEAR 3-4	YEAR 5-9	YEAR 10+
FIRE PREVENTION OFFICER	\$4,939	\$5,119	\$5,300	\$5,481
	\$59,263	\$61,430	\$63,599	\$65,767
FIRE LIEUTENANT	\$4,939	\$5,119	\$5,300	\$5,481
	\$59,263	\$61,430	\$63,599	\$65,767
FIRE CAPTAIN	\$5,661	\$5,842	\$6,023	\$6,203
	\$67,934	\$70,103	\$72,271	\$74,439
FIRE DEPUTY CHIEF	\$6,866	\$7,107	\$7,348	\$7,589
	\$82,388	\$85,279	\$88,171	\$91,062
FIRE MARSHALL	\$6,866	\$7,107	\$7,348	\$7,589
	\$82,388	\$85,279	\$88,171	\$91,062

Fire/EMS Incentive Pay

Monthly

EMT/Beginner or,	\$100
EMT/Intermediate or,	\$120
EMT/Paramedic	\$300
AND	
Firefighter/Intermediate or,	\$60
Firefighter/Advanced or,	\$120
Firefighter Master	\$175
AND	
Apparatus Technician and,	\$50
HAZMAT	\$100
ARFF	\$100

Fire/EMS Assignment Pay

Training Officer	\$200
Arson Investigator	\$100
Emergency Management Coordinator	\$200
Emergency Medical Services (EMS) Coordinator	\$200
Bilingual Certification(Level I) or,	\$50
Bilingual Certification(Level II)	\$75
(can only receive Level I or II for each language certified/authorized.)	
SWAT	\$75
EMS Driver	\$25.00/day
Paramedic Attendant	\$50.00/day

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 the 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: \$1000.00 paid on the first regular pay day after the TDSHS certified or licensed Paramedic is hired by the department and begins the paramedic duties of a Probationary Fire & Rescue Officer with the Killeen Fire Department.
- Stage two: \$1000.00 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 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: \$1000 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 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: \$1000 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.