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# City of Killeen Fire / EMS Pay Plan

Effective: October 1, 2018

Fire/EMS Incentive Pay		Monthly		Fire/EMS Assignment Pay					Monthly			
EMT/Basic <b>or</b>		\$100		Training Officer					\$200			
EMT/Intermediate <b>or</b>		\$120		Arson Investigator					\$100			
EMT/Paramedic		\$300		Emergency Management Coordinator					\$200			
<b>AND</b>				Emergency Medical Services (EMS) Coordinator					\$200			
Firefighter/Intermediate <b>or</b>		\$60		Bilingual Certification(Level I) or,					\$50			
Firefighter/Advanced <b>or</b>		\$120		Bilingual Certification(Level II)					\$75			
Firefighter Master		\$175		(can only receive Level I or II for each language certified/authorized)								
<b>AND</b>				SWAT					\$75			
Apparatus Technician <b>and</b>		\$50		EMS Driver					\$25.00/day			
HAZMAT		\$100		Paramedic Attendant					\$50.00/day			
ARFF		\$100										
Hiring Incentive:												
<b>Individuals with a only a TCFP structural fire certification are offered the incentive in two stages:</b>												
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.											
<b>OR</b>												
<b>Individuals with only a TDSHS paramedic license or certification are offered the incentive in two stages:</b>												
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.											
<b>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:</b>												
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.											
<b>Structural fire certification and a TDSHS paramedic license/certification in two stages:</b>												
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.											