City of Killeen Fire / EMS Pay Plan

Effective: October 1, 2018

	Year	1	2	3	4	5	6	7	8	9		
8 HOUR SHIFT	Grade/Step	F81-1	F81-2	F81-3	F81-4	F81-5	F81-6	F81-7	F81-8	F81-9		
Fire and Rescue	Annual Pay	\$45,403	\$ 47,01 6	\$48,633	\$50,247	\$51,866	\$53,483	\$53,483	\$55,099	\$55,099		
Officer		. ,	. ,	. ,	. ,	. ,	. ,	. ,	. ,	. ,		
	Year	10	\$11	\$12	\$13	\$14	\$15	\$16	\$17	18+		
	Grade/Step	F81-10	F81-11	F81-12	F81-13	F81-14	F81-15	F81-16	F81-17	F81-18		
	Annual Pay	\$56,751	\$56,751	\$58,453	\$58,453	\$60,208	\$60,208	\$62,013	\$62,013	\$63,873		
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								1				
	Year	1	2	3	4	5	6	7	8	9		
24 HOUR SHIFT		F01-1	F01-2	F01-3	F01-4	F01-5	F01-6	F01-7	F01-8	F01-9		
Fire and Rescue		\$45,403	\$47,016	\$48,633	\$50,247	\$51,866	\$53,483	\$53,483	\$55,099	\$55,099		
Officer	aar r ay	ψ .σ, -τοσ	Ψ,σ.ισ	4.0,000	ΨΟ Ο,Σ ΨΙ	40.,000	400,400	400,400	400,000	+		
J	Year	10	11	12	13	14	15	16	17	18+		
	Grade/Step	F01-10	F01-11	F01-12	F01-13	F01-14	F01-15	F01-16	F01-17	F01-18		
	Annual Pay	\$56,751	\$56,751	\$58,453	\$58,453	\$60,208	\$60,208	\$62,013	\$62,013	\$63,873		
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NOTE:												
Probationary Fir	re Rescue Offic	cer refer to P	Pay Grade 058	of the Non-civi	l il service Pav F	l Plan						
8 hour schedule							ual nav / 2080	l Lannual hours v	vorked – Hour	lv Ratel		
24 hour schedu												
24 Hour Scriedu	le works 2750	riours per ye	ar. The noung	1816 101 8 24 1	lour stillt is car	Culateu as [an	Tiuai pay / 2/3	o annuai nouis	Worked = 1100	Trailej		
	1				1	1		I				
PROMOTIONAL	CRADES	Step/Year	1	<u>2</u>	<u>3</u>	4	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	9	<u>10+</u>
FROMOTIONAL		Annual	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u> </u>	<u></u>	0	<u> </u>	10+
Fire Captain		Pay	\$65,668	\$65,668	\$68,069	\$68,069	\$70,473	\$70,473	\$70,473	\$70,473	\$70,473	\$72,875
File Capialli		Annual	\$65,000	\$65,666	\$00,009	\$00,009	\$10,413	\$70,473	\$70,473	\$70,473	\$70,473	\$12,013
Dattalian Chiaf		Pay	¢75 077	¢75 077	¢77 670	¢77.670	¢00.000	\$00.000	¢00.000	¢00,000	¢00.000	¢00.404
Battalion Chief		_	\$75,277	\$75,277	\$77,679	\$77,679	\$80,082	\$80,082	\$80,082	\$80,082	\$80,082	\$82,484
Fire Deputy		Annual	#04 00C	#04.000	£04.40C	£04.400	f07 704	607.70 4	¢07.704	#07.704	¢07.704	£400.004
Chief		Pay	\$91,292	\$91,292	\$94,496	\$94,496	\$97,701	\$97,701	\$97,701	\$97,701	\$97,701	\$100,904
Assistant Chief		Annual	* 40 F ***	0.40	0.405.5.15	A405 545	A445 = 1=	A446 =	0440 =	A446 =	A446 = 4=	0445 745
of Fire	F87	Pay	\$105,411	\$105,411	\$108,046	\$108,046	\$110,747	\$110,747	\$110,747	\$110,747	\$110,747	\$113,516
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Fire/EMS Incen		<u>Monthly</u>		Fire/EMS Ass				<u>Monthly</u>			
EMT/Basic or		\$100		Training Of				\$200			
EMT/Intermediate or		\$120		Arson Investigator				\$100			
EMT/Paramed	dic	\$300		Emergency	Managemen	t Coordinator		\$200			
AND	AND			Emergency Medical Services (EMS) Coordinator				\$200			
Firefighter/Inte		\$60		Bilingual C	ertification(Le	vel I) or,		\$50			
Firefighter/Ad	vanced or	\$120		Bilingual C	ertification(Le	vel II)		\$75			
Firefighter Master		\$175		(can only	receive Level	I or II for each	language cer	tified/authorized)			
AND				SWAT				\$75			
Apparatus Te	chnician and	\$50		EMS Driver	•			\$25.00/day			
HAZMAT		\$100		Paramedic	Attendant			\$50.00/day			
ARFF		\$100									
Hiring Incentive											
Individuals wit		FP structura	I fire certificati	ion are offere	d the incentiv	e in two stage	es:				
Stage one:	\$500 paid or	the first regi	ular payday afte	r TCFP certifie	ed Firefighter i	s hired by the	department an	d begins the duties of a Proba	tionary Fire		
- J	Rescue Office										
Stage two:	\$500 paid wh	en the Fire D	epartment affir	ms that the Pro	bationary Fire	Rescue Offic	er has succes	sfully completed the first year	of service with	the	
			nis incentive will								
OR	, ,	,			<u> </u>	İ					
Individuals wit	h only a TDSF	IS paramedi	c license or ce	ertification are	offered the i	ncentive in tw	o stages:				
Stage one:								obationary Fire and Rescue C	fficer with the		
ŭ	Killeen Fire D										
Stage two:	\$1,000 paid v	vhen the Fire	Department aff	firms that the F	Probationary F	ire Rescue Off	icer has succe	essfully completed the first year	r service with t	he	
			nis incentive will								
	, , , ,	,				, , , , , , , , , , , , , , , , , , , ,			1		
	An alternative	e incentive p	av is offered f	or individuals	with a TCFP	structural fire	e certification	which includes a TDSHS en	neraencv med	ical technician	
certification (E											
Stage one:					l Firefighter/Fr	nergency Med	ical Technicia	n is hired by the department a	nd begins the		
210.90 0.10.			Probationary F								
	5										
Stage two:	\$1,000 paid v	vhen the Fire	Department aff	i firms that the F	robationary F	ire Rescue Off	icer has succe	essfully completed the first year	r service with t	he	
Clage (WO.	\$1,000 paid when the Fire Department affirms that the Probationary Fire Rescue Officer has successfully completed the department; payment of this incentive will be made prior to the last pay period of the first year of service.								JOI VIOC WITH L		
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ructural fire cei	tification and	a TDSHS na	aramedic licen	se/certificatio	n in two stag	A6.					
Stage one:							the denartmen	nt and begins the duties of a P	robationary Fig	Δ	
Stage one.	Rescue Office		lai payday alte				inc departifier				1
	1.030ue Onio	O1.									
Stage two:	\$1,000 paid v	when the Fire	Department of	firms that the	Probationary E	ire Rescue Off	icar has succe	essfully completed the first yea	r of service wit	h	
Stage two.			of this incentive						U OI SEIVICE WIL	11	
	une departine	ni, paymeni	שאווושטווו פוווו וכ	will be illade (Juning the last	pay period of	ne moi year o	i Scivice.			