



2025

## CERTIFICATION, EDUCATION, ASSIGNMENT AND ADDITIONAL PAY SCHEDULE

### Firefighters - State Licensed Civil Service and Non-Civil Service

*Employee receives all that apply when documentation submitted to Human Resources by Department Head. When applicable, highest level of attainment only in categories with ascending levels of achievement.*

Description	Rate	Frequency	Criteria
TCFP Basic	\$18	Per Pay Period	
TCFP Intermediate	\$35	Per Pay Period	
TCFP Advanced	\$70	Per Pay Period	
TCFP Master	\$100	Per Pay Period	
TCFP Haz Mat Tech	\$30	Per Pay Period	Per FD defined assignments
Fire Rescue Specialist	\$30	Per Pay Period	Per FD defined assignments
Wildland Firefighter	\$35	Per Pay Period	Per FD defined assignments
TCFP Fire Inspector	\$60	Per Pay Period	Per FD defined assignments
Field Training Officer	\$250	Per Pay Period	Paramedic, firefighter; paid during FTO time only when actively training. Must work at least one full shift per pay period with trainee to receive full amount.
Tactical Med	\$125	Per Pay Period	SWAT training and approvals from both Police Chief and Fire Chief required. In absence of a PD certified SWAT Tactical Med Officer.
Paramedic	\$175	Per Pay Period	Per FD defined assignments
Shift EMS Supervisor	\$350	Per Pay Period	Per FD defined assignments
EMS Manager	\$475	Per Pay Period	Per FD defined assignments
Fire Marshal	\$475	Per Pay Period	Per FD defined assignments
18 College Hours	\$18	Per Pay Period	
36 College Hours	\$25	Per Pay Period	
60 College Hours/ Associate's Degree	\$35	Per Pay Period	
90 College Hours	\$52	Per Pay Period	
Bachelor's Degree	\$70	Per Pay Period	
Master's Degree	\$85	Per Pay Period	
PhD, equivalent	\$100	Per Pay Period	
Fire Step Up Pay	See Pay Class Min	Per Hour Per Pay Period	Differential pay for any hours worked in the higher pay classification (difference between current hourly rate pay class and minimum of the higher pay class)
Bilingual I	\$12	Per Pay Period	Fluent, infrequent job use
Bilingual II	\$45	Per Pay Period	Fluent, frequent job use, regularly translates (multiple times per week) due to job assignment
On Call	\$25	Per Day	See Chapter 5, Section 5

**Police Officer - State Licensed Civil Service and Non-Civil Service**

*Employee receives all that apply when documentation submitted to Human Resources by Department Head. When applicable, highest level of attainment only in categories with ascending levels of achievement.*

Pay Type	Rate	Frequency	Criteria
TCOLE Basic	\$25	Per Pay Period	
TCOLE Intermediate	\$50	Per Pay Period	
TCOLE Advanced	\$90	Per Pay Period	
TCOLE Master	\$125	Per Pay Period	
SWAT Team Operator	\$145	Per Pay Period	
Tactical Med	\$125	Per Pay Period	Qualified SWAT Team Operator with Police Chief approval.
Field Training Officer	\$250	Per Pay Period	Paid during FTO time only when actively training. Must work at least one full shift per pay period with trainee to receive full amount.
K-9 Officer	7 hours OT rate	Per Pay Period	
18 College Hours	\$18	Per Pay Period	
36 College Hours	\$25	Per Pay Period	
60 College Hours/ Associate's Degree	\$35	Per Pay Period	
90 College Hours	\$52	Per Pay Period	
Bachelor's Degree	\$70	Per Pay Period	
Master's Degree	\$85	Per Pay Period	
PhD, equivalent	\$100	Per Pay Period	
Police Out of Capacity Pay	See Pay Class Min	Per Hour Per Pay Period	Differential pay for any hours worked in a higher capacity position (difference between current hourly rate and minimum hourly rate of the higher pay class). Does not apply when acting in the capacity of Police Chief (see Assignment Pay).
Assignment Pay	TBD	Per Pay Period	Additional hourly or salary differential when performing duties of the Police Chief on a temporary basis (i.e. vacancy, long-term leave of absence, vacation, etc.). Requires approval of the Police Chief and City Manager.
Bilingual I	\$12	Per Pay Period	Fluent, infrequent job use
Bilingual II	\$45	Per Pay Period	Fluent, frequent job use, regularly translates (multiple times per week) due to job assignment
On Call	\$25	Per Day	See Chapter 5, Section 5

**Fire Department – Not State Licensed Firefighter**

*Employee receives all that apply when documentation submitted to Human Resources by Department Head. When applicable, highest level of attainment only in categories with ascending levels of achievement.*

<b>Description</b>	<b>Rate</b>	<b>Frequency</b>	<b>Criteria</b>
Certificate or degree	\$25	Per Pay Period	Related field; beyond minimum requirements of the position
Specialty/Multiple Certifications and/or degrees	\$52	Per Pay Period	Related field; beyond minimum requirements of the position
Master's Degree	\$85	Per Pay Period	
PhD, Equivalent	\$100	Per Pay Period	
Bilingual I	\$12	Per Pay Period	Fluent, infrequent job use
Bilingual II	\$45	Per Pay Period	Fluent, frequent job use, regularly translates (multiple times per week) due to job assignment
On Call	\$25	Per Day	See Chapter 5, Section 5
Assignment Pay	Varies	Per Pay Period	Additional hourly or salary differential when performing additional duties of a similar or higher pay classification on a temporary basis (i.e. vacancy, long-term leave of absence, etc.)

**Police Department – Not State Licensed Police Officer**

*Employee receives all that apply when documentation submitted to Human Resources by Department Head. When applicable, highest level of attainment only in categories with ascending levels of achievement.*

<b>Description</b>	<b>Rate</b>	<b>Frequency</b>	<b>Criteria</b>
TCOLE Basic	\$25	Per Pay Period	
TCOLE Intermediate	\$50	Per Pay Period	
TCOLE Advanced	\$90	Per Pay Period	
TCOLE Master	\$125	Per Pay Period	
Certificate or degree	\$25	Per Pay Period	Related field; beyond minimum requirements of the position
Specialty/Multiple Certifications and/or degrees	\$52	Per Pay Period	Related field; beyond minimum requirements of the position
Master's Degree	\$85	Per Pay Period	
PhD, Equivalent	\$100	Per Pay Period	
Bilingual I	\$12	Per Pay Period	Fluent, infrequent job use
Bilingual II	\$45	Per Pay Period	Fluent, frequent job use, regularly translates (multiple times per week) due to job assignment
On Call	\$25	Per Day	See Chapter 5, Section 5
Civilian Training Officer	\$250	Per Pay Period	Paid during TO time only when actively training. Must work at least one full shift per pay period with trainee to receive full amount.
Assignment Pay	Varies	Per Pay Period	Additional hourly or salary differential when performing additional duties of a similar or higher pay classification on a temporary basis (i.e. vacancy, long-term leave of absence, etc.)

**Civilian – Non-Fire / Non-Police**

*Employee receives all that apply when documentation submitted to Human Resources by Department Head. When applicable, highest level of attainment only in categories with ascending levels of achievement.*

<b>Description</b>	<b>Rate</b>	<b>Frequency</b>	<b>Criteria</b>
Certificate or degree	\$25	Per Pay Period	Related field; beyond minimum requirements of the position
Specialty/Multiple Certifications and/or degrees	\$52	Per Pay Period	Related field; beyond minimum requirements of the position
Master's Degree	\$85	Per Pay Period	
PhD, Equivalent	\$100	Per Pay Period	
Class B Water	\$52	Per Pay Period	
Class II Sewer	\$52	Per Pay Period	
Class A Water	\$100	Per Pay Period	
Class I Sewer	\$100	Per Pay Period	
Bilingual I	\$12	Per Pay Period	Fluent, infrequent job use
Bilingual II	\$45	Per Pay Period	Fluent, frequent job use, regularly translates (multiple times per week) due to job assignment
On Call	\$25	Per Day	See Chapter 5, Section 5
“All Hands” Event	\$300	One-Time	To be determined by City Manager for field crew employee responding to a defined emergency or event when alternating 12 hour shifts are utilized.
Assignment Pay	Varies	Per Pay Period	Additional hourly or salary differential when performing additional duties of a similar or higher pay classification on a temporary basis (i.e. vacancy, long-term leave of absence, etc.).)

**LONGEVITY PAY**

After completing one-year of employment, employees will receive \$3 per paycheck, per year of service, up to a maximum of \$90 per check at 30 years of service.