

FIRE SPECIAL PAY**Effective October 1, 2025**

Certification & Assignment Pay: Firefighters may only receive pay for up to three (3) certification or assignment pays at one time for which they are eligible, but shall not receive more than one Texas Commission on Fire Protection certification pay.

Firefighter/Fire Inspector Certification - applicable to employees of all ranks who meet certification requirements

(Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both.)

	Intermediate	Advanced	Master
Fire Current	\$50/month	\$400/month	\$600/month

Educational Incentive Pay (applicable to all ranks)

	Pay Rate			
	0 - 45 hours	45 hours or more	Max w/o Bachelors	Bachelor's Degree
	\$0	Every <u>additional</u> 3 hours credit above 45 hours - \$12 per month	\$240 per month	\$300 per month

Special Operations Assignment Pay - Applicable only when assigned to stations designated by the Fire Chief for the following assignments: Aircraft Rescue (ARFF), Hazardous Material Response Team (HAZMAT), Urban Search and Rescue (USAR); Swift Water; or an additional specialty team specifically designated by the Fire Chief to receive special operations assignment pay.

Lieutenant and below: \$150 per month

Captain and above: \$350 per month

Arson Investigator - Applicable only when assigned as Arson Investigator by the Fire Chief. \$175 per month.

EMS Assignment Pay

Applicable only when assigned to an ambulance rotation and other select EMS positions as designated by the Fire Chief.

Initial Certification - 2 Years	\$200 per month	6 Years & 1 Day - 8 Years	\$300 per month
2 Years & 1 Day - 4 Years	\$250 per month	8 Years & 1 Day - 10 Years	\$350 per month
4 Years & 1 Day - 6 Years	\$275 per month	10 Years & 1 Day +	\$400 per month

Fire Instructor - Applicable only when assigned as Fire Instructor by Fire Chief; \$175 per month

Paramedic Certification - Applicable to selected positions in the Fire-Rescue Department as determined by the Fire Chief.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: \$75 per month

Longevity Pay (applicable to all ranks)

Rate: \$4 per month for each year of service completed

Maximum: \$100 per month for 25 years of service

Language Skills Assignment Pay - To be paid in accordance with Administrative Directive 3-37.