



CITY OF KILLEEN FIRE PAY PLAN FY 2022

Effective: October 1, 2021

8 HOUR SHIFT		Step	1	2	3	4	5	6
Probationary	Annual	\$	47,817.33	\$ 50,401.73	\$ 52,193.23	\$ 53,988.27	\$ 55,779.78	\$ 57,577.10
Fire Rescue Officer*	Hourly	\$	22.9891	\$ 24.2316	\$ 25.0929	\$ 25.9559	\$ 26.8172	\$ 27.6813
Grade PF8*	Premium Pay	\$	2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000
	Total Annual	\$	51,977.33	\$ 54,561.73	\$ 56,353.23	\$ 58,148.27	\$ 59,939.78	\$ 61,737.10
	Total Hourly	\$	24.9891	\$ 26.2316	\$ 27.0929	\$ 27.9559	\$ 28.8172	\$ 29.6813

24 HOUR SHIFT		Step	1	2	3	4	5	6
Probationary	Annual	\$	47,817.15	\$ 50,401.73	\$ 52,193.13	\$ 53,988.11	\$ 55,779.79	\$ 57,576.70
Fire Rescue Officer*	Hourly	\$	17.3502	\$ 18.2880	\$ 18.9380	\$ 19.5893	\$ 20.2394	\$ 20.8914
Grade PF0*	Premium Pay	\$	1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094
	Total Annual	\$	51,977.06	\$ 54,561.63	\$ 56,353.03	\$ 58,148.02	\$ 59,939.69	\$ 61,736.60
	Total Hourly	\$	18.8596	\$ 19.7974	\$ 20.4474	\$ 21.0987	\$ 21.7488	\$ 22.4008

8 HOUR SHIFT		Year	1	2	3	4	5	6	7	8	9
Fire Rescue Officer	Grade/Step		F18-1	F18-2	F18-3	F18-4	F18-5	F18-6	F18-7	F18-8	F18-9
	Annual	\$	50,426.69	\$ 52,218.19	\$ 54,014.27	\$ 55,806.61	\$ 57,604.77	\$ 59,401.06	\$ 59,401.06	\$ 61,195.68	\$ 61,195.68
Hourly	\$	24.2436	\$ 25.1049	\$ 25.9684	\$ 26.8301	\$ 27.6946	\$ 28.5582	\$ 28.5582	\$ 29.4210	\$ 29.4210	
Premium Pay	\$	2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	
Total Annual	\$	54,586.69	\$ 56,378.19	\$ 58,174.27	\$ 59,966.61	\$ 61,764.77	\$ 63,561.06	\$ 63,561.06	\$ 65,355.68	\$ 65,355.68	
Total Hourly	\$	26.2436	\$ 27.1049	\$ 27.9684	\$ 28.8301	\$ 29.6946	\$ 30.5582	\$ 30.5582	\$ 31.4210	\$ 31.4210	
Year			10	11	12	13	14	15	16	17	18+
Grade/Step			F18-10	F18-11	F18-12	F18-13	F18-14	F18-15	F18-16	F18-17	F18-18
Annual	\$	63,030.24	\$ 63,030.24	\$ 64,920.54	\$ 64,920.54	\$ 66,869.92	\$ 66,869.92	\$ 68,874.42	\$ 68,874.42	\$ 70,940.48	
Hourly	\$	30.3030	\$ 30.3030	\$ 31.2118	\$ 31.2118	\$ 32.1490	\$ 32.1490	\$ 33.1127	\$ 33.1127	\$ 34.1060	
Premium Pay	\$	2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	
Total Annual	\$	67,190.24	\$ 67,190.24	\$ 69,080.54	\$ 69,080.54	\$ 71,029.92	\$ 71,029.92	\$ 73,034.42	\$ 73,034.42	\$ 75,100.48	
Total Hourly	\$	32.3030	\$ 32.3030	\$ 33.2118	\$ 33.2118	\$ 34.1490	\$ 34.1490	\$ 35.1127	\$ 35.1127	\$ 36.1060	

24 HOUR SHIFT		Year	1	2	3	4	5	6	7	8	9
Fire Rescue Officer	Grade/Step		F10-1	F10-2	F10-3	F10-4	F10-5	F10-6	F10-7	F10-8	F10-9
	Annual	\$	50,426.53	\$ 52,217.93	\$ 54,014.02	\$ 55,806.80	\$ 57,604.81	\$ 59,400.62	\$ 59,400.62	\$ 61,195.33	\$ 61,195.33
Hourly	\$	18.2970	\$ 18.9470	\$ 19.5987	\$ 20.2492	\$ 20.9016	\$ 21.5532	\$ 21.5532	\$ 22.2044	\$ 22.2044	
Premium Pay	\$	1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	
Total Annual	\$	54,586.44	\$ 56,377.84	\$ 58,173.92	\$ 59,966.70	\$ 61,764.72	\$ 63,560.53	\$ 63,560.53	\$ 65,355.23	\$ 65,355.23	
Total Hourly	\$	19.8064	\$ 20.4564	\$ 21.1081	\$ 21.7586	\$ 22.4110	\$ 23.0626	\$ 23.0626	\$ 23.7138	\$ 23.7138	
Year			10	11	12	13	14	15	16	17	18+
Grade/Step			F10-10	F10-11	F10-12	F10-13	F10-14	F10-15	F10-16	F10-17	F10-18
Annual	\$	63,030.27	\$ 63,030.27	\$ 64,920.61	\$ 64,920.61	\$ 66,869.93	\$ 66,869.93	\$ 68,874.64	\$ 68,874.64	\$ 70,939.72	
Hourly	\$	22.8702	\$ 22.8702	\$ 23.5561	\$ 23.5561	\$ 24.2634	\$ 24.2634	\$ 24.9908	\$ 24.9908	\$ 25.7401	
Premium Pay	\$	1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	
Total Annual	\$	67,190.18	\$ 67,190.18	\$ 69,080.52	\$ 69,080.52	\$ 71,029.84	\$ 71,029.84	\$ 73,034.55	\$ 73,034.55	\$ 75,099.62	
Total Hourly	\$	24.3796	\$ 24.3796	\$ 25.0655	\$ 25.0655	\$ 25.7728	\$ 25.7728	\$ 26.5002	\$ 26.5002	\$ 27.2495	

NOTE:

* Probationary Fire and Rescue Officer - Certified Officer / 12 months probation; Non-certified Officer / 18 months probation; Officers hired on Step 1: Pay increases are effective with the completion of the probationary period of 18 months. This is a Non-Civil Service position.

8 hour schedule works 2080 hours per year. The hourly rate for an 8 hour shift is calculated as [annual pay / 2080 annual hours worked = Hourly Rate]

24 hour schedule works 2756 hours per year. The hourly rate for a 24 hour shift is calculated as [annual pay / 2756 annual hours worked = Hourly Rate]



CITY OF KILLEEN FIRE PAY PLAN FY 2022

Effective: October 1, 2021

PROMOTIONAL GRADES - 8 HOUR SHIFT

<u>Step/Year</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Fire Captain	Annual	\$ 78,847.81	\$ 78,847.81	\$ 81,730.48	\$ 81,730.48	\$ 84,617.10	\$ 84,617.10	\$ 84,617.10	\$ 84,617.10	\$ 84,617.10	\$ 87,501.02
Grade F38	Hourly	\$ 37.9076	\$ 37.9076	\$ 39.2935	\$ 39.2935	\$ 40.6813	\$ 40.6813	\$ 40.6813	\$ 40.6813	\$ 40.6813	\$ 42.0678
	Premium Pay	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000
	Total Annual	\$ 83,007.81	\$ 83,007.81	\$ 85,890.48	\$ 85,890.48	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 91,661.02
	Total Hourly	\$ 39.9076	\$ 39.9076	\$ 41.2935	\$ 41.2935	\$ 42.6813	\$ 42.6813	\$ 42.6813	\$ 42.6813	\$ 42.6813	\$ 44.0678
Battalion Chief	Annual	\$ 90,303.20	\$ 90,303.20	\$ 93,184.62	\$ 93,184.62	\$ 96,067.50	\$ 96,067.50	\$ 96,067.50	\$ 96,067.50	\$ 96,067.50	\$ 98,948.93
Grade F48	Hourly	\$ 43.4150	\$ 43.4150	\$ 44.8003	\$ 44.8003	\$ 46.1863	\$ 46.1863	\$ 46.1863	\$ 46.1863	\$ 46.1863	\$ 47.5716
	Premium Pay	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000
	Total Annual	\$ 94,463.20	\$ 94,463.20	\$ 97,344.62	\$ 97,344.62	\$ 100,227.50	\$ 100,227.50	\$ 100,227.50	\$ 100,227.50	\$ 100,227.50	\$ 103,108.93
	Total Hourly	\$ 45.4150	\$ 45.4150	\$ 46.8003	\$ 46.8003	\$ 48.1863	\$ 48.1863	\$ 48.1863	\$ 48.1863	\$ 48.1863	\$ 49.5716
Fire Deputy Chief	Annual	\$ 100,777.87	\$ 100,777.87	\$ 104,314.50	\$ 104,314.50	\$ 107,852.37	\$ 107,852.37	\$ 107,852.37	\$ 107,852.37	\$ 107,852.37	\$ 111,388.37
Grade F58	Hourly	\$ 48.4509	\$ 48.4509	\$ 50.1512	\$ 50.1512	\$ 51.8521	\$ 51.8521	\$ 51.8521	\$ 51.8521	\$ 51.8521	\$ 53.5521
	Premium Pay	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000
	Total Annual	\$ 104,937.87	\$ 104,937.87	\$ 108,474.50	\$ 108,474.50	\$ 112,012.37	\$ 112,012.37	\$ 112,012.37	\$ 112,012.37	\$ 112,012.37	\$ 115,548.37
	Total Hourly	\$ 50.4509	\$ 50.4509	\$ 52.1512	\$ 52.1512	\$ 53.8521	\$ 53.8521	\$ 53.8521	\$ 53.8521	\$ 53.8521	\$ 55.5521
Assistant Chief of Fire	Annual	\$ 116,363.94	\$ 116,363.94	\$ 119,272.40	\$ 119,272.40	\$ 122,254.29	\$ 122,254.29	\$ 122,254.29	\$ 122,254.29	\$ 122,254.29	\$ 125,310.85
Grade F68	Hourly	\$ 55.9442	\$ 55.9442	\$ 57.3425	\$ 57.3425	\$ 58.7761	\$ 58.7761	\$ 58.7761	\$ 58.7761	\$ 58.7761	\$ 60.2456
	Premium Pay	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000	\$ 2.0000
	Total Annual	\$ 120,523.94	\$ 120,523.94	\$ 123,432.40	\$ 123,432.40	\$ 126,414.29	\$ 126,414.29	\$ 126,414.29	\$ 126,414.29	\$ 126,414.29	\$ 129,470.85
	Total Hourly	\$ 57.9442	\$ 57.9442	\$ 59.3425	\$ 59.3425	\$ 60.7761	\$ 60.7761	\$ 60.7761	\$ 60.7761	\$ 60.7761	\$ 62.2456

PROMOTIONAL GRADES -24 HOUR SHIFT

<u>Step/Year</u>		<u>1</u>	<u>2</u>	<u>3</u>	<u>4</u>	<u>5</u>	<u>6</u>	<u>7</u>	<u>8</u>	<u>9</u>	<u>10+</u>
Fire Captain	Annual	\$ 78,847.51	\$ 78,847.51	\$ 81,730.56	\$ 81,730.56	\$ 84,617.19	\$ 84,617.19	\$ 84,617.19	\$ 84,617.19	\$ 84,617.19	\$ 87,500.80
Grade F30	Hourly	\$ 28.6094	\$ 28.6094	\$ 29.6555	\$ 29.6555	\$ 30.7029	\$ 30.7029	\$ 30.7029	\$ 30.7029	\$ 30.7029	\$ 31.7492
	Premium Pay	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094
	Total Annual	\$ 83,007.41	\$ 83,007.41	\$ 85,890.46	\$ 85,890.46	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 88,777.10	\$ 91,660.70
	Total Hourly	\$ 30.1188	\$ 30.1188	\$ 31.1649	\$ 31.1649	\$ 32.2123	\$ 32.2123	\$ 32.2123	\$ 32.2123	\$ 32.2123	\$ 33.2586
Battalion Chief	Annual	\$ 90,303.10	\$ 90,303.10	\$ 93,184.49	\$ 93,184.49	\$ 96,067.55	\$ 96,067.55	\$ 96,067.55	\$ 96,067.55	\$ 96,067.55	\$ 98,948.67
Grade F40	Hourly	\$ 32.7660	\$ 32.7660	\$ 33.8115	\$ 33.8115	\$ 34.8576	\$ 34.8576	\$ 34.8576	\$ 34.8576	\$ 34.8576	\$ 35.9030
	Premium Pay	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094
	Total Annual	\$ 94,463.00	\$ 94,463.00	\$ 97,344.40	\$ 97,344.40	\$ 100,227.45	\$ 100,227.45	\$ 100,227.45	\$ 100,227.45	\$ 100,227.45	\$ 103,108.57
	Total Hourly	\$ 34.2754	\$ 34.2754	\$ 35.3209	\$ 35.3209	\$ 36.3670	\$ 36.3670	\$ 36.3670	\$ 36.3670	\$ 36.3670	\$ 37.4124
Fire Deputy Chief	Annual	\$ 100,777.55	\$ 100,777.55	\$ 104,314.60	\$ 104,314.60	\$ 107,852.48	\$ 107,852.48	\$ 107,852.48	\$ 107,852.48	\$ 107,852.48	\$ 111,388.43
Grade F50	Hourly	\$ 36.5666	\$ 36.5666	\$ 37.8500	\$ 37.8500	\$ 39.1337	\$ 39.1337	\$ 39.1337	\$ 39.1337	\$ 39.1337	\$ 40.4167
	Premium Pay	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094	\$ 1.5094
	Total Annual	\$ 104,937.46	\$ 104,937.46	\$ 108,474.51	\$ 108,474.51	\$ 112,012.38	\$ 112,012.38	\$ 112,012.38	\$ 112,012.38	\$ 112,012.38	\$ 115,548.33
	Total Hourly	\$ 38.0760	\$ 38.0760	\$ 39.3594	\$ 39.3594	\$ 40.6431	\$ 40.6431	\$ 40.6431	\$ 40.6431	\$ 40.6431	\$ 41.9261



CITY OF KILLEEN FIRE PAY PLAN FY 2022

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<u>Fire/EMS Incentive Pay</u>	<u>Monthly</u>
EMT/Basic 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

<u>Fire/EMS Assignment Pay</u>	<u>Monthly</u>
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 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: \$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.

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: \$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.

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: \$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.