



**Public Safety
Certification and Incentive Pay
FY23**

updated March2023

Fire Department

Certifications (FF & Fire Inspector)	Payment		Eligible Ranks
	Monthly	Annual	
Intermediate	\$60	\$720	Firefighters up to and including Battalion Chief Fire Inspector, Fire Inspector Supervisor, Arson Investigator
Advanced	\$100	\$1,200	
Master	\$150	\$1,800	Firefighters up to and including Fire Chief Fire Inspector, Fire Inspector Supervisor, Arson Investigator
Investigator	\$150	\$1,800	Fire Inspector and Fire Inspector Supervisor only
Paramedic	\$350	\$4,200	Fire Lieutenants and Fire Captain ranks only
Bilingual Pay			Eligible Ranks
Conversational	\$25	\$300	All Ranks
Reading	\$25	\$300	
Writing	\$25	\$300	
Conversational, Reading & Writing	\$25	\$300	
Translator	\$25	\$300	
Education			Eligible Ranks
Associates Degree	\$50	\$600	Firefighter up to and including Battalion Chief Arson Investigator
Bachelor's Degree	\$150	\$1,800	Firefighter up to and including Fire Chief Arson Investigator
Master's Degree	\$200	\$2,400	
Assignment Pay			
FTO	\$125 per pay period while assigned FTO		FF/PARA

Police Department

Incentive	Payment		Eligible Ranks
	Monthly	Annual	
Hiring Stipend	\$500 / 1x payment		Police Officers
Fitness	up to \$1,200/ year		
TCOLE Certifications			Eligible Ranks
Intermediate	\$60	\$720	Police Officer up to and including Police Lieutenant Emergency Communications Officer and Sr. Emergency Communications Officer
Advanced	\$100	\$1,200	Police Officer up to and including Police Chief Emergency Communications Officer and Sr. Emergency Communications Officer
Master	\$150	\$1,800	
Bilingual Pay			Eligible Ranks
Conversational	\$25	\$300	All Ranks
Reading	\$25	\$300	
Writing	\$25	\$300	
Conversational, Reading & Writing	\$25	\$300	
Translator	\$25	\$300	
Education			Eligible Ranks
Associates Degree	\$50	\$600	Police Officer up to and including Police Lieutenant
Bachelor's Degree	\$150	\$1,800	Police Officer up to and including Police Chief
Master's Degree	\$200	\$2,400	
Assignment Pay			
FTO/CTO (Communication Training Officer)	\$125 per pay period while assigned FTO		Police Officer, Police Corporal Police Sergeant over the FTO program Emergency Communications Officers, Detention Officers, Animal Services Officers

Eligibility for Education/Certification Pay begins upon employee's successful completion of FTO.

Civilian employees eligibility for Bilingual Pay begins upon employee's successful completion of their probationary period.

Emergency Communications Officer eligibility for Certification Pay begins upon employee's successful completion of their probationary period.

Retro actions will not go back past the beginning of the fiscal year.