



Public Safety Certification/Education Pay FY21-22

updated August 2022

Fire Department

Certifications	Payment	Eligible Ranks
Intermediate	\$50/month	Firefighters up to and including Battalion Chief Fire Inspector and Fire Investigator
Advanced	\$80/month	
Master	\$120/month	Firefighters up to and including Fire Chief
Investigator	\$150/month	Fire Inspector and Fire Inspector Supervisor only
Paramedic	\$350/mo	Fire Lieutenants and Fire Captain ranks only
Bilingual Pay		Eligible Ranks
Conversational	\$25/month	All Ranks Are Eligible
Reading	\$25/month	
Writing	\$25/month	
Conversational, Reading & Writing	\$25/month	
Translator	\$25/month	
Education		Eligible Ranks
Associates Degree	\$50/month	Firefighter up to and including Battalion Chief and Fire Investigator
Bachelor's Degree	\$150/month	
Master's Degree	\$200/month	Firefighter up to and including Fire Chief and Fire Investigator
Assignment Pay		
FTO	\$50 per occurrence	Occurrence is One Pay Period

Eligibility for Certification/Education Pay begins upon employee's successful completion of their probationary period.

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

Police Department

Incentive	Payment	Eligible Ranks
Hiring Stipend	\$1350/1x payment	Police Officers
TCOLE Certifications		Eligible Ranks
Intermediate	\$50/month	Police Officer up to and including Police Lieutenant Emergency Communications Officer and Sr. Emergency Communications Officer
Advanced	\$80/month	
Master	\$120/month	Police Officer up to and including Police Chief Emergency Communications Officer and Sr. Emergency Communications Officer
Bilingual Pay		Eligible Ranks
Conversational	\$25/month	All Ranks Are Eligible
Reading	\$25/month	
Writing	\$25/month	
Conversational, Reading & Writing	\$25/month	
Translator	\$25/month	
Education		Eligible Ranks
Associates Degree	\$50/month	Police Officer up to and including Police Lieutenant
Bachelor's Degree	\$150/month	
Master's Degree	\$200/month	Police Officer up to and including Police Chief
Assignment Pay		
FTO/CTO (Communication Training Officer)	\$50 per occurrence	Occurrence is One Pay Period

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.

Police Officer eligibility for Education/Certification Pay begins upon employee's successful completion of FTO.

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