

Operational Rates of Pay

<u>Base</u>	FF 2017	FF 2018	FF 2019
	\$16.28	\$16.64	\$17.12
<u>Base</u>	DO 2017	DO 2018	DO 2019
	\$18.50	\$18.91	\$21.01
<u>Base</u>	LT 2017	LT 2018	LT 2019
	\$20.88	\$21.34	\$24.64
<u>Base</u>	CAP 2017	CAP 2018	CAP 2019
	\$21.67	\$22.15	\$27.15
<u>Base</u>	BC 2017	BC 2018	BC 2019
	N/A	\$28.08	\$28.89

LONGEVITY INCENTIVE - Effective 10/01/2018

Base Pay Rate:	Firefighter \$ 17.12	Engineer \$ 21.01	Lieutenant \$ 24.64	Captain \$ 27.15	Bat Chief \$ 28.89
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Longevity Pay Basis:										
Years of Service to TCESD3:	1	2	3	4	5	6	7	8	9	10
Longevity Pay:										
Hourly Increment:	\$0.25	\$0.20	\$0.15	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10
Total Hourly Longevity:	\$0.25	\$0.45	\$0.60	\$0.70	\$0.90	\$1.00	\$1.20	\$1.30	\$1.50	\$1.60

Longevity Pay Basis:										
Years of Service to TCESD3:	11	12	13	14	15	16	17	18	19	20
Longevity Pay:										
Hourly Increment:	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10
Total Hourly Longevity:	\$1.80	\$1.90	\$2.10	\$2.20	\$2.40	\$2.50	\$2.70	\$2.80	\$3.00	\$3.10

Longevity Pay Basis:										
Years of Service to TCESD3:	21	22	23	24	25	26	27	28	29	30
Longevity Pay:										
Hourly Increment:	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10	\$0.20	\$0.10
Total Hourly Longevity:	\$3.30	\$3.40	\$3.60	\$3.70	\$3.90	\$4.00	\$4.20	\$4.30	\$4.50	\$4.60

CERTIFICATION PAY

Certification	Shift rate per hour	Admin rate per hour
HazMat Tech	\$0.22	\$0.29
Rescue Tech I	\$0.22	\$0.29
Rescue Tech II	\$0.30	\$0.40
Rescue Tech III	\$0.39	\$0.52
Rescue Tech IV	\$0.48	\$0.63
Rescue Tech V	\$0.57	\$0.75
Rescue Tech VI	\$0.66	\$0.87
Fire Investigator	\$0.22	\$0.29
Fire Inspector	\$0.22	\$0.29
Associate's Degree	\$0.22	\$0.29
Bachelor's Degree	\$0.44	\$0.58
Master's Degree	\$0.88	\$1.15
EMT-Intermediate	\$0.88	\$1.15
Intermediate FF	\$0.22	\$0.29
Advanced FF	\$0.33	\$0.43
Master FF	\$0.44	\$0.58
Fire Service Instructor I	\$0.22	\$0.29
Fire Service Instructor II	\$0.33	\$0.43
Fire Service Instructor III	\$0.44	\$0.58
EMS Field Training Officer	\$0.44	\$0.58