

**CITY OF KILLEEN  
FIRE PAY PLAN FY25**

Effective: October 1, 2024

<b>8 HOUR SHIFT</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
Probationary	Annual	\$ 59,506.10	\$ 62,468.22	\$ 64,521.81	\$ 66,579.14	\$ 68,632.51	\$ 70,692.54
Fire Rescue Officer*	Hourly	\$ 28.6087	\$ 30.0328	\$ 31.0201	\$ 32.0092	\$ 32.9964	\$ 33.9868
Grade PF8*							

<b>24 HOUR SHIFT</b>	<b>Step</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>
Probationary	Annual	\$ 59,505.62	\$ 62,468.32	\$ 64,521.54	\$ 66,578.62	\$ 68,632.39	\$ 70,691.95
Fire Rescue Officer*	Hourly	\$ 21.5913	\$ 22.6663	\$ 23.4113	\$ 24.1577	\$ 24.9029	\$ 25.6502
Grade PF0*							

<b>8 HOUR SHIFT</b>	<b>Year</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Fire Rescue Officer Grade F18	<b>Grade/Step</b>	<b>F18-1</b>	<b>F18-2</b>	<b>F18-3</b>	<b>F18-4</b>	<b>F18-5</b>	<b>F18-6</b>	<b>F18-7</b>	<b>F18-8</b>	<b>F18-9</b>
	Annual	\$ 62,496.93	\$ 64,550.30	\$ 66,609.09	\$ 68,663.50	\$ 70,724.37	\$ 72,782.94	\$ 72,782.94	\$ 74,840.27	\$ 74,840.27
	Hourly	\$ 30.0466	\$ 31.0338	\$ 32.0236	\$ 33.0113	\$ 34.0021	\$ 34.9918	\$ 34.9918	\$ 35.9809	\$ 35.9809
	<b>Grade/Step</b>	<b>F18-10</b>	<b>F18-11</b>	<b>F18-12</b>	<b>F18-13</b>	<b>F18-14</b>	<b>F18-15</b>	<b>F18-16</b>	<b>F18-17</b>	
	Annual	\$ 76,942.94	\$ 76,942.94	\$ 79,109.68	\$ 79,109.68	\$ 81,343.81	\$ 81,343.81	\$ 83,641.38	\$ 86,009.46	
	Hourly	\$ 36.9918	\$ 36.9918	\$ 38.0335	\$ 38.0335	\$ 39.1076	\$ 39.1076	\$ 40.2122	\$ 41.3507	

<b>24 HOUR SHIFT</b>	<b>Year</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>
Fire Rescue Officer Grade F10	<b>Grade/Step</b>	<b>F10-1</b>	<b>F10-2</b>	<b>F10-3</b>	<b>F10-4</b>	<b>F10-5</b>	<b>F10-6</b>	<b>F10-7</b>	<b>F10-8</b>	<b>F10-9</b>
	Annual	\$ 62,496.99	\$ 64,549.93	\$ 66,608.66	\$ 68,663.26	\$ 70,724.20	\$ 72,782.38	\$ 72,782.38	\$ 74,839.73	\$ 74,839.73
	Hourly	\$ 22.6767	\$ 23.4216	\$ 24.1686	\$ 24.9141	\$ 25.6619	\$ 26.4087	\$ 26.4087	\$ 27.1552	\$ 27.1552
	<b>Grade/Step</b>	<b>F10-10</b>	<b>F10-11</b>	<b>F10-12</b>	<b>F10-13</b>	<b>F10-14</b>	<b>F10-15</b>	<b>F10-16</b>	<b>F10-17</b>	
	Annual	\$ 76,942.83	\$ 76,942.83	\$ 79,109.33	\$ 79,109.33	\$ 81,343.62	\$ 81,343.62	\$ 83,641.84	\$ 86,008.42	
	Hourly	\$ 27.9183	\$ 27.9183	\$ 28.7044	\$ 28.7044	\$ 29.5151	\$ 29.5151	\$ 30.3490	\$ 31.2077	

**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.  
 \*24 hour schedule works 2756 hours per year.

**PROMOTIONAL GRADES - 8 HOUR SHIFT**

	<b>Step/Year</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10+</b>
Fire Captain Grade F38	Annual	\$ 95,072.64	\$ 95,072.64	\$ 98,376.93	\$ 98,376.93	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 104,990.91
	Hourly	\$ 45.7080	\$ 45.7080	\$ 47.2966	\$ 47.2966	\$ 48.8872	\$ 48.8872	\$ 48.8872	\$ 48.8872	\$ 48.8872	\$ 50.4764
Battalion Chief Grade F48	Annual	\$ 108,202.85	\$ 108,202.85	\$ 111,505.47	\$ 111,505.47	\$ 114,809.76	\$ 114,809.76	\$ 114,809.76	\$ 114,809.76	\$ 114,809.76	\$ 118,112.18
	Hourly	\$ 52.0206	\$ 52.0206	\$ 53.6084	\$ 53.6084	\$ 55.1970	\$ 55.1970	\$ 55.1970	\$ 55.1970	\$ 55.1970	\$ 56.7847
Fire Deputy Chief Grade F58	Annual	\$ 120,208.61	\$ 120,208.61	\$ 124,262.11	\$ 124,262.11	\$ 128,317.28	\$ 128,317.28	\$ 128,317.28	\$ 128,317.28	\$ 128,317.28	\$ 132,370.37
	Hourly	\$ 57.7926	\$ 57.7926	\$ 59.7414	\$ 59.7414	\$ 61.6910	\$ 61.6910	\$ 61.6910	\$ 61.6910	\$ 61.6910	\$ 63.6396
Assistant Chief of Fire Grade F68	Annual	\$ 138,073.10	\$ 138,073.10	\$ 141,406.93	\$ 141,406.93	\$ 144,824.78	\$ 144,824.78	\$ 144,824.78	\$ 144,824.78	\$ 144,824.78	\$ 148,328.13
	Hourly	\$ 66.3813	\$ 66.3813	\$ 67.9841	\$ 67.9841	\$ 69.6273	\$ 69.6273	\$ 69.6273	\$ 69.6273	\$ 69.6273	\$ 71.3116

**PROMOTIONAL GRADES -24 HOUR SHIFT**

	<b>Step/Year</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10+</b>
Fire Captain Grade F30	Annual	\$ 95,072.35	\$ 95,072.35	\$ 98,376.80	\$ 98,376.80	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 101,685.38	\$ 104,990.65
	Hourly	\$ 34.4965	\$ 34.4965	\$ 35.6955	\$ 35.6955	\$ 36.8960	\$ 36.8960	\$ 36.8960	\$ 36.8960	\$ 36.8960	\$ 38.0953
Battalion Chief Grade F40	Annual	\$ 108,202.49	\$ 108,202.49	\$ 111,505.28	\$ 111,505.28	\$ 114,809.72	\$ 114,809.72	\$ 114,809.72	\$ 114,809.72	\$ 114,809.72	\$ 118,111.69
	Hourly	\$ 39.2607	\$ 39.2607	\$ 40.4591	\$ 40.4591	\$ 41.6581	\$ 41.6581	\$ 41.6581	\$ 41.6581	\$ 41.6581	\$ 42.8562
Fire Deputy Chief Grade F50	Annual	\$ 120,208.18	\$ 120,208.18	\$ 124,261.98	\$ 124,261.98	\$ 128,317.43	\$ 128,317.43	\$ 128,317.43	\$ 128,317.43	\$ 128,317.43	\$ 132,370.13
	Hourly	\$ 43.6169	\$ 43.6169	\$ 45.0878	\$ 45.0878	\$ 46.5593	\$ 46.5593	\$ 46.5593	\$ 46.5593	\$ 46.5593	\$ 48.0298

**Fire/EMS Incentive Pay**

	<b>Monthly</b>
EMT/Basic or	\$100
EMT/Intermediate or	\$120
EMT/Paramedic	\$300
<b>AND</b>	
Firefighter/Intermediate or	\$60
Firefighter/Advanced or	\$120
Firefighter Master	\$175
<b>AND</b>	
Apparatus Technician and	\$50
HAZMAT	\$100
ARFF	\$100

**Fire/EMS Assignment Pay**

	<b>Monthly</b>
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	\$125.00/day

**Hiring Incentive:**

**Individuals with a only a TCFP structural fire certification are offered the incentive in two stages:**

Stage one: \$500.00 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.

Stage two: \$500 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the second year of service with the department; payment of this incentive will be made during the last pay period of the second year of service.

**Individuals with only a TDSHS paramedic license or certification are offered the incentive in four stages:**

Stage one: \$3000.00 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.

Stage two: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the second year of service with the department; payment of this incentive will be made during the last pay period of the second year of service.

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Stage three: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the third year of service with the department; payment of this incentive will be made during the last pay period of the third year of service.

Stage four: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the fourth year of service with the department; payment of this incentive will be made during the last pay period of the fourth 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: \$1000.00 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.

Stage two: \$1000 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the second year of service with the department; payment of this incentive will be made during the last pay period of the second 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: \$3000.00 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.

Stage two: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the second year of service with the department; payment of this incentive will be made during the last pay period of the second year of service.

Stage three: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the third year of service with the department; payment of this incentive will be made during the last pay period of the third year of service.

Stage four: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the fourth year of service with the department; payment of this incentive will be made during the last pay period of the fourth year of service.

Stage five: \$3000.00 paid when the Fire department affirms that the Probationary Fire Rescue Officer has successfully completed the fifth year of service with the department; payment of this incentive will be made during the last pay period of the fifth year of service.