



CITY OF KILLEEN FIRE PAY PLAN FY 2023

Effective: October 1, 2022

8 HOUR SHIFT										
Position Title	Grade	Step/Year	1	2	3	4	5	6		
Probationary Fire Rescue Officer ⁽¹⁾	PF8	Annual	\$ 51,394.30	\$ 54,056.08	\$ 55,901.46	\$ 57,750.37	\$ 59,595.54	\$ 61,446.74		
		Hourly	\$ 24.7088	\$ 25.9885	\$ 26.8757	\$ 27.7646	\$ 28.6517	\$ 29.5417		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	
		Total Annual	\$ 53,474.30	\$ 56,136.08	\$ 57,981.46	\$ 59,830.37	\$ 61,675.54	\$ 63,526.74		
		Total Hourly	\$ 25.7088	\$ 26.9885	\$ 27.8757	\$ 28.7646	\$ 29.6517	\$ 30.5417		

24 HOUR SHIFT										
Position Title	Grade	Step/Year	1	2	3	4	5	6		
Probationary Fire Rescue Officer ⁽¹⁾	PF0	Annual	\$ 51,393.89	\$ 54,056.18	\$ 55,901.33	\$ 57,750.05	\$ 59,595.47	\$ 61,446.40		
		Hourly	\$ 18.6480	\$ 19.6140	\$ 20.2835	\$ 20.9543	\$ 21.6239	\$ 22.2955		
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	
		Total Annual	\$ 53,473.84	\$ 56,136.14	\$ 57,981.28	\$ 59,830.00	\$ 61,675.42	\$ 63,526.35		
		Total Hourly	\$ 19.4027	\$ 20.3687	\$ 21.0382	\$ 21.7090	\$ 22.3786	\$ 23.0502		

⁽¹⁾ 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 SHIFT										
Position Title	Grade	Step/Year	1	2	3	4	5	6		
Fire Rescue Officer	F18	Annual	\$ 54,081.87	\$ 55,927.04	\$ 57,777.20	\$ 59,623.20	\$ 61,475.23	\$ 63,325.39		
		Hourly	\$ 26.0009	\$ 26.8880	\$ 27.7775	\$ 28.6650	\$ 29.5554	\$ 30.4449		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.00	
		Total Annual	\$ 56,161.87	\$ 58,007.04	\$ 59,857.20	\$ 61,703.20	\$ 63,555.23	\$ 65,405.39		
		Total Hourly	\$ 27.0009	\$ 27.8880	\$ 28.7775	\$ 29.6650	\$ 30.5554	\$ 31.4449		
			7	8	9	10	11	12		
		Annual	\$ 63,325.39	\$ 65,173.89	\$ 65,173.89	\$ 67,063.57	\$ 67,063.57	\$ 69,010.66		
		Hourly	\$ 30.4449	\$ 31.3336	\$ 31.3336	\$ 32.2421	\$ 32.2421	\$ 33.1782		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 65,405.39	\$ 67,253.89	\$ 67,253.89	\$ 69,143.57	\$ 69,143.57	\$ 71,090.66		
		Total Hourly	\$ 31.4449	\$ 32.3336	\$ 32.3336	\$ 33.2421	\$ 33.2421	\$ 34.1782		
			13	14	15	16	17	18+		
		Annual	\$ 69,010.66	\$ 71,018.48	\$ 71,018.48	\$ 73,083.09	\$ 73,083.09	\$ 75,211.14		
		Hourly	\$ 33.1782	\$ 34.1435	\$ 34.1435	\$ 35.1361	\$ 35.1361	\$ 36.1592		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 71,090.66	\$ 73,098.48	\$ 73,098.48	\$ 75,163.09	\$ 75,163.09	\$ 77,291.14		
		Total Hourly	\$ 34.1782	\$ 35.1435	\$ 35.1435	\$ 36.1361	\$ 36.1361	\$ 37.1592		

24 HOUR SHIFT										
Position Title	Grade	Step/Year	1	2	3	4	5	6		
Fire Rescue Officer	F10	Annual	\$ 54,081.81	\$ 55,926.96	\$ 57,776.78	\$ 59,623.30	\$ 61,475.34	\$ 63,324.89		
		Hourly	\$ 19.6233	\$ 20.2928	\$ 20.9640	\$ 21.6340	\$ 22.3060	\$ 22.9771		
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	
		Total Annual	\$ 56,161.77	\$ 58,006.91	\$ 59,856.74	\$ 61,703.26	\$ 63,555.29	\$ 65,404.84		
		Total Hourly	\$ 20.3780	\$ 21.0475	\$ 21.7187	\$ 22.3887	\$ 23.0607	\$ 23.7318		
			7	8	9	10	11	12		
		Annual	\$ 63,324.89	\$ 65,173.61	\$ 65,173.61	\$ 67,063.40	\$ 67,063.40	\$ 69,010.52		
		Hourly	\$ 22.9771	\$ 23.6479	\$ 23.6479	\$ 24.3336	\$ 24.3336	\$ 25.0401		
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547		
		Total Annual	\$ 65,404.84	\$ 67,253.57	\$ 67,253.57	\$ 69,143.35	\$ 69,143.35	\$ 71,090.47		
		Total Hourly	\$ 23.7318	\$ 24.4026	\$ 24.4026	\$ 25.0883	\$ 25.0883	\$ 25.7948		
			13	14	15	16	17	18+		
		Annual	\$ 69,010.52	\$ 71,018.26	\$ 71,018.26	\$ 73,083.33	\$ 73,083.33	\$ 75,210.14		
		Hourly	\$ 25.0401	\$ 25.7686	\$ 25.7686	\$ 26.5179	\$ 26.5179	\$ 27.2896		
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547		
		Total Annual	\$ 71,090.47	\$ 73,098.21	\$ 73,098.21	\$ 75,163.29	\$ 75,163.29	\$ 77,290.09		
		Total Hourly	\$ 25.7948	\$ 26.5233	\$ 26.5233	\$ 27.2726	\$ 27.2726	\$ 28.0443		



CITY OF KILLEEN FIRE PAY PLAN FY 2023

Effective: October 1, 2022

PROMOTIONAL GRADES - 8 HOUR SHIFT									
Position Title	Grade	Step/Year	1	2	3	4	5		
Fire Captain	F38	Annual	\$ 83,355.58	\$ 83,355.58	\$ 86,324.78	\$ 86,324.78	\$ 89,297.94		
		Hourly	\$ 40.0748	\$ 40.0748	\$ 41.5023	\$ 41.5023	\$ 42.9317		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 85,435.58	\$ 85,435.58	\$ 88,404.78	\$ 88,404.78	\$ 91,377.94		
		Total Hourly	\$ 41.0748	\$ 41.0748	\$ 42.5023	\$ 42.5023	\$ 43.9317		
					6	7	8	9	10+
		Annual	\$ 89,297.94	\$ 89,297.94	\$ 89,297.94	\$ 89,297.94	\$ 92,268.38		
		Hourly	\$ 42.9317	\$ 42.9317	\$ 42.9317	\$ 42.9317	\$ 44.3598		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 91,377.94	\$ 91,377.94	\$ 91,377.94	\$ 91,377.94	\$ 94,348.38		
Total Hourly	\$ 43.9317	\$ 43.9317	\$ 43.9317	\$ 43.9317	\$ 45.3598				
Fire Battalion Chief	F48	Annual	\$ 95,154.80	\$ 95,154.80	\$ 98,122.54	\$ 98,122.54	\$ 101,091.95		
		Hourly	\$ 45.7475	\$ 45.7475	\$ 47.1743	\$ 47.1743	\$ 48.6019		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 97,234.80	\$ 97,234.80	\$ 100,202.54	\$ 100,202.54	\$ 103,171.95		
		Total Hourly	\$ 46.7475	\$ 46.7475	\$ 48.1743	\$ 48.1743	\$ 49.6019		
					6	7	8	9	10+
		Annual	\$ 101,091.95	\$ 101,091.95	\$ 101,091.95	\$ 101,091.95	\$ 104,059.70		
		Hourly	\$ 48.6019	\$ 48.6019	\$ 48.6019	\$ 48.6019	\$ 50.0287		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 103,171.95	\$ 103,171.95	\$ 103,171.95	\$ 103,171.95	\$ 106,139.70		
Total Hourly	\$ 49.6019	\$ 49.6019	\$ 49.6019	\$ 49.6019	\$ 51.0287				
Fire Deputy Chief	F58	Annual	\$ 105,943.55	\$ 105,943.55	\$ 109,586.26	\$ 109,586.26	\$ 113,230.42		
		Hourly	\$ 50.9344	\$ 50.9344	\$ 52.6857	\$ 52.6857	\$ 54.4377		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 108,023.55	\$ 108,023.55	\$ 111,666.26	\$ 111,666.26	\$ 115,310.42		
		Total Hourly	\$ 51.9344	\$ 51.9344	\$ 53.6857	\$ 53.6857	\$ 55.4377		
					6	7	8	9	10+
		Annual	\$ 113,230.42	\$ 113,230.42	\$ 113,230.42	\$ 113,230.42	\$ 116,872.50		
		Hourly	\$ 54.4377	\$ 54.4377	\$ 54.4377	\$ 54.4377	\$ 56.1887		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 115,310.42	\$ 115,310.42	\$ 115,310.42	\$ 115,310.42	\$ 118,952.50		
Total Hourly	\$ 55.4377	\$ 55.4377	\$ 55.4377	\$ 55.4377	\$ 57.1887				
Assistant Fire Chief	F68	Annual	\$ 121,997.20	\$ 121,997.20	\$ 124,993.02	\$ 124,993.02	\$ 128,064.35		
		Hourly	\$ 58.6525	\$ 58.6525	\$ 60.0928	\$ 60.0928	\$ 61.5694		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 124,077.20	\$ 124,077.20	\$ 127,073.02	\$ 127,073.02	\$ 130,144.35		
		Total Hourly	\$ 59.6525	\$ 59.6525	\$ 61.0928	\$ 61.0928	\$ 62.5694		
					6	7	8	9	10+
		Annual	\$ 128,064.35	\$ 128,064.35	\$ 128,064.35	\$ 128,064.35	\$ 131,212.64		
		Hourly	\$ 61.5694	\$ 61.5694	\$ 61.5694	\$ 61.5694	\$ 63.0830		
		Premium Pay	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000	\$ 1.0000		
		Total Annual	\$ 130,144.35	\$ 130,144.35	\$ 130,144.35	\$ 130,144.35	\$ 133,292.64		
Total Hourly	\$ 62.5694	\$ 62.5694	\$ 62.5694	\$ 62.5694	\$ 64.0830				



**CITY OF KILLEEN
FIRE PAY PLAN FY 2023**

Effective: October 1, 2022

PROMOTIONAL GRADES - 24 HOUR SHIFT							
Position Title	Grade	Step/Year	1	2	3	4	
Fire Captain	F30	Annual	\$ 83,355.22	\$ 83,355.22	\$ 86,324.81	\$ 86,324.81	\$ 89,297.98
		Hourly	\$ 30.2450	\$ 30.2450	\$ 31.3225	\$ 31.3225	\$ 32.4013
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547
		Total Annual	\$ 85,435.17	\$ 85,435.17	\$ 88,404.76	\$ 88,404.76	\$ 91,377.94
		Total Hourly	\$ 30.9997	\$ 30.9997	\$ 32.0772	\$ 32.0772	\$ 33.1560
				6	7	8	9
	Annual	\$ 89,297.98	\$ 89,297.98	\$ 89,297.98	\$ 89,297.98	\$ 92,268.12	
	Hourly	\$ 32.4013	\$ 32.4013	\$ 32.4013	\$ 32.4013	\$ 33.4790	
	Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	
	Total Annual	\$ 91,377.94	\$ 91,377.94	\$ 91,377.94	\$ 91,377.94	\$ 94,348.08	
Total Hourly	\$ 33.1560	\$ 33.1560	\$ 33.1560	\$ 33.1560	\$ 34.2337		
			6	7	8	9	
Fire Battalion Chief	F40	Annual	\$ 95,154.48	\$ 95,154.48	\$ 98,122.42	\$ 98,122.42	\$ 101,092.01
		Hourly	\$ 34.5263	\$ 34.5263	\$ 35.6032	\$ 35.6032	\$ 36.6807
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547
		Total Annual	\$ 97,234.44	\$ 97,234.44	\$ 100,202.37	\$ 100,202.37	\$ 103,171.96
		Total Hourly	\$ 35.2810	\$ 35.2810	\$ 36.3579	\$ 36.3579	\$ 37.4354
				6	7	8	9
	Annual	\$ 101,092.01	\$ 101,092.01	\$ 101,092.01	\$ 101,092.01	\$ 104,059.39	
	Hourly	\$ 36.6807	\$ 36.6807	\$ 36.6807	\$ 36.6807	\$ 37.7574	
	Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	
	Total Annual	\$ 103,171.96	\$ 103,171.96	\$ 103,171.96	\$ 103,171.96	\$ 106,139.35	
Total Hourly	\$ 37.4354	\$ 37.4354	\$ 37.4354	\$ 37.4354	\$ 38.5121		
			6	7	8	9	
Fire Deputy Chief	F50	Annual	\$ 105,943.12	\$ 105,943.12	\$ 109,586.28	\$ 109,586.28	\$ 113,230.54
		Hourly	\$ 38.4409	\$ 38.4409	\$ 39.7628	\$ 39.7628	\$ 41.0851
		Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547
		Total Annual	\$ 108,023.07	\$ 108,023.07	\$ 111,666.23	\$ 111,666.23	\$ 115,310.49
		Total Hourly	\$ 39.1956	\$ 39.1956	\$ 40.5175	\$ 40.5175	\$ 41.8398
				6	7	8	9
	Annual	\$ 113,230.54	\$ 113,230.54	\$ 113,230.54	\$ 113,230.54	\$ 116,872.31	
	Hourly	\$ 41.0851	\$ 41.0851	\$ 41.0851	\$ 41.0851	\$ 42.4065	
	Premium Pay	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	\$ 0.7547	
	Total Annual	\$ 115,310.49	\$ 115,310.49	\$ 115,310.49	\$ 115,310.49	\$ 118,952.27	
Total Hourly	\$ 41.8398	\$ 41.8398	\$ 41.8398	\$ 41.8398	\$ 43.1612		

Note:
 8 hour schedule works 2,080 hours per year. The hourly rate for an 8 hour shift is calculated as [annual pay / 2,080 annual hours worked = Hourly Rate]
 24 hour schedule works 2,756 hours per year. The hourly rate for a 24 hour shift is calculated as [annual pay / 2,756 annual hours worked = Hourly Rate]



**CITY OF KILLEEN
FIRE PAY PLAN FY 2023**

Effective: October 1, 2022

Fire/EMS Incentive Pay	Monthly
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
Fire/EMS Assignment Pay	Monthly
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) ⁽²⁾	\$75
SWAT	\$75
EMS Driver	\$25.00/day
Paramedic Attendant	\$50.00/day

⁽²⁾ Can only receive Level I or II for each language certified/authorized.

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:
\$1,000 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:
\$2,000 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.