



Public Safety Certification and Incentive Pay FY23

updated March 2023

Fire Department

Certifications	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	
Master's Degree	\$200	\$2,400	Firefighter up to and including Fire Chief Arson Investigator
Assignment Pay			
FTO	\$125 per pay period while assigned FTO		FF/PARA

Police Department

Incentive		Payment		
Hiring Stipend		\$500 / 1x payment		Police Officers
Fitness		up to \$1,200/ year		
TCOLE Certifications		Monthly	Annual	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	
Master		\$150	\$1,800	Police Officer up to and including Police Chief Emergency Communications Officer and Sr. Emergency Communications Officer
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	
Master's Degree		\$200	\$2,400	Police Officer up to and including Police Chief
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.