

LATERAL TRANSFER PROGRAM

The Lateral Transfer Program is designed to recruit experienced firefighters and paramedics by offering applicants competitive compensation based on their years of service with other qualifying agencies.

The Lateral Transfer Program is for pay purposes only, and actual work experience at any other agency would not be considered toward seniority, longevity pay, or promotional eligibility.

The starting pay for candidates who are eligible for the Lateral Transfer Program will be based on the current pay scale from the City of Frisco.

A certified/licensed paramedic, firefighter/paramedic, or firefighter/EMT may be eligible for lateral transfer up to Step 5 on the Fire Pay Plan (see table below).

Years of Experience	Lateral Transfer (Step on the Fire Pay Plan)
Less than two (2) years	Step 0 - Not eligible for Lateral Transfer Program
Two (2) years	Step 2
Three (3) years	Step 3
Four (4) years	Step 4
Five (5) or more years	Step 5

The Fire Chief has final discretion on eligibility into the Lateral Transfer Program.

ELIGIBILITY FOR LATERAL TRANSFER PROGRAM

- A. TCFP and out-of-state certified firefighter candidates are eligible for the Lateral Transfer Program if the following conditions are met:
 - 1. Applicant must have been employed (full-time) as a firefighter with a qualifying agency within the last 180 days prior to the applicant's conditional job offer.
 - 2. Current TCFP-certified firefighters with at least two (2) years of continuous service with a qualifying agency as a full-time paid firefighter as defined by TCFP in the Texas Administrative Code Title 37, Part 13, Chapter 423, Subchapter A, Rule 423.3.
 - 3. Out-of-state certified firefighters with at least two (2) years of continuous service as a full-time paid firefighter as defined by the certifying authority having jurisdiction.
 - (a) Out-of-state certified firefighter candidates must obtain a TCFP Basic Firefighter certification prior to any start date.
- B. Paramedic or firefighter/paramedic candidates are eligible for the Lateral Transfer Program if the following conditions are met:
 - 1. Applicant must have been employed (full-time) as a certified/licensed paramedic or firefighter/paramedic with a qualifying agency within the last 180 days prior to the applicant's conditional job offer.
 - 2. Current DSHS certified/licensed paramedics or firefighter/paramedics with at least two (2) years of continuous service as a full-time paid paramedic.

3. Out-of-state certified/licensed paramedics or firefighter/paramedics with at least two (2) years of continuous service as a full-time paid paramedic as defined by the certifying authority having jurisdiction.
 - (a) Out-of-state certified/licensed paramedic or firefighter/paramedic candidates must obtain a DSHS certification/license prior to starting.
- C. Service time at multiple qualifying agencies may count towards the eligibility if the agencies meet the above criteria and there were no breaks in service between agencies.
 1. Example - Firefighter Smith worked for Main Fire Department for three (3) years and then worked for Elm Fire Department for four (4) years without a break in service between the departments. The Frisco Fire Department then hires Firefighter Smith without a break in service from the Elm Fire Department. Firefighter Smith will receive credit for seven (7) years of service and will then be eligible for the maximum lateral transfer to Step 5 on the Fire Department Pay Plan.
- D. If an individual has a break in service prior to being hired with the Frisco Fire Department, no lateral transfer will be applied.
 1. Example - Firefighter Smith worked for Main Fire Department for three (3) years and then worked for Discount Computers for two (2) years. The Frisco Fire Department then hires Firefighter Smith. Firefighter Smith will not be eligible for the Lateral Transfer Program because the break in service is equal to or greater than 180 days.
- E. In cases where there is no break in service prior to being hired with the Frisco Fire Department, but there are breaks in service between other qualifying agencies, only the most recent agency time will be used for lateral transfer eligibility. For example:
 1. Firefighter Smith worked for Main Fire Department for three (3) years and then had a break in service with Discount Computers for three (3) years. Firefighter Smith then worked for Elm Fire Department for four (4) years before being hired by the Frisco Fire Department with no break in service. Firefighter Smith will only receive credit for four (4) years at Elm Fire Department and be eligible for lateral transfer to Step 4 on the Fire Department Pay Plan.