

**FIRE SPECIAL PAY**  
Effective October 1, 2009

**Service Pay (applicable to all ranks)** - Article 1269q. V.T.C.S.

Rate: \$4 per month for each year completed  
Maximum \$100 per month for 25 years of service

**Education Incentive Pay (applicable to all ranks)**

Rate: \$4 per month for each 3 semester hours of college credit earned after the first 45 hours, up to 45 hours (90 total).  
Maximum: \$60 for 45 hours (90 total), or \$100 per month for Bachelor's degree.

**Wellness Incentive Pay** - payable in a lump sum one time per year

Good: \$150 per year                      Excellent: \$250 per year                      Superior: \$350 per year

**Certification & Assignment Pay:** Employees may only receive two (2) certification or assignment pays at one time. Employee may select the two certification/assignment pays to be received.

**Aircraft Rescue (ARFF)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month                      Captain and above: \$350 per month

**Arson Investigator** - applicable only when assigned as Arson Investigator by Fire Chief; \$175 per month

**EMS Assignment Pay**

Applicable to non-supervisory, and EMS Lieutenant and Captain ranks. Paid for ambulance assignment as follows:

Initial Certification - 4 Years	\$200 per month	8 Years & 1 Day - 11 Years	\$300 per month
4 Years & 1 Day - 6 Years	\$250 per month	11 Years & 1 Day - 14 Years	\$350 per month
6 Years & 1 Day - 8 Years	\$275 per month	14 Years & 1 Day +	\$400 per month

**Firefighter/Fire Inspector Certification** - applicable to employees of all ranks who meet certification requirements

(Eligible employees may receive certification pay for either Firefighter or Fire Inspector, but not both)

Intermediate: \$175 per Month                      Advanced: \$250 per Month                      Master: \$500 per Month

**Fire Instructor** - applicable only when assigned as Fire Instructor by Fire Chief; \$175 per month

**Hazardous Material Response Team (HAZMAT)**: applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month                      Captain and above: \$350 per month

**Paramedic Certification** - applicable to selected positions in the Fire Rescue Department as determined by the Fire Chief and approved by the Director of Human Resources.

(Certification pay is included in assignment pay for regular paramedic assignments.)

Rate: \$75 per month

**Urban Search and Rescue (USAR)** - applicable only when assigned to stations designated by Fire Chief

Lieutenant and below: \$150 per month                      Captain and above: \$350 per month