## Appendix 3 – Certification Pay

| **Category: Suppression (TCFP)** | Hourly Increment |
|---|---|
| Intermediate Firefighter | $0.10 |
| Advanced Firefighter | $0.20 |
| Master Firefighter | $0.30 |
| Category: Instruction (TCFP) | Hourly Increment |
| Level II | $0.10 |
| Level III | $0.20 |
| Level III Master | $0.30 |
| Category: Supervision-Emergency Services (TCFP) | Hourly Increment |
| Fire Officer II | $0.10 |
| Fire Officer III | $0.20 |
| Fire Officer IV | $0.30 |
| Category: Supervision-Community Risk Reduction (TCFP) | Hourly Increment |
| Intermediate Fire Marshal | $0.10 |
| Advanced Fire Marshal | $0.20 |
| Master Fire Marshal | $0.30 |
| Category: Prevention (TCFP) | Hourly Increment |
| Intermediate Fire Inspector | $0.10 |
| Advanced Fire Inspector | $0.20 |
| Master Fire Inspector | $0.30 |
| Category: Life Safety Education (TCFP) | Hourly Increment |
| Fire and Life Safety Educator II | $0.10 |
| Bi-Lingual Pay ** | $0.30 |
| Category: Detection (TCFP) | Hourly Increment |
| Intermediate Fire Investigator | $0.10 |
| Advanced Fire Investigator | $0.20 |
| Master Fire Investigator | $0.30 |
| Arson Investigator | $0.50 |
| Category: Special Operations | Hourly Increment |
| Hazardous Materials Technician (TCFP)* | $0.10 |
| Hazardous Materials Incident Commander* | $0.10 |
| Incident Command (TCFP)* | $0.10 |
| Incident Safety Officer (TCFP)* | $0.10 |
| Wildland Firefighter (TCFP) | $0.10 |
| FFI / ICT5 (TFS) | $0.20 |
| Faller 1, 2, 3 (TIFMAS) | $0.20 |
| Engine Boss (TIFMAS) | $0.30 |
| Strike Team Leader (TIFMAS) | $0.50 |
| Rope Rescue–Awareness/Operations (TCFP) | $0.10 |
| Rope Rescue–Technician (TCFP) | $0.20 |
| Car Seat Technician (HFR)* | $0.30 |
| Category: Education | Hourly Increment |
| Associate’s Degree | $0.50 |
| Bachelor’s Degree | $0.80 |
| Master’s Degree | $1.20 |
| Category: EMS-FRAP [WCEMS Credentialed] | Annual Rate |

| | |
|---|---|
| EMT-A (TDSHS) | $4,600.00 |
| EMT-P (TDSHS) | $5,600.00 |

1. Certification incentive pays are not cumulative.
2. Only one incentive pay per category per employee with the exception of certain Special Operations *.
3. Annual team membership and recertification verifications are required for some incentives.
4. Requires third party competency test and certification**

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