



Certification Pay

Fire Department

Certifications	Amount	Eligible Ranks
Intermediate	\$50/month	Firefighter requires Basic, eligible for additional pay if employee holds Intermediate or above
Advanced	\$75/month	Fire Equipment Officer and Lieutenant require Intermediate, eligible for additional pay if employee holds Advanced or above
Master	\$100/month	Captain and Battalion Chief require Advanced, eligible for additional pay if employee holds Master
Assignment Pay	Amount	Eligible Ranks
Field Training Officer	\$100/month	

Eligibility for Certification Pay begins upon employee's successful completion of their probationary period.

Police Department

TCOLE Certifications	Amount	Eligible Ranks
Intermediate	\$50/month	Police Officer requires Basic, eligible for additional pay if employee holds Intermediate or above.
Advanced	\$75/month	Police Sergeant requires Intermediate, eligible for additional pay if employee holds Advanced or above
Master	\$100/month	Police Lieutenant through Assistant Chief require Advanced, eligible for additional pay if employee holds Master

Eligibility for Certification Pay begins upon employee's successful completion of their probationary period.

Other Departments

Certifications/ Licenses	Amount	
Building Inspections Licenses	\$50/month	Any building inspection licenses held over the minimum requirement, maximum of \$200/month
Certification	\$25/month	Any certification above requirement, \$25 per certification, maximum of \$100/month

Eligibility for Certification Pay begins upon employee's successful completion of their probationary period.