

	<b>TRAVIS COUNTY ESD #5</b> <b>MANCHACA FIRE RESCUE</b> <b>Department Memorandum</b>	<b>M2021-002</b>
		Effective: June 11, 2021
	<b>Incentive Pay</b>	Expires:
		From: C. Barron

Travis County ESD#5 recognizes that some personnel have special talents and skills which may benefit the department in it's response and community service. TCESD#5 would like to recognize those individuals who work for the department in a full time capacity.

Incentives rates are per year and will be an additional per pay check line item.

**The member is eligible for the highest level obtained in education category (the member will not be paid for more than one level at a time in the education category)**

<b>EDUCATION</b>	
Associates Degree	\$500
Bachelor's Degree	\$1000
Master's Degree	\$1200

**Or: The member is eligible for the highest level obtained in Firefighter certification category (the member will not be paid for more than one level at a time in the fire certification category)**

<b>CERTIFICATION</b>	
TCFP Intermediate Firefighter	\$500
TCFP Advanced Firefighter	\$700
TCFP Master Firefighter	\$1000

Members are not able to receive both education and certification pay. The highest incentive pay between the two categories above will take precedence.

**Plus: The member is eligible for the highest level obtained in Fire Officer category (the member will not be paid for more than one level at a time in the fire officer category)**

<b>FIRE OFFICER</b>	
TCFP Officer III	\$600
TCFP Officer IV	\$800

**Plus: The member is eligible for additional pay for each of the certifications listed below. The member will be paid for holding multiple certifications in the list below.**

<b>OTHER CERTIFICATIONS</b>	
TCFP Instructor III	\$500
TCFP Fire Investigator	\$500
TCFP Fire Inspector	\$500
CPR Instructor	\$600
Child Safety Seat Belt Certification	\$600
Fluent in another Language (any language/sign language)*	\$600

\*To receive Bilingual Translation Pay a firefighter must satisfy the criteria established by the Fire Department that demonstrates linguistic ability as follows:

- Professional terminology related to the duties of a firefighter;
- Simple and complex linguistic patterns;
- General vocabulary; and
- Production of sounds relevant to the language.

Personnel seeking incentive pay will need to provide documentation to be verified for any incentive sought.