

**WESTLAKE FIRE DEPARTMENT**  
**INCENTIVE PAY STRUCTURE**  
 Effective 3/1/2023

		Firefighters		40 Hour Week
		MONTH	HOUR	
<b>Category: TCFP Fire Certifications</b>				
	Intermediate Firefighter:	\$75.00	\$0.3266	\$0.4327
	Advanced Firefighter:	\$100.00	\$0.4354	\$0.5769
	Master Firefighter:	\$150.00	\$0.6531	\$0.8654
<b>Category: Driver/Operator</b>				
	Relief Driver/Operator w/ DO Course	\$50.00	\$0.0218	\$0.2885
<b>Category: Wildland Firefighting</b>				
	Crew/Engine Boss, w/ Taskbook:	\$100.00	\$0.4354	\$0.5769
	Strike Team Leader:	\$125.00	\$0.5443	\$0.7212
	Division Supervisor:	\$150.00	\$0.6531	\$0.8654
<b>Category: EMS</b>				
	Credentialing Preceptor:	\$75.00	\$0.3266	\$0.4327
	EMT-I System Cleared:	\$500.00	\$2.1771	\$2.8846
	EMT-I District Chief:	\$250.00	\$1.0885	\$1.4423
<b>Category: RESET Rope Technical Rescue</b>				
	General Rescuer (2nd Discipline):	\$75.00	\$0.3266	\$0.4327
	Specialist (Level 1 & 2 Gen. Rescuer):	\$100.00	\$0.4354	\$0.5769
	RESET Instructor:	\$125.00	\$0.5443	\$0.7212
<b>Category: Language</b>				
	First Responder Spanish:	\$50.00	\$0.2177	\$0.2885
<b>Category: Education</b>				
	Assoc Deg./Equiv.:	\$100.00	\$0.4354	\$0.5769
	Bachelors Degree:	\$150.00	\$0.6531	\$0.8654
	Master Degree:	\$250.00	\$1.0885	\$1.4423
<b>Category: Physical Fitness Initiative</b>				
	Physical Fitness Leader	\$75.00	\$0.3266	\$0.4327
	Physical Fitness Coordinator:	\$100.00	\$0.4354	\$0.5769
<b>Category: Executive Management - 2 of 3</b>				
<b>ENG - DC</b>	CPSE- FO:	\$125.00	\$0.5443	\$0.7212
<b>District Chief</b>	CPSE - CFO, FM:	\$125.00	\$0.5443	\$0.7212
	TEEX Fire Executive:	\$125.00	\$0.5443	\$0.7212
	TFCA-CFE:	\$125.00	\$0.5443	\$0.7212
<b>Category: Emergency Prevention</b>				
	Inspector OR Investigator (Trng Only):	\$50.00	\$0.2177	\$0.2885
	Prevention Specialist (Both):	\$100.00	\$0.4354	\$0.5769