

City of New Braunfels Additional Compensation [Certification, Education & Assignment, Pay] October 1, 2023

Department	Type/Compensation
All	Certification - Bilingual Pay \$11.54/Pay Period
All	On-Call Pay \$20.00/Per Each Calendar Day

Department /Environmental Health Division	Type/Compensation
Euthanasia	Certification [TDH] \$11.54/Pay Period
Advanced Animal Control	Certification [TDH] \$11.54/Pay Period
Intermediate Code Enforcement	Certification [TEEX/TDH] \$11.54/Pay Period
Asbestos Project Designers	Certification [TEEX/EPA] \$11.54/Pay Period
Asbestos Inspectors	Certification [TEEX/EPA] \$11.54/Pay Period
Asbestos Management Planner	Certification [TEEX/EPA] \$11.54/Pay Period
Mold Assessment Technician	Certification [TEEX/EPA] \$11.54/Pay Period
Hazardous Waste Management	Certification [TEEX/EPA] \$11.54/Pay Period
Lead Inspector, Assessor, Supervisor or Designer	Certification [TDH/HUD/EPA] \$11.54/Pay Period
Air Monitoring Technician	Certification [TEEX/TDH] \$11.54/Pay Period
Airborne Asbestos Sampling & Laboratory Analysis	Certification [TEEX] \$11.54/Pay Period
OSSF Installer II	Certification [TEEX/TCEQ] \$11.54/Pay Period
OSSF-Site Evaluator	Certification [TEEX/TCEQ] \$11.54/Pay Period
Environmental Site Assessment [Phase I & II]	Certification [TEEX/CERCLA] \$11.54/Pay Period
O.C. Spray	Certification [TCLEOSE] \$11.54/Pay Period

\*Certification Pay [By Department] – For all departments with the exception of Fire and Police, employees may receive compensation for a maximum of three [3] certifications, not including bilingual. There are twenty-six [26] pay periods per year, unless otherwise noted.

City of New Braunfels Additional Compensation [Certification, Education & Assignment, Pay] October 1, 2023

Department/Planning & Community Development	Type/Compensation
Certified Floodplain Manager	Certification [FEMA] \$11.54/Pay Period
American Institute of Certified Planners	Certification [AICP] \$11.54/Pay Period

Department/Building	Type/Compensation
ICC Plans Examiner	Certification \$11.54/Pay Period
ICC Permit Technician	Certification \$11.54/Pay Period
Intermediate Code Enforcement	Certification [TEEX/TDH] \$11.54/Pay Period

Department/Public Works/Street Division	Type/Compensation
Pesticide Applicator License	Certification \$11.54/Pay Period

\*Certification Pay [By Department] – For all departments with the exception of Fire and Police, employees may receive compensation for a maximum of three [3] certifications, not including bilingual. There are twenty-six [26] pay periods per year, unless otherwise noted.

City of New Braunfels Additional Compensation [Certification, Education & Assignment, Pay] October 1, 2023

Department/Fire (Sworn)	Type/ Compensation
EMS or Fire Instructor	Certification - \$11.54/Pay Period
Firefighter	Certification Intermediate [\$23.08/Pay Period]; or Advanced [\$46.15/Pay Period]; or Master Firefighter [\$69.23/Pay Period]
EMT Intermediate or EMT Paramedic	Certification - [Can Only Receive 1] \$69.23/Pay Period for EMT I \$115.38/Pay Period For EMT-P
Fire & Arson; Dive; Haz-Mat; Rescue and Wildland	Assignment - \$69.23/Pay Period

Department/Fire (Support Services) (Sworn)	Type/Compensation (Calculated at 26 pps)
--	--

**FY 23/24 Support Services - Annual Assignment Pay**

	Firefighter	Engineer	Lieutenant	Captain	Battallion Chief
Step 1	\$ 6,010	\$ 7,734	\$ 8,656	\$ 10,173	\$ 11,795
Step 2	\$ 6,160	\$ 7,888	\$ 8,915	\$ 10,479	\$ 12,030
Step 3	\$ 6,314	\$ 8,046	\$ 9,183	\$ 10,792	\$ 12,271
Step 4	\$ 6,472	\$ 8,166	\$ 9,459	\$ 11,116	\$ 12,516
Step 5	\$ 6,634	\$ 8,289	\$ 9,743	\$ 11,450	\$ 12,705
Step 6	\$ 6,800	\$ 8,413	\$ 10,035	\$ 11,736	\$ 12,896
Step 7	\$ 6,969	\$ 8,539			
Step 8	\$ 7,108	\$ 8,667			
Step 9	\$ 7,251	\$ 8,798			
Step 10	\$ 7,396	\$ 8,930			
Step 11	\$ 7,544				
Step 12	\$ 7,695				
Step 13	\$ 7,848				
Step 14	\$ 8,005				
Step 15	\$ 8,166				

\*Certification Pay [By Department] – For all departments with the exception of Fire and Police, employees may receive compensation for a maximum of three [3] certifications, not including bilingual. There are twenty-six [26] pay periods per year, unless otherwise noted.

City of New Braunfels Additional Compensation [Certification, Education & Assignment, Pay] October 1, 2023

Department/Police (Sworn)	Type/Compensation
Accident Reconstruction	Certification [Basic or Advanced] \$11.54/Pay Period
Department Armorer	Certification \$11.54/Pay Period
Fingerprints Examiner	Certification \$11.54/Pay Period
Hostage Negotiator	Certification \$11.54/Pay Period
Instructor	Certification [Basic or Advanced] \$11.54/Pay Period
Intoxilyzer/Breath Test Operator	Certification \$11.54/Pay Period
Peace Officer	Certification Intermediate [\$23.08/Pay Period]; or Advanced [\$46.15/Pay Period]; or Master Peace Officer [\$69.23/Pay Period]
Polygraph Examiner	Certification \$11.54/Pay Period
Specialized Weapons & Tactics/SWAT	Certification [Basic or Advanced] \$11.54/Pay Period
Narcotics or Gang Task Force Officer	Assignment \$115.38/Pay Period
K-9 Officer	Assignment \$35.00/Pay Period
Field Training Officer-Mentor	Assignment \$40.00/Per Shift as Assigned

Department/Support Services	Type/Compensation
Emergency Medical Operator	Certification \$11.54/Pay Period
Communications Training Officer	Certification \$11.54/Pay Period
Advanced Telecommunicator	Certification \$11.54/Pay Period
Civilian Hostage Negotiator	Certification \$11.54/Pay Period

\*Certification Pay [By Department] – For all departments with the exception of Fire and Police, employees may receive compensation for a maximum of three [3] certifications, not including bilingual. There are twenty-six [26] pay periods per year, unless otherwise noted.

Department/Fire & Police (Sworn)	Type/Compensation
Associate's Degree City of New Braunfels Additional Compensation [Certification, Education, Pay Period, Pay] October 1, 2023	Education \$21.08/Pay Period
Bachelor's Degree	Education \$46.15/Pay Period
Master's Degree	Education \$69.23/Pay Period

Department/PARD	Type/Compensation
Certified Pool Operator	Certification \$11.54/Pay Period
Pesticide/Herbicide Applicators	Certification License \$11.54/Pay Period
Irrigator	Certification License \$11.54/Pay Period
Master Gardener	Certification \$11.54/Pay Period
Master Naturalist	Certification \$11.54/Pay Period

Department/Municipal Court	Type/Compensation
Certified Court Clerk Level I	Certification \$25.00/Pay Period
Certified Court Clerk Level II	Certification \$37.50/Pay Period
Licensed Court Interpreter	Certification \$192.31/Pay Period

\*Certification Pay [By Department] – For all departments with the exception of Fire and Police, employees may receive compensation for a maximum of three [3] certifications, not including bilingual. There are twenty-six [26] pay periods per year, unless otherwise noted.