

City of Palestine Fire Department

Civil Service Ranges and Steps Effective October 1, 2019

	Step I	Step II	Step III	Step IV	Step V
Probationary	13.92	N/A	N/A	N/A	N/A
Firefighter	13.92	14.62	15.35	16.10	16.91
Driver	14.95	15.71	16.49	17.32	18.18
Lieutenant	16.83	17.67	18.55	19.49	20.45
Captain	18.64	19.58	20.56	21.57	22.66
Battalion Chief	20.97	22.00	23.11	24.30	25.47

Step increases occur as follows: (Service to the City)

Probationary	13.92	Prob.	Entry Probation Firefighter to Completion of Probation.
Firefighter	13.92	Step 1	Completion of probation through two years.
	14.62	Step 2	After two years through four years.
	15.35	Step 3	After four years through six years.
	16.10	Step 4	After six years through eight years.
	16.91	Step 5	After eight years as Firefighter.
Driver	14.95	Step 1	Entry as Driver from Firefighter Step 1 or 2.
	15.71	Step 2	After two years as Driver or from Firefighter Step 3.
	16.49	Step 3	After four years as Driver or from Firefighter Step 4.

	17.32	Step 4	After six years as Driver or from Firefighter Step 5.
	18.18	Step 5	After eight years as a Driver.
Lieutenant	16.83	Step 1	Entry as Lieutenant from Driver Step 1, 2 or 3.
	17.67	Step 2	After two years as Lieutenant or entry as Lieutenant from Driver Step 4.
	18.55	Step 3	After four years as Lieutenant or entry as Lieutenant from Driver Step 5.
	19.49	Step 4	After six years as Lieutenant.
	20.45	Step 5	After eight years as Lieutenant.
Captain	18.64	Step 1	Entry as Captain from Lieutenant step 1,2 or 3.
	19.58	Step 2	After two years as Captain or entry as Captain from Lieutenant Step 4.
	20.56	Step 3	After four years as Captain or entry as Captain from Lieutenant Step 5.
	21.57	Step 4	After six years as Captain.
	22.66	Step 5	After eight years as Captain.
Batt. Chief	20.97	Step 1	Entry as Batt. Chief from Captain Step 1, 2 or 3.
	22.00	Step 2	After two years as Captain or entry as Captain from Lieutenant Step 4.
	23.11	Step 3	After four years as Captain or entry as Captain from Lieutenant Step 5.
	24.30	Step 4	After six years as Batt. Chief.
	25.47	Step 5	After eight years as Batt. Chief.

T.C.F.P. Fire Certification Pay:

Basic \$50 per month

Intermediate \$150 per month

Advanced \$250 per month

Master \$350 per month

T.D.H. Medical Certification pay:

Basic EMT \$40 per month

Intermediate \$100 per month

Paramedic \$250 per month

Peace Officer Certification Pay:

Basic \$50 per month

Intermediate \$150 per month

Advanced \$250 per month

Master \$350 per month

Plans Examiner assignment certification pay \$100 per month

Captain Instructor 2 assignments pay \$100 per month

College Incentive pay is \$1 per 3 semester hours

Bilingual pay is \$100 per month



- TMRS (Texas Municipal Retirement System) – Mandatory 6% contribution with 2:1 Match. Vested after 5 years, retirement 5 years and age 60 or 20 years.
- Optional 457b Retirement Plan (funded 100% by employee)
- Life Insurance provided by the City of Palestine (2x's your annual salary)
- Long Term Disability
- Employees Assistance Program (EAP).
- Direct Deposit
- Generous Vacation and Sick Leave Accrual.
- Medical Tiered Plans.
- Wellness Program.
- Pharmacy Program
- Dental Insurance.
- Vision Insurance (100% paid for by employee).
- 13 Kelly Days Per Year.
- 8 Vacation Days Per Year.
- Incentive Pay for Firefighter and EMS Certifications.
- Incentive Pay for College Hours.
- Longevity Pay.
- Tuition Assistance for College Courses
- Yearly Uniform Allowance.
- Compensation Time Accrual.

Palestine Fire Department Physical Agility Test

The following is a list of the events that each candidate will have to do during the test. Included is a brief description of each event. You will be read the direction specific to each event prior to the event taking place. If a candidate fails to conduct the skill/event within the time frame or skips a step during the event it will constitute a failure of the event and the candidate will be dismissed from the rest of the agility test.

1. **Mile run.** The candidate will run a mile around the training facility. **Time 10 minutes.**

2. **Obstacle Course:** The candidate will go over a chain-link fence, a 4 ft. wall and then a 6 ft. wall. Next the candidate will go through a culvert, walk on an incline beam and horizontal beam. If the candidate falls off the beam, the candidate will start over at the beginning of the inclined beam. Negotiate a set of monkey bars and finally a serpentine of cones. **Time: 1 minute.**

3. **Hose Drag:** The candidate will advance a 100 ft. charged 2 ½" hose line until the middle coupling passes a red line marked on the concrete. **Time: 35 seconds.**

4. **Dummy Drag:** The candidate will proceed from the starting point a distance of 75 ft. to the dummy, pick it up from under the dummies arms and drag the dummy back to the starting point. **Time 40 seconds.**

5. **Shoulder carry/hose pull:** The candidate will pick up a standard high rise pack and go up the stairs to the third floor landing and place the high rise pack on the ground, proceed to the railing and pull up a roll of hose using a hand over hand method over the railing and place it on the landing. They will then go and pick up the high rise pack and shoulder carry it back down the stairs to the starting point. **Time: 45 seconds.**

6. **Hose Rack:** The object is to place 10 sections of hose from the ground to the hose rack, placing 5 sections on the bottom rack. You may only pick up one section at the time. **Time: 60 seconds.**

7. **Ladder Rack:** Grasp the ladder in order to control the ladder, take the ladder from the rack and place it on the ground so that the ladder rests on the beams, release

grip momentarily, pick ladder back up and place it back in the starting position on the wall. If the ladder falls off the rack or is dropped during the movement it is considered a fail. **Time: 20 seconds.**

8. **Ladder Climb: There is no time limit for this.** Utilizing a safety belt, proceed up the ladder which will be at approximately a 70 degree angle to the bucket. A member of the department will be at the top to verify that you have reached the required height and will tell you to go back down. Proceed in a controlled manner at all times.