



**City of Gainesville
Incentive Pay Plan
FY 2025-2026
Effective October 1, 2025**

Incentive Pay Type <i>(Degree, License, Certification, Achievement, etc.)</i>	Annual Pay	Bi-weekly Pay
<u>All Employees</u>		
Associates Degree	\$200.00	\$7.69
Bachelors Degree	\$400.00	\$15.38
Masters Degree	\$600.00	\$23.08
Doctoral Degree	\$800.00	\$30.77
Bi-lingual (Spanish/English proficiency, ASL proficiency)	\$960.00	\$36.92
Lean Six White Belt	\$260.00	\$10.00
Lean Six Yellow Belt	\$520.00	\$20.00
Lean Six Green Belt	\$780.00	\$30.00
Applicator's License (Pesticide/Herbicide)	\$260.00	\$10.00
Professional Certification (for approved certifications) <small>(Certified Public Accountant, Certified Public Manager, Certified Professional Human Resources, PSHRA-SCP, SHRM Certified Professional, Basic Fire Investigator, Accredited Airport Executive, Advanced Emergency Management, Utility Management Professional, TCEQ Certified Customer Service Inspector, Certified Health Inspector, Certified Residential Inspector, Certified Tourism Management, Certified Professional Event Management, Advanced Chamber Management Certificate)</small>	\$500.00	\$19.23
<u>Animal Control Officer Employees</u>		
Animal Control Chemical Capture Certification	\$300.00	\$11.54
Animal Control Officer Basic Certification	\$300.00	\$11.54
Animal Control Officer Advanced Certification	\$500.00	\$19.23
<u>Code Compliance Employees</u>		
ICC Certification (various, as approved by Community Development Director)*	\$300.00	\$11.54
Code Enforcement Officer (Basic)	\$300.00	\$11.54
Code Enforcement Officer II	\$500.00	\$19.23
<u>Fire Fighters</u>		
Emergency Care Attendant (ECA)	\$360.00	\$13.85
Emergency Medical Technician-Basic (EMT-B)	\$600.00	\$23.08
Emergency Medical Technician-Paramedic (EMT-P)	\$1,200.00	\$46.15
Fire Officer I	\$240.00	\$9.23
Fire Officer II (ends Fire Officer I pay)	\$480.00	\$18.46
Fire Officer III (ends Fire Officer II pay)	\$720.00	\$27.69
Fire Officer IV (ends Fire Officer III pay)	\$960.00	\$36.92
Intermediate Certification**	\$960.00	\$36.92
Advanced Certification**	\$1,440.00	\$55.38
Masters Certification**	\$1,800.00	\$69.23
Arson Investigator	\$500.00	\$19.23
Hazardous Materials Technician	\$600.00	\$23.08
<u>Municipal Court Clerk Employees</u>		
Municipal Court Clerk Certification Level I	\$500.00	\$19.23
Municipal Court Clerk Certification Level II	\$750.00	\$28.85
Municipal Court Clerk Certification Level III	\$1,000.00	\$38.46
<u>Police Officers and Communications Operators</u>		
Instructor Certification	\$480.00	\$18.46
Field Training Officer, Communications Training Officer	\$600.00	\$23.08
Special Response Team (SRT)	\$1,200.00	\$46.15
Intermediate Certification**	\$960.00	\$36.92
Advanced Certification**	\$1,440.00	\$55.38
Masters Certification**	\$1,800.00	\$69.23
<u>Water, Wastewater, Solid Waste Employees</u>		
Water, Wasterwater or Solid Waste License Class C; Wastewater Collection II (per license)	\$500.00	\$19.23



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Water, Wastewater or Solid Waste License Class B; Wastewater Collection III (per license)	\$750.00	\$28.85
Water, Wastewater or Solid Waste License Class A (per license)	\$1,000.00	\$38.46
<u>Zoo Employees</u>		
Tactical Firearms Training	\$600.00	\$23.08

**incentive pay for up to two certifications*

***cumulative*