

City of New Braunfels Additional Compensation [Certification, Education & Assignment, Pay] October 1, 2025

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
OSSF-Site Evaluator	Certification [TEEX/TCEQ] \$11.54/Pay Period
O.C. Spray	Certification [TCLEOSE] \$11.54/Pay Period

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
Congress for the New Urbanism	Certification [CNU-A] \$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

*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, 2025

Department/Public Works/Street Division	Type/Compensation
Pesticide Applicator License	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

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

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

*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, 2025

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

FY25-26 Support Services - Annual Assignment Pay

	Firefighter	Engineer	Lieutenant	Captain	Battallion Chief
Step 1	\$6,650.62	\$8,549.86	\$9,496.70	\$10,870.04	\$12,478.13
Step 2	\$6,802.26	\$8,712.22	\$9,829.06	\$11,185.32	\$12,752.70
Step 3	\$6,957.96	\$8,877.75	\$10,173.15	\$11,509.64	\$13,033.22
Step 4	\$7,117.33	\$9,046.47	\$10,529.14	\$11,843.50	\$13,320.01
Step 5	\$7,280.29	\$9,218.36	\$10,897.65	\$12,186.97	\$13,613.05
Step 6	\$7,447.01	\$9,393.53	\$11,279.16	\$12,540.39	\$13,912.54
Step 7	\$7,617.52	\$9,571.97			
Step 8	\$7,791.99	\$9,753.89			
Step 9	\$7,970.44	\$9,939.19			
Step 10	\$8,152.95	\$10,128.06			
Step 11	\$8,339.64				
Step 12	\$8,530.70				
Step 13	\$8,726.02				
Step 14	\$8,925.81				
Step 15	\$9,130.28				

*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, 2025

FY25-26 Support Services - Per Pay Period (26 PPs) Assignment Pay						
	Firefighter	Engineer	Lieutenant	Captain	Battallion Chief	
Step 1	\$255.79	\$328.84	\$365.26	\$418.08	\$479.93	
Step 2	\$261.63	\$335.09	\$378.04	\$430.20	\$490.49	
Step 3	\$267.61	\$341.45	\$391.28	\$442.68	\$501.28	
Step 4	\$273.74	\$347.94	\$404.97	\$455.52	\$512.31	
Step 5	\$280.01	\$354.55	\$419.14	\$468.73	\$523.58	
Step 6	\$286.42	\$361.29	\$433.81	\$482.32	\$535.10	
Step 7	\$292.98	\$368.15				
Step 8	\$299.69	\$375.15				
Step 9	\$306.56	\$382.28				
Step 10	\$313.58	\$389.54				
Step 11	\$320.76					
Step 12	\$328.10					
Step 13	\$335.62					
Step 14	\$343.30					
Step 15	\$351.16					

*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, 2025

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	Education \$23.08/Pay Period
Bachelor's Degree	Education \$46.15/Pay Period
Master's Degree	Education \$69.23/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.