

Communications Pay Scale 2023-2024

Communications Specialist												
LEVEL	TRAINEE	CS-1	CS-2/PT-1	CS-3	CS-4/PT-2	CS-5	CS-6	CS-7	CS-8	CS-9	CS-10	CS-M
Hourly	\$20.00	\$20.60	\$21.22	\$21.85	\$22.51	\$23.19	\$23.88	\$24.60	\$25.34	\$26.10	\$26.88	CS-10 Plus Merit
Annually	\$41,600	\$42,848	\$44,133	\$45,457	\$46,821	\$48,226	\$49,673	\$51,163	\$52,698	\$54,279	\$55,907	
Requirements for Advancement*	Successful Completion of Hiring Process	Successful Completion of Training Program	Minimum 12 months of experience at the CS-1 level & Basic TCOLE License	Minimum 12 months of experience at the CS-2 level	Minimum 12 months of experience at the CS-3 level & Intermediate TCOLE License	Minimum 12 months of experience at the CS-4 level	Minimum 12 months of experience at the CS-5 level & Advanced TCOLE License	Minimum 12 months of experience at the CS-6 level	Minimum 12 months of experience at the CS-7 level	Minimum 12 months of experience at the CS-8 level	Minimum 12 months of experience at the CS-9 level & Master TCOLE License	Minimum 12 months of experience at the CS-10

Communications Supervisor				
LEVEL	SUP-1	SUP-2	SUP-3	SUP-M
Hourly	\$29.43	\$31.08	\$32.74	SUP-3 Plus Merit
Annually	\$61,214	\$64,646	\$68,099	
Requirements for Advancement*	Intermediate TCOLE License & Appointment by Executive Director	Minimum 18 months of experience at the SUP-1 level & Advanced TCOLE License	Minimum 18 months of experience at the SUP-2 level	Minimum 18 months of experience at the SUP-3 level & Master TCOLE License

***** In addition to meeting the minimum months of service requirements, all advancements require a positive performance evaluation from the employee's supervisor, who will make a recommendation to the Executive Director. Part time employees will be paid at the CS-2 or CS-4 level, based on TCOLE license level. An employee may be denied advancement, and may be reduced to a lower pay level upon sufficient grounds to indicate a failure to maintain a proper level of performance, attendance, or any other violation of established policies and procedures. Final approval for advancement rests with the Executive Director. Stipends (listed below) are paid to individuals that act as Communications Training Officers (CTO), work evening or night shift, serve as Team Leaders, or speak a second language. The District will also provide an annual longevity incentive for each year of service worked as well as an opportunity for an additional incentive payment based on good attendance. All of our full-time employees receive a comprehensive benefits package which includes paid vacation, holidays, & sick leave. Health, vision, dental, & life insurance are included, as well as access to Flexible Spending Accounts (FSA) and Health Savings Accounts (HSA) for healthcare and dependent care expenses. Retirement plans, provided through the Texas County & District Retirement System(TCDRS), include a 200% match from the District. *****

Additional Skill & Role Based Stipends

	TEAM LEADER	NIGHT & EVENING SHIFT				LANGUAGE		TRAINER
LEVEL	TL-1	NS-1	NS-2	NS-3	NS-4	L-1	LEVEL	TR-1
Pay Period	\$60	\$40	\$100	\$150	\$300	\$60	Hourly	\$4.50
Annually	\$1,560	\$1,040	\$2,600	\$3,900	\$7,800	\$1,560	Annually	Varies
Requirements for Stipends	Appointment as Team Leader	LEVELS CS-1 through CS-3	LEVELS CS-4 through CS-M	LEVELS SUP-1 through SUP-3	LEVEL SUP-M	Standardized written & oral exam	Requirements for Stipends	Appointment as CTO

Annual pay listed on this scale is an estimate based on a standard 40 hour work week. Overtime hours are paid at 1.5 times the regular rate of pay in accordance with Federal law.



For the most up-to-date information, please visit our website at bc911.org. Effective Date: 10/1/2023