

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2024-2025

RANK Grade/Job Code	Years from Commission	Step	56 Hour Schedule						
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
FIREFIGHTER Y01/1032	Start	1	2,606	5,646	67,757	23.27	30.93	34.90	11.63
	1	2	2,735	5,925	71,104	24.42	30.93	36.63	12.21
	2	3	2,872	6,222	74,661	25.64	30.93	38.46	12.82
	3	4	3,016	6,534	78,404	26.92	30.93	40.39	13.46
	4	5	3,261	7,065	84,783	29.11	30.93	43.67	14.56
	5	6	3,423	7,417	88,999	30.56	32.09	45.84	15.28
	6	7	3,423	7,417	88,999	30.56	32.09	45.84	15.28
	7	8	3,423	7,417	88,999	30.56	32.09	45.84	15.28
	8	9	3,423	7,417	88,999	30.56	32.09	45.84	15.28
	9	10	3,523	7,634	91,608	31.46	33.03	47.19	15.73
	14	11	3,623	7,849	94,190	32.35	33.96	48.52	16.17

ENGINEER Y02/1031	Start	1							
			2	3	4	5	6	7	8
ENGINEER Y02/1031	1	2							
	2	3	3,465	7,507	90,079	30.93	34.98	46.40	15.47
	3	4	3,638	7,882	94,586	32.48	34.98	48.72	16.24
	4	5	3,747	8,119	97,433	33.46	35.13	50.19	16.73
	5	6	3,747	8,119	97,433	33.46	35.13	50.19	16.73
	6	7	3,747	8,119	97,433	33.46	35.13	50.19	16.73
	7	8	3,747	8,119	97,433	33.46	35.13	50.19	16.73
	8	9	3,747	8,119	97,433	33.46	35.13	50.19	16.73
	9	10	3,857	8,357	100,278	34.44	36.16	51.65	17.22
	14	11	3,965	8,592	103,099	35.40	37.18	53.11	17.70

LIEUTENANT Y03/1030	Start	1							
			2	3	4	5	6	7	8
LIEUTENANT Y03/1030	1	2							
	2	3							
	3	4							
	4	5	3,918	8,488	101,860	34.98	38.99	52.47	17.49
	5	6	4,112	8,910	106,920	36.72	38.99	55.08	18.36
	6	7	4,112	8,910	106,920	36.72	38.99	55.08	18.36
	7	8	4,112	8,910	106,920	36.72	38.99	55.08	18.36
	8	9	4,112	8,910	106,920	36.72	38.99	55.08	18.36
	9	10	4,232	9,169	110,029	37.78	39.67	56.68	18.89
	14	11	4,351	9,428	113,139	38.85	40.80	58.28	19.43

NOTES:

Across the Board Increases (ATBs) Pay Raise Percentage

FY 2022-2023	5.00%	Effective First Full Pay Period after October 1, 2022 for FY 2022-2023
FY 2023-2024	3.10%	Effective First Full Pay Period after October 1, 2023 for FY 2023-2024
FY 2024-2025	3.00%	Effective First Full Pay Period after October 1, 2024 for FY 2024-2025
FY 2025-2026	3.00%	Effective First Full Pay Period after October 1, 2025 for FY 2024-2026

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

Rate calculations:

40 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
2,606	5,646	67,757	32.58	43.31	48.86	16.29
2,735	5,925	71,104	34.18	43.31	51.28	17.09
2,872	6,222	74,661	35.89	43.31	53.84	17.95
3,016	6,534	78,404	37.69	43.31	56.54	18.85
3,261	7,065	84,783	40.76	43.31	61.14	20.38
3,423	7,417	88,999	42.79	44.93	64.18	21.39
3,423	7,417	88,999	42.79	44.93	64.18	21.39
3,423	7,417	88,999	42.79	44.93	64.18	21.39
3,423	7,417	88,999	42.79	44.93	64.18	21.39
3,523	7,634	91,608	44.04	46.24	66.06	22.02
3,623	7,849	94,190	45.28	47.55	67.93	22.64

3,465	7,507	90,079	43.31	48.97	64.96	21.65
3,638	7,882	94,586	45.47	48.97	68.21	22.74
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,747	8,119	97,433	46.84	49.18	70.26	23.42
3,857	8,357	100,278	48.21	50.62	72.32	24.11
3,965	8,592	103,099	49.57	52.05	74.35	24.78

3,918	8,488	101,860	48.97	54.58	73.46	24.49
4,112	8,910	106,920	51.40	54.58	77.11	25.70
4,112	8,910	106,920	51.40	54.58	77.11	25.70
4,112	8,910	106,920	51.40	54.58	77.11	25.70
4,112	8,910	106,920	51.40	54.58	77.11	25.70
4,232	9,169	110,029	52.90	55.54	79.35	26.45
4,351	9,428	113,139	54.39	57.11	81.59	27.20

Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).

Step Hourly OT: The overtime (OT) rate which is 1.5x the Step Hourly Rate.

Step HOF: The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

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RANK Grade/Job Code		Years from Commission	Step	56 Hour Schedule						
				Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
CAPTAIN Y04/1029	Start	1								
	1	2								
	2	3								
	3	4								
	4	5								
	5	6								
	6	7	4,367	9,461	113,534	38.99	44.55	58.48	19.49	
	7	8	4,585	9,933	119,200	40.93	44.55	61.40	20.47	
	8	9	4,585	9,933	119,200	40.93	44.55	61.40	20.47	
	9	10	4,718	10,223	122,680	42.13	44.55	63.19	21.06	
	14	11	4,851	10,511	126,132	43.31	45.48	64.97	21.66	
	BATTALION CHIEF Y05/1028	Start	1							
		1	2							
		2	3							
3		4								
4		5								
5		6								
6		7								
7		8								
8		9	4,989	10,810	129,717	44.55	49.97	66.82	22.27	
9		10	5,391	11,682	140,179	48.14	50.55	72.21	24.07	
14		11	5,544	12,011	144,132	49.50	51.97	74.24	24.75	
DEPUTY CHIEF Y07/1532		Minimum		5,596	12,125	145,504	49.97	56.14	74.95	24.98
		Maximum		6,491	14,064	168,773	57.96	60.86	86.94	28.98
ASSISTANT CHIEF Y08/1027		Minimum								
	Maximum									
TRAINEES Y17/1026		1	1,535	3,326	39,915	13.71		20.56	6.85	

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
4,367	9,461	113,534	54.58	62.36	81.88	27.29
4,585	9,933	119,200	57.31	62.36	85.96	28.65
4,585	9,933	119,200	57.31	62.36	85.96	28.65
4,718	10,223	122,680	58.98	62.36	88.47	29.49
4,851	10,511	126,132	60.64	63.67	90.96	30.32
4,989	10,810	129,717	62.36	69.95	93.55	31.18
5,391	11,682	140,179	67.39	70.76	101.09	33.70
5,544	12,011	144,132	69.29	72.76	103.94	34.65
5,596	12,125	145,504	69.95	78.59	104.93	34.98
6,491	14,064	168,773	81.14	85.20	121.71	40.57
6,288	13,623	163,475	78.59			
7,294	15,803	189,637	91.17			
1,535	3,326	39,915	19.19		28.78	9.59

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