

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2020-2021

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	2,247	4,869	58,430	20.07	26.68	30.10	10.03
	1	2	2,358	5,110	61,316	21.06	26.68	31.58	10.53
	2	3	2,476	5,365	64,384	22.11	26.68	33.16	11.05
	3	4	2,600	5,634	67,612	23.22	26.68	34.83	11.61
	4	5	2,812	6,093	73,112	25.11	26.68	37.66	12.55
	5	6	2,952	6,396	76,748	26.36	27.67	39.53	13.18
	6	7	2,952	6,396	76,748	26.36	27.67	39.53	13.18
	7	8	2,952	6,396	76,748	26.36	27.67	39.53	13.18
	8	9	2,952	6,396	76,748	26.36	27.67	39.53	13.18
	9	10	3,038	6,583	78,998	27.13	28.48	40.69	13.56
	14	11	3,124	6,769	81,225	27.89	29.29	41.84	13.95

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
2,247	4,869	58,430	28.09	37.35	42.14	14.05
2,358	5,110	61,316	29.48	37.35	44.22	14.74
2,476	5,365	64,384	30.95	37.35	46.43	15.48
2,600	5,634	67,612	32.51	37.35	48.76	16.25
2,812	6,093	73,112	35.15	37.35	52.72	17.57
2,952	6,396	76,748	36.90	38.74	55.35	18.45
2,952	6,396	76,748	36.90	38.74	55.35	18.45
2,952	6,396	76,748	36.90	38.74	55.35	18.45
2,952	6,396	76,748	36.90	38.74	55.35	18.45
3,038	6,583	78,998	37.98	39.88	56.97	18.99
3,124	6,769	81,225	39.05	41.00	58.58	19.53

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
ENGINEER Y02/1031	Start	1							
	1	2							
	2	3	2,988	6,473	77,679	26.68	30.16	40.01	13.34
	3	4	3,137	6,797	81,565	28.01	30.16	42.02	14.01
	4	5	3,232	7,002	84,021	28.85	30.30	43.28	14.43
	5	6	3,232	7,002	84,021	28.85	30.30	43.28	14.43
	6	7	3,232	7,002	84,021	28.85	30.30	43.28	14.43
	7	8	3,232	7,002	84,021	28.85	30.30	43.28	14.43
	8	9	3,232	7,002	84,021	28.85	30.30	43.28	14.43
	9	10	3,326	7,206	86,475	29.70	31.18	44.54	14.85
	14	11	3,419	7,409	88,907	30.53	32.06	45.80	15.27

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
2,988	6,473	77,679	37.35	42.23	56.02	18.67
3,137	6,797	81,565	39.21	42.23	58.82	19.61
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,232	7,002	84,021	40.39	42.41	60.59	20.20
3,326	7,206	86,475	41.57	43.65	62.36	20.79
3,419	7,409	88,907	42.74	44.88	64.12	21.37

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
LIEUTENANT Y03/1030	Start	1							
	1	2							
	2	3							
	3	4							
	4	5	3,378	7,320	87,838	30.16	33.62	45.25	15.08
	5	6	3,546	7,684	92,202	31.66	33.62	47.49	15.83
	6	7	3,546	7,684	92,202	31.66	33.62	47.49	15.83
	7	8	3,546	7,684	92,202	31.66	33.62	47.49	15.83
	8	9	3,546	7,684	92,202	31.66	33.62	47.49	15.83
	9	10	3,649	7,907	94,883	32.58	34.21	48.88	16.29
	14	11	3,752	8,130	97,565	33.50	35.18	50.26	16.75

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
3,378	7,320	87,838	42.23	47.07	63.34	21.11
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,546	7,684	92,202	44.33	47.07	66.49	22.16
3,649	7,907	94,883	45.62	47.90	68.43	22.81
3,752	8,130	97,565	46.91	49.25	70.36	23.45

NOTES:

Across the Board Increases (ATBs) Pay Raise Percentage

FY 2018-2019	2.00%	Effective Period Beginning July 6, 2019 (PPB 15)
FY 2019-2020	3.00%	Effective First Pay Period of FY 2019-2020
FY 2020-2021	4.00%	Effective First Pay Period of FY 2020-2021
FY 2021-2022	4.00%	Effective First Pay Period of FY 2021-2022

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 range changes contingent upon changes to General Employee Structures.

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.

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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CAPTAIN Y04/1029	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7	3,766	8,159	97,906	33.62	38.41	50.43	16.81
	7	8	3,954	8,566	102,792	35.30	38.41	52.95	17.65
	8	9	3,954	8,566	102,792	35.30	38.41	52.95	17.65
	9	10	4,069	8,816	105,792	36.33	38.41	54.49	18.16
	14	11	4,183	9,064	108,770	37.35	39.22	56.03	18.68
BATTALION CHIEF Y05/1028	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7							
	7	8							
	8	9	4,302	9,322	111,861	38.41	43.51	57.62	19.21
	9	10	4,649	10,074	120,882	41.51	43.59	62.27	20.76
	14	11	4,780	10,358	124,291	42.68	44.82	64.02	21.34
DEPUTY CHIEF Y07/1532	Minimum		4,873	10,558	126,693	43.51	48.88	65.26	21.75
	Maximum		5,652	12,246	146,954	50.46	52.99	75.70	25.23
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
3,766	8,159	97,906	47.07	53.78	70.61	23.54
3,954	8,566	102,792	49.42	53.78	74.13	24.71
3,954	8,566	102,792	49.42	53.78	74.13	24.71
4,069	8,816	105,792	50.86	53.78	76.29	25.43
4,183	9,064	108,770	52.29	54.91	78.44	26.15
4,302	9,322	111,861	53.78	60.91	80.67	26.89
4,649	10,074	120,882	58.12	61.02	87.17	29.06
4,780	10,358	124,291	59.76	62.74	89.63	29.88
4,873	10,558	126,693	60.91	68.43	91.37	30.46
5,652	12,246	146,954	70.65	74.18	105.98	35.33
5,475	11,862	142,341	68.43			
6,351	13,760	165,120	79.38			
1,535	3,326	39,915	19.19		28.78	9.59

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