

Addendum A

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2025-2026

RANK		Years from Commission	56 Hour Schedule					
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT
FIREFIGHTER Y01/1032	Start	1	2,684	5,816	69,790	23.97	31.86	35.95
	1	2	2,817	6,103	73,237	25.15	31.86	37.72
	2	3	2,958	6,408	76,901	26.41	31.86	39.61
	3	4	3,106	6,730	80,756	27.73	31.86	41.60
	4	5	3,359	7,277	87,326	29.99	31.86	44.98
	5	6	3,526	7,639	91,669	31.48	33.05	47.22
	6	7	3,526	7,639	91,669	31.48	33.05	47.22
	7	8	3,526	7,639	91,669	31.48	33.05	47.22
	8	9	3,526	7,639	91,669	31.48	33.05	47.22
	9	10	3,629	7,863	94,356	32.40	34.02	48.60
	14	11	3,731	8,085	97,016	33.32	34.98	49.97
ENGINEER Y02/1031	Start	1						
	1	2						
	2	3	3,569	7,732	92,781	31.86	36.03	47.79
	3	4	3,747	8,119	97,423	33.46	36.03	50.18
	4	5	3,860	8,363	100,356	34.46	36.19	51.69
	5	6	3,860	8,363	100,356	34.46	36.19	51.69
	6	7	3,860	8,363	100,356	34.46	36.19	51.69
	7	8	3,860	8,363	100,356	34.46	36.19	51.69
	8	9	3,860	8,363	100,356	34.46	36.19	51.69
	9	10	3,973	8,607	103,287	35.47	37.24	53.20
	14	11	4,084	8,849	106,192	36.47	38.29	54.70
LIEUTENANT Y03/1030	Start	1						
	1	2						
	2	3						
	3	4						
	4	5	4,035	8,743	104,915	36.03	40.16	54.04
	5	6	4,236	9,177	110,128	37.82	40.16	56.73
	6	7	4,236	9,177	110,128	37.82	40.16	56.73
	7	8	4,236	9,177	110,128	37.82	40.16	56.73
	8	9	4,236	9,177	110,128	37.82	40.16	56.73
	9	10	4,359	9,444	113,330	38.92	40.86	58.38
	14	11	4,482	9,711	116,533	40.02	42.02	60.03

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 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.

40 Hour Schedule								
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF		
2,684	5,816	69,790	33.55	44.61	50.33	16.78		
2,817	6,103	73,237	35.21	44.61	52.81	17.60		
2,958	6,408	76,901	36.97	44.61	55.46	18.49		
3,106	6,730	80,756	38.83	44.61	58.24	19.41		
3,359	7,277	87,326	41.98	44.61	62.98	20.99		
3,526	7,639	91,669	44.07	46.28	66.11	22.04		
3,526	7,639	91,669	44.07	46.28	66.11	22.04		
3,526	7,639	91,669	44.07	46.28	66.11	22.04		
3,629	7,863	94,356	45.36	47.63	68.05	22.68		
3,731	8,085	97,016	46.64	48.97	69.96	23.32		
3,569	7,732	92,781	44.61	50.44	66.91	22.30		
3,747	8,119	97,423	46.84	50.44	70.26	23.42		
3,860	8,363	100,356	48.25	50.66	72.37	24.12		
3,860	8,363	100,356	48.25	50.66	72.37	24.12		
3,860	8,363	100,356	48.25	50.66	72.37	24.12		
3,860	8,363	100,356	48.25	50.66	72.37	24.12		
3,973	8,607	103,287	49.66	52.14	74.49	24.83		
4,084	8,849	106,192	51.05	53.61	76.58	25.53		
4,035	8,743	104,915	50.44	56.22	75.66	25.22		
4,236	9,177	110,128	52.95	56.22	79.42	26.47		
4,236	9,177	110,128	52.95	56.22	79.42	26.47		
4,236	9,177	110,128	52.95	56.22	79.42	26.47		
4,359	9,444	113,330	54.49	57.21	81.73	27.24		
4,482	9,711	116,533	56.03	58.83	84.04	28.01		

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.

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2025-2026

RANK	56 Hour Schedule					
	Grade/Job Code	Years from Commission	Step	Per Pay Period	Monthly	Annual

CAPTAIN Y04/1029	Start	1				
	1	2				
	2	3				
	3	4				
	4	5				
	5	6				
	6	7	4,498	9,745	116,940	45.88
	7	8	4,722	10,231	122,776	42.16
	8	9	4,722	10,231	122,776	42.16
	9	10	4,860	10,530	126,360	43.39
	14	11	4,997	10,826	129,916	44.61
						66.92
						65.09
						21.70

BATTALION CHIEF Y05/1028	Start	1				
	1	2				
	2	3				
	3	4				
	4	5				
	5	6				
	6	7				
	7	8				
	8	9	5,139	11,134	133,608	45.88
	9	10	5,553	12,032	144,384	49.58
	14	11	5,710	12,371	148,456	50.98
						53.53
						68.82
						22.94

40 Hour Schedule					
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT

4,498	9,745	116,940	56.22	64.23	84.33
4,722	10,231	122,776	59.03	64.23	88.54
4,722	10,231	122,776	59.03	64.23	88.54
4,860	10,530	126,360	60.75	64.23	91.12
4,997	10,826	129,916	62.46	65.58	93.69
					31.23

5,139	11,134	133,608	64.23	67.45	96.35
5,553	12,032	144,384	69.42	72.89	104.12
5,710	12,371	148,456	71.37	74.94	107.06
					35.69

NOTES:

Across the Board Increases (ATBs) Pay Raise Percentage
FY 2022-2023 5.00%
FY 2023-2024 3.10%
FY 2024-2025 3.00%
FY 2025-2026 3.00%

Effective First Full Pay Period after October 1, 2022 for FY 2022-2023
Effective First Full Pay Period after October 1, 2023 for FY 2023-2024
Effective First Full Pay Period after October 1, 2024 for FY 2024-2025
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.

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

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2024-2025 and FY 2025-2026
Revised 07/21/2025

Rank Grade/Job Code		Years from Start	44 Hour Schedule																		
			Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF											
EMT													Start	1	1,764	3,821	45,852	20.04	28.08	30.06	10.02
													1	2	1,816	3,935	47,224	20.64	28.08	30.96	10.32
													2	3	1,871	4,054	48,643	21.26	28.08	31.89	10.63
													3	4	1,927	4,176	50,107	21.90	28.08	32.85	10.95
													4	5	1,985	4,301	51,617	22.56	28.08	33.84	11.28
													5	6	2,044	4,429	53,150	23.23	28.08	34.85	11.62
													6	7	2,106	4,563	54,752	23.93	28.08	35.90	11.97
													7	8	2,169	4,700	56,399	24.65	28.08	36.98	12.33
													8	9	2,234	4,841	58,092	25.39	28.08	38.09	12.70
													9	10	2,301	4,986	59,831	26.15	28.08	39.23	13.08
													10	11	2,370	5,135	61,616	26.93	28.28	40.40	13.47
													12	12	2,441	5,289	63,469	27.74	29.13	41.61	13.87

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

Rank Grade/Job Code		Years from Start	Step	44 Hour Schedule						
				Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

LEAD PARAMEDIC		Start	1	2,471	5,354	64,247	28.08	31.45	42.12	14.04	Start	1	2,471	5,354	64,247	30.89	34.59	46.33	15.44
		1	2	2,548	5,520	66,238	28.95	31.45	43.43	14.48	1	2	2,548	5,520	66,238	31.85	34.59	47.77	15.92
		2	3	2,624	5,686	68,228	29.82	31.45	44.73	14.91	2	3	2,624	5,686	68,228	32.80	34.59	49.20	16.40
		3	4	2,703	5,857	70,287	30.72	32.26	46.08	15.36	3	4	2,703	5,857	70,287	33.79	35.48	50.69	16.90
		4	5	2,784	6,033	72,392	31.64	33.22	47.46	15.82	4	5	2,784	6,033	72,392	34.80	36.54	52.21	17.40
		5	6	2,868	6,214	74,566	32.59	34.22	48.89	16.30	5	6	2,868	6,214	74,566	35.85	37.64	53.77	17.92
		6	7	2,953	6,399	76,785	33.56	35.24	50.34	16.78	6	7	2,953	6,399	76,785	36.92	38.76	55.37	18.46
		7	8	3,042	6,591	79,096	34.57	36.30	51.86	17.29	7	8	3,042	6,591	79,096	38.03	39.93	57.04	19.01
		8	9	3,134	6,790	81,476	35.61	37.39	53.42	17.81	8	9	3,134	6,790	81,476	39.17	41.13	58.76	19.59
		9	10	3,228	6,994	83,924	36.68	38.51	55.02	18.34	9	10	3,228	6,994	83,924	40.35	42.37	60.52	20.17
		10	11	3,325	7,203	86,441	37.78	39.67	56.67	18.89	10	11	3,325	7,203	86,441	41.56	43.64	62.34	20.78
		12	12	3,424	7,419	89,026	38.91	40.86	58.37	19.46	12	12	3,424	7,419	89,026	42.80	44.94	64.20	21.40

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations
3. Lateral Entry Rate \$28.00/hr

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2024-2025 and FY 2025-2026
Revised 07/21/2025

Rank Grade/Job Code		Years from Start	44 Hour Schedule							
			Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
EMS SUPERVISOR		Start	1	2,768	5,996	71,957	31.45	35.22	47.17	15.72
		1	2	2,853	6,182	74,186	32.42	35.22	48.64	16.21
		2	3	2,939	6,368	76,419	33.40	35.22	50.10	16.70
		3	4	3,027	6,559	78,707	34.40	36.12	51.60	17.20
		4	5	3,118	6,755	81,064	35.43	37.20	53.15	17.72
		5	6	3,212	6,959	83,512	36.50	38.33	54.75	18.25
		6	7	3,308	7,167	86,006	37.59	39.47	56.39	18.80
		7	8	3,407	7,383	88,591	38.72	40.66	58.08	19.36
		8	9	3,509	7,604	91,245	39.88	41.87	59.82	19.94
		9	10	3,615	7,833	93,991	41.08	43.13	61.62	20.54
		10	11	3,723	8,067	96,805	42.31	44.43	63.47	21.16
		12	12	3,835	8,309	99,711	43.58	45.76	65.37	21.79

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

Rank Grade/Job Code		Years from Start	Step	44 Hour Schedule																
				Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF										
EMS MANAGER												Start	1	3,100	6,716	80,591	35.22	39.45	52.84	17.61
												1	2	3,196	6,924	83,088	36.31	39.45	54.47	18.16
												2	3	3,292	7,133	85,592	37.41	39.45	56.11	18.70
												3	4	3,390	7,346	88,150	38.53	40.45	57.79	19.26
												4	5	3,492	7,566	90,792	39.68	41.67	59.52	19.84
												5	6	3,597	7,793	93,517	40.87	42.92	61.31	20.44
												6	7	3,705	8,027	96,325	42.10	44.21	63.15	21.05
												7	8	3,816	8,268	99,216	43.36	45.53	65.05	21.68
												8	9	3,930	8,516	102,190	44.66	46.90	67.00	22.33
												9	10	4,049	8,772	105,269	46.01	48.31	69.01	23.00
												10	11	4,170	9,036	108,430	47.39	49.76	71.09	23.70
												12	12	4,295	9,306	111,675	48.81	51.25	73.21	24.40

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

Years from Start		40 Hour Schedule									
		Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF		
Start	1	2,768	5,996	71,957	34.59	38.75	51.89	17.30			
1	2	2,853	6,182	74,186	35.67	38.75	53.50	17.83			
2	3	2,939	6,368	76,419	36.74	38.75	55.11	18.37			
3	4	3,027	6,559	78,707	37.84	39.73	56.76	18.92			
4	5	3,118	6,755	81,064	38.97	40.92	58.46	19.49			
5	6	3,212	6,959	83,512	40.15	42.16	60.23	20.08			
6	7	3,308	7,167	86,006	41.35	43.42	62.02	20.67			
7	8	3,407	7,383	88,591	42.59	44.72	63.89	21.30			
8	9	3,509	7,604	91,245	43.87	46.06	65.80	21.93			
9	10	3,615	7,833	93,991	45.19	47.45	67.78	22.59			
10	11	3,723	8,067	96,805	46.54	48.87	69.81	23.27			
12	12	3,835	8,309	99,711	47.94	50.33	71.91	23.97			

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

Years from Start		40 Hour Schedule									
		Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF		
Start	1	3,100	6,716	80,591	38.75	43.40	58.12	19.37			
1	2	3,196	6,924	83,088	39.95	43.40	59.92	19.97			
2	3	3,292	7,133	85,592	41.15	43.40	61.73	20.58			
3	4	3,390	7,346	88,150	42.38	44.50	63.57	21.19			
4	5	3,492	7,566	90,792	43.65	45.83	65.48	21.83			
5	6	3,597	7,793	93,517	44.96	47.21	67.44	22.48			
6	7	3,705	8,027	96,325	46.31	48.63	69.47	23.16			
7	8	3,816	8,268	99,216	47.70	50.09	71.55	23.85			
8	9	3,930	8,516	102,190	49.13	51.59	73.70	24.57			
9	10	4,049	8,772	105,269	50.61	53.14	75.92	25.31			
10	11	4,170	9,036	108,430	52.13	54.74	78.20	26.07			
12	12	4,295	9,306	111,675	53.69	56.37	80.54	26.85			

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2024-2025 and FY 2025-2026
Revised 07/21/2025

Rank Grade/Job Code		Years from Start	44 Hour Schedule						Step HOF
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	
EMS ADMINISTRATION OFFICER		Start	1	3,472	7,522	90,262	39.45	41.42	19.73
		1	2	3,579	7,755	93,059	40.67	42.71	20.34
		2	3	3,687	7,989	95,863	41.90	43.99	20.95
		3	4	3,797	8,227	98,728	43.15	45.31	21.58
		4	5	3,911	8,474	101,691	44.45	46.67	22.22
		5	6	4,029	8,729	104,749	45.78	48.07	22.89
		6	7	4,150	8,991	107,890	47.15	49.51	23.58
		7	8	4,274	9,261	111,134	48.57	51.00	24.29
		8	9	4,402	9,539	114,462	50.03	52.53	25.01
		9	10	4,534	9,825	117,894	51.53	54.10	25.76
		10	11	4,670	10,119	121,430	53.07	55.73	26.54
		12	12	4,810	10,423	125,070	54.66	57.40	27.33

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

Years from Start		Step	40 Hour Schedule					Step Hourly OT	Step HOF
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate		
Start		1	3,472	7,522	90,262	43.40	54.93	65.09	21.70
		2	3,579	7,755	93,059	44.74	54.93	67.11	22.37
		3	3,687	7,989	95,863	46.09	54.93	69.13	23.04
		4	3,797	8,227	98,728	47.47	54.93	71.20	23.73
		5	3,911	8,474	101,691	48.89	54.93	73.34	24.45
		6	4,029	8,729	104,749	50.36	54.93	75.54	25.18
		7	4,150	8,991	107,890	51.87	54.93	77.81	25.94
		8	4,274	9,261	111,134	53.43	56.10	80.15	26.72
		9	4,402	9,539	114,462	55.03	57.78	82.55	27.52
		10	4,534	9,825	117,894	56.68	59.51	85.02	28.34
		11	4,670	10,119	121,430	58.38	61.30	87.57	29.19
		12	4,810	10,423	125,070	60.13	63.14	90.20	30.07

NOTE:

1. Annual Hours 2080
2. Monthly and Annual rate are approximations

CITY OF FORT WORTH

Fire EMS Civil Service Classifications

Salary Schedule for FY 2024-2025 and FY 2025-2026

Revised 07/21/2025

Rank		Years from Start	Step	44 Hour Schedule							
				Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF	
Grade/Job Code											

TELECOMMUNICATOR	Start	1	2,244	4,862	58,344	25.50	28.56	38.25	12.75
	1	2	2,312	5,009	60,106	26.27	28.56	39.41	13.14
	2	3	2,380	5,158	61,890	27.05	28.56	40.58	13.53
	3	4	2,452	5,312	63,744	27.86	29.25	41.79	13.93
	4	5	2,526	5,472	65,666	28.70	30.14	43.05	14.35
	5	6	2,601	5,636	67,633	29.56	31.04	44.34	14.78
	6	7	2,680	5,806	69,670	30.45	31.97	45.68	15.23
	7	8	2,760	5,979	71,752	31.36	32.93	47.04	15.68
	8	9	2,842	6,159	73,902	32.30	33.92	48.45	16.15
	9	10	2,928	6,343	76,122	33.27	34.93	49.91	16.64
	10	11	3,016	6,534	78,410	34.27	35.98	51.41	17.14
	12	12	3,106	6,731	80,766	35.30	37.07	52.95	17.65

TELECOMMUNICATIONS SUPERVISOR		Start	44 Hour Schedule							
			1	2,513	5,445	65,345	28.56	31.99	42.84	14.28
		1	2	2,589	5,610	67,318	29.42	31.99	44.13	14.71
		2	3	2,677	5,800	69,601	30.42	31.99	45.63	15.21
		3	4	2,757	5,974	71,683	31.33	32.90	47.00	15.67
		4	5	2,840	6,153	73,834	32.27	33.88	48.41	16.14
		5	6	2,925	6,338	76,053	33.24	34.90	49.86	16.62
		6	7	3,012	6,527	78,318	34.23	35.94	51.35	17.12
		7	8	3,103	6,723	80,675	35.26	37.02	52.89	17.63
		8	9	3,196	6,925	83,100	36.32	38.14	54.48	18.16
		9	10	3,292	7,133	85,594	37.41	39.28	56.12	18.71
		10	11	3,391	7,346	88,157	38.53	40.46	57.80	19.27
		12	12	3,493	7,568	90,811	39.69	41.67	59.54	19.85

NOTE:

1. Annual Hours2,288

2. Monthly and Annual rate are approximations

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2024-2025 and FY 2025-2026
Revised 07/21/2025

		40 Hour Schedule							
TELECOMMUNICATIONS MANAGER	Start	1	2,559	5,544	66,533	31.99	33.59	47.98	15.99
	1	2	2,636	5,712	68,542	32.95	34.60	49.43	16.48
	2	3	2,998	6,495	77,938	37.47	39.34	56.21	18.74
	3	4	3,087	6,689	80,267	38.59	40.52	57.89	19.30
	4	5	3,180	6,890	82,680	39.75	41.74	59.63	19.88
	5	6	3,275	7,096	85,155	40.94	42.99	61.41	20.47
	6	7	3,374	7,309	87,714	42.17	44.28	63.26	21.09
	7	8	3,475	7,530	90,355	43.44	45.61	65.16	21.72
	8	9	3,579	7,755	93,059	44.74	46.98	67.11	22.37
	9	10	3,686	7,987	95,846	46.08	48.38	69.12	23.04
	10	11	3,798	8,228	98,738	47.47	49.84	71.21	23.74
	12	12	3,911	8,474	101,691	48.89	51.33	73.34	24.45

NOTE:

- 1. Annual Hours
- 2. Monthly and Annual rate are approximations

2,080