

**CITY OF FORT WORTH  
Fire Civil Service Classifications  
Salary Schedule for FY 2023-2024**

# Addendum A

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		2,530	5,482	65,784	22.59	30.03	33.89	11.30
	1	2		2,655	5,753	69,033	23.71	30.03	35.56	11.85
	2	3		2,788	6,041	72,487	24.89	30.03	37.34	12.45
	3	4		2,928	6,343	76,121	26.14	30.03	39.21	13.07
	4	5		3,166	6,859	82,313	28.27	30.03	42.40	14.13
	5	6		3,323	7,201	86,407	29.67	31.16	44.51	14.84
	6	7		3,323	7,201	86,407	29.67	31.16	44.51	14.84
	7	8		3,323	7,201	86,407	29.67	31.16	44.51	14.84
	8	9		3,323	7,201	86,407	29.67	31.16	44.51	14.84
	9	10		3,421	7,412	88,940	30.54	32.07	45.81	15.27
	14	11		3,517	7,621	91,447	31.40	32.97	47.11	15.70

Per Pay Period		Monthly	Annual	40 Hour Schedule		
				Step Hourly Rate	Acting Rate	Step Hourly OT
2,530	5,482	65,784	31.63	42.05	47.44	15.81
2,655	5,753	69,033	33.19	42.05	49.78	16.59
2,788	6,041	72,487	34.85	42.05	52.27	17.42
2,928	6,343	76,121	36.60	42.05	54.89	18.30
3,166	6,859	82,313	39.57	42.05	59.36	19.79
3,323	7,201	86,407	41.54	43.62	62.31	20.77
3,323	7,201	86,407	41.54	43.62	62.31	20.77
3,323	7,201	86,407	41.54	43.62	62.31	20.77
3,323	7,201	86,407	41.54	43.62	62.31	20.77
3,421	7,412	88,940	42.76	44.90	64.14	21.38
3,517	7,621	91,447	43.96	46.16	65.95	21.98

ENGINEER Y02/1031	Start	1							
	1	2							
	2	3	3,364	7,288	87,455	30.03	33.96	45.05	15.02
	3	4	3,532	7,653	91,831	31.54	33.96	47.30	15.77
	4	5	3,638	7,883	94,595	32.48	34.11	48.73	16.24
	5	6	3,638	7,883	94,595	32.48	34.11	48.73	16.24
	6	7	3,638	7,883	94,595	32.48	34.11	48.73	16.24
	7	8	3,638	7,883	94,595	32.48	34.11	48.73	16.24
	8	9	3,638	7,883	94,595	32.48	34.11	48.73	16.24
	9	10	3,745	8,113	97,358	33.43	35.10	50.15	16.72
	14	11	3,850	8,341	100,096	34.37	36.09	51.56	17.19

3,364	7,288	87,455	42.05	47.54	63.07	21.02			
3,532	7,653	91,831	44.15	47.54	66.22	22.07			
3,638	7,883	94,595	45.48	47.75	68.22	22.74			
3,638	7,883	94,595	45.48	47.75	68.22	22.74			
3,638	7,883	94,595	45.48	47.75	68.22	22.74			
3,638	7,883	94,595	45.48	47.75	68.22	22.74			
3,638	7,883	94,595	45.48	47.75	68.22	22.74			
3,745	8,113	97,358	46.81	49.15	70.21	23.40			
3,850	8,341	100,096	48.12	50.53	72.18	24.06			

LIEUTENANT Y03/1030	Start	1							
	1	2							
	2	3							
	3	4							
	4	5	3,804	8,241	98,893	33.96	37.85	50.94	16.98
	5	6	3,993	8,650	103,806	35.65	37.85	53.47	17.82
	6	7	3,993	8,650	103,806	35.65	37.85	53.47	17.82
	7	8	3,993	8,650	103,806	35.65	37.85	53.47	17.82
	8	9	3,993	8,650	103,806	35.65	37.85	53.47	17.82
	9	10	4,109	8,902	106,825	36.68	38.52	55.03	18.34
	14	11	4,225	9,154	109,843	37.72	39.61	56.58	18.86

3,804	8,241	98,893	47.54	52.99	71.32	23.77			
3,993	8,650	103,806	49.91	52.99	74.86	24.95			
3,993	8,650	103,806	49.91	52.99	74.86	24.95			
3,993	8,650	103,806	49.91	52.99	74.86	24.95			
3,993	8,650	103,806	49.91	52.99	74.86	24.95			
4,109	8,902	106,825	51.36	53.93	77.04	25.68			
4,225	9,154	109,843	52.81	55.45	79.21	26.40			

**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.

<b>Step Hourly Rate:</b> The hourly rate of a step in a pay schedule (56 or 40 hour).
<b>Step Hourly OT:</b> The overtime (OT) rate which is 1.5x the Step Hourly Rate.
<b>Step HOF:</b> The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

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.

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**Salary Schedule for FY 2023-2024**

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				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	4,240	9,186	110,227	37.85	43.25	56.78	18.93	
	7	8	4,451	9,644	115,728	39.74	43.25	59.61	19.87	
	8	9	4,451	9,644	115,728	39.74	43.25	59.61	19.87	
	9	10	4,581	9,926	119,106	40.90	43.25	61.35	20.45	
	14	11	4,710	10,205	122,459	42.05	44.16	63.08	21.03	

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
4,240	9,186	110,227	52.99	60.55	79.49	26.50
4,451	9,644	115,728	55.64	60.55	83.46	27.82
4,451	9,644	115,728	55.64	60.55	83.46	27.82
4,581	9,926	119,106	57.26	60.55	85.89	28.63
4,710	10,205	122,459	58.87	61.82	88.31	29.44

BATTALION CHIEF Y05/1028	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7							
	7	8							
	8	9	4,844	10,495	125,939	43.25	48.51	64.87	21.62
	9	10	5,234	11,341	136,096	46.74	49.07	70.10	23.37
	14	11	5,382	11,661	139,934	48.05	50.46	72.08	24.03

4,844	10,495	125,939	60.55	67.92	90.82	30.27
5,234	11,341	136,096	65.43	68.70	98.15	32.72
5,382	11,661	139,934	67.28	70.64	100.91	33.64

DEPUTY CHIEF Y07/1532	Minimum		5,433	11,772	141,266	48.51	54.50	72.77	24.26
	Maximum		6,302	13,655	163,858	56.27	59.08	84.40	28.13

5,433	11,772	141,266	67.92	76.30	101.87	33.96
6,302	13,655	163,858	78.78	82.72	118.17	39.39

ASSISTANT CHIEF Y08/1027	Minimum								
	Maximum								

6,104	13,226	158,714	76.30			
7,081	15,343	184,113	88.52			

TRAINEES Y17/1026		1	1,535	3,326	39,915	13.71		20.56	6.85

1,535	3,326	39,915	19.19		28.78	9.59

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