

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2024-2025 and FY 2025-2026
Revised 07/17/2025

Addendum A

Highlighting indicates salaries added since version. adopted 6.24.25.

Rank	Years from Start	Step	44 Hour Schedule						
			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

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Start	1	1,764	3,821	45,852	22.04	30.89	33.07	11.02
1	2	1,816	3,935	47,224	22.70	30.89	34.06	11.35
2	3	1,871	4,054	48,643	23.39	30.89	35.08	11.69
3	4	1,927	4,176	50,107	24.09	30.89	36.14	12.05
4	5	1,985	4,301	51,617	24.82	30.89	37.22	12.41
5	6	2,044	4,429	53,150	25.55	30.89	38.33	12.78
6	7	2,106	4,563	54,752	26.32	30.89	39.48	13.16
7	8	2,169	4,700	56,399	27.12	30.89	40.67	13.56
8	9	2,234	4,841	58,092	27.93	30.89	41.89	13.96
9	10	2,301	4,986	59,831	28.77	30.89	43.15	14.38
10	11	2,370	5,135	61,616	29.62	31.10	44.43	14.81
12	12	2,441	5,289	63,469	30.51	32.04	45.77	15.26

NOTE:

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

Rank	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
	1	2	2,548	5,520	66,238	28.95	31.45	43.43	14.48
	2	3	2,624	5,686	68,228	29.82	31.45	44.73	14.91
	3	4	2,703	5,857	70,287	30.72	32.26	46.08	15.36
	4	5	2,784	6,033	72,392	31.64	33.22	47.46	15.82
	5	6	2,868	6,214	74,566	32.59	34.22	48.89	16.30
	6	7	2,953	6,399	76,785	33.56	35.24	50.34	16.78
	7	8	3,042	6,591	79,096	34.57	36.30	51.86	17.29
	8	9	3,134	6,790	81,476	35.61	37.39	53.42	17.81
	9	10	3,228	6,994	83,924	36.68	38.51	55.02	18.34
	10	11	3,325	7,203	86,441	37.78	39.67	56.67	18.89
	12	12	3,424	7,419	89,026	38.91	40.86	58.37	19.46

NOTE:

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

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Start	1	2,471	5,354	64,247	30.89	34.59	46.33	15.44
1	2	2,548	5,520	66,238	31.85	34.59	47.77	15.92
2	3	2,624	5,686	68,228	32.80	34.59	49.20	16.40
3	4	2,703	5,857	70,287	33.79	35.48	50.69	16.90
4	5	2,784	6,033	72,392	34.80	36.54	52.21	17.40
5	6	2,868	6,214	74,566	35.85	37.64	53.77	17.92
6	7	2,953	6,399	76,785	36.92	38.76	55.37	18.46
7	8	3,042	6,591	79,096	38.03	39.93	57.04	19.01
8	9	3,134	6,790	81,476	39.17	41.13	58.76	19.59
9	10	3,228	6,994	83,924	40.35	42.37	60.52	20.17
10	11	3,325	7,203	86,441	41.56	43.64	62.34	20.78
12	12	3,424	7,419	89,026	42.80	44.94	64.20	21.40

NOTE:

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

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

		44 Hour Schedule							
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									
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 2288
2. Monthly and Annual rate are approximations

		40 Hour Schedule						
Years from Start	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

		40 Hour Schedule						
Years from Start	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 2080
2. Monthly and Annual rate are approximations

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

EMS ADMINISTRATION OFFICER	Start	1	3,472	7,522	90,262	39.45	41.42	59.18	19.73
	1	2	3,579	7,755	93,059	40.67	42.71	61.01	20.34
	2	3	3,687	7,989	95,863	41.90	43.99	62.85	20.95
	3	4	3,797	8,227	98,728	43.15	45.31	64.73	21.58
	4	5	3,911	8,474	101,691	44.45	46.67	66.67	22.22
	5	6	4,029	8,729	104,749	45.78	48.07	68.67	22.89
	6	7	4,150	8,991	107,890	47.15	49.51	70.73	23.58
	7	8	4,274	9,261	111,134	48.57	51.00	72.86	24.29
	8	9	4,402	9,539	114,462	50.03	52.53	75.04	25.01
	9	10	4,534	9,825	117,894	51.53	54.10	77.29	25.76
	10	11	4,670	10,119	121,430	53.07	55.73	79.61	26.54
	12	12	4,810	10,423	125,070	54.66	57.40	82.00	27.33

NOTE:

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

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

DEPUTY EMS OFFICER	Minimum								
	Maximum								

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

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

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

Minimum		4,395	9,522	114,261	54.93			
Maximum		5,405	11,711	140,530	67.56			

NOTE:

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			44 Hour Schedule						
Rank	Years from Start	Step	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

			44 Hour Schedule						
TELECOMMUNICATIONS SUPERVISOR	Start	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 Hours 2,288
2. Monthly and Annual rate are approximations

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			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 2,080
2. Monthly and Annual rate are approximations