

**CITY OF FORT WORTH  
Fire Civil Service Classifications  
Salary Schedule for FY 2019-2020**

**ADDENDUM A**

RANK Grade/Job Code	Years from Commission	Step	56 Hour Schedule					
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Step Hourly OT	Step HOF
FIREFIGHTER Y01/1032	Start	1	2,161	4,682	56,183	19.29	28.94	9.65
	1	2	2,268	4,913	58,958	20.25	30.37	10.12
	2	3	2,381	5,159	61,908	21.26	31.89	10.63
	3	4	2,500	5,418	65,011	22.33	33.49	11.16
	4	5	2,704	5,858	70,300	24.14	36.21	12.07
	5	6	2,838	6,150	73,796	25.34	38.01	12.67
	6	7	2,838	6,150	73,796	25.34	38.01	12.67
	7	8	2,838	6,150	73,796	25.34	38.01	12.67
	8	9	2,838	6,150	73,796	25.34	38.01	12.67
	9	10	2,922	6,330	75,959	26.08	39.13	13.04
	14	11	3,004	6,508	78,101	26.82	40.23	13.41

40 Hour Schedule					
Per Pay Period	Monthly	Annual	Step Hourly Rate	Step Hourly OT	Step HOF
2,161	4,682	56,183	27.01	40.52	13.51
2,268	4,913	58,958	28.34	42.52	14.17
2,381	5,159	61,908	29.76	44.64	14.88
2,500	5,418	65,011	31.26	46.88	15.63
2,704	5,858	70,300	33.80	50.70	16.90
2,838	6,150	73,796	35.48	53.22	17.74
2,838	6,150	73,796	35.48	53.22	17.74
2,838	6,150	73,796	35.48	53.22	17.74
2,838	6,150	73,796	35.48	53.22	17.74
2,922	6,330	75,959	36.52	54.78	18.26
3,004	6,508	78,101	37.55	56.32	18.77

ENGINEER Y02/1031	Start	1						
	1	2						
ENGINEER Y02/1031	2	3	2,873	6,224	74,691	25.65	38.47	12.82
	3	4	3,016	6,536	78,428	26.93	40.40	13.47
	4	5	3,107	6,732	80,789	27.74	41.62	13.87
	5	6	3,107	6,732	80,789	27.74	41.62	13.87
	6	7	3,107	6,732	80,789	27.74	41.62	13.87
	7	8	3,107	6,732	80,789	27.74	41.62	13.87
	8	9	3,107	6,732	80,789	27.74	41.62	13.87
	9	10	3,198	6,929	83,149	28.55	42.83	14.28
	14	11	3,288	7,124	85,487	29.36	44.04	14.68

2,873	6,224	74,691	35.91	53.86	17.95
3,016	6,536	78,428	37.71	56.56	18.85
3,107	6,732	80,789	38.84	58.26	19.42
3,107	6,732	80,789	38.84	58.26	19.42
3,107	6,732	80,789	38.84	58.26	19.42
3,107	6,732	80,789	38.84	58.26	19.42
3,107	6,732	80,789	38.84	58.26	19.42
3,107	6,732	80,789	38.84	58.26	19.42
3,198	6,929	83,149	39.98	59.96	19.99
3,288	7,124	85,487	41.10	61.65	20.55

LIEUTENANT Y03/1030	Start	1						
	1	2						
LIEUTENANT Y03/1030	2	3						
	3	4						
	4	5	3,248	7,038	84,460	29.00	43.51	14.50
	5	6	3,410	7,388	88,656	30.45	45.67	15.22
	6	7	3,410	7,388	88,656	30.45	45.67	15.22
	7	8	3,410	7,388	88,656	30.45	45.67	15.22
	8	9	3,410	7,388	88,656	30.45	45.67	15.22
	9	10	3,509	7,603	91,234	31.33	47.00	15.67
	14	11	3,608	7,818	93,812	32.22	48.32	16.11

3,248	7,038	84,460	40.61	60.91	20.30
3,410	7,388	88,656	42.62	63.93	21.31
3,410	7,388	88,656	42.62	63.93	21.31
3,410	7,388	88,656	42.62	63.93	21.31
3,410	7,388	88,656	42.62	63.93	21.31
3,410	7,388	88,656	42.62	63.93	21.31
3,410	7,388	88,656	42.62	63.93	21.31
3,509	7,603	91,234	43.86	65.79	21.93
3,608	7,818	93,812	45.10	67.65	22.55

**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 = Step 1 upon graduation from training academy; Step 2 = 1st anniversary of Commission Date; Step 3 = 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.

Annual 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.

<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.

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			Per Pay Period	Monthly	Annual	Step Hourly Rate	Step Hourly OT	Step HOF

CAPTAIN Y04/1029	Start	1						
	1	2						
	2	3						
	3	4						
	4	5						
	5	6						
	6	7	3,621	7,845	94,140	32.33	48.49	16.16
	7	8	3,801	8,237	98,838	33.94	50.91	16.97
	8	9	3,801	8,237	98,838	33.94	50.91	16.97
	9	10	3,912	8,477	101,723	34.93	52.40	17.47
	14	11	4,023	8,716	104,586	35.92	53.87	17.96

BATTALION CHIEF Y05/1028	Start	1						
	1	2						
	2	3						
	3	4						
	4	5						
	5	6						
	6	7						
	7	8						
	8	9	4,137	8,963	107,558	36.94	55.40	18.47
	9	10	4,471	9,686	116,233	39.92	59.87	19.96
	14	11	4,597	9,959	119,511	41.04	61.56	20.52

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

3,621	7,845	94,140	45.26	67.89	22.63
3,801	8,237	98,838	47.52	71.28	23.76
3,801	8,237	98,838	47.52	71.28	23.76
3,912	8,477	101,723	48.91	73.36	24.45
4,023	8,716	104,586	50.28	75.42	25.14

4,137	8,963	107,558	51.71	77.57	25.86
4,471	9,686	116,233	55.88	83.82	27.94
4,597	9,959	119,511	57.46	86.19	28.73

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