

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE PRESCRIBING THE SALARY FOR EACH CLASSIFICATION OF FIRE PROTECTION PERSONNEL IN THE FIRE DEPARTMENT; PROVIDING THAT THIS ORDINANCE SHALL BE CUMULATIVE OF ALL PRIOR ORDINANCES AND REPEAL CONFLICTING ORDINANCES; PROVIDING A SEVERABILITY CLAUSE; AND PROVIDING AN EFFECTIVE DATE.**

**WHEREAS**, Subchapter B of Chapter 141 of the Texas Local Government Code affects all municipalities with a population of 10,000 or more; and

**WHEREAS**, Section 141.033(a) provides that each city affected by Subchapter B “shall classify all positions in its fire and police departments and shall . . . prescribe the salary for each classification”; and

**WHEREAS**, in accordance with Section 141.033 and Section 143.021(a), the City of Fort Worth periodically adopts staffing ordinances for its Fire and Police Departments that establish the classifications of all fire fighters and police officers and prescribe the number of positions in each classification; and

**WHEREAS**, the City has historically prescribed the salary for each classification in the Fire and Police Departments through provisions in the City’s annual budget appropriation ordinance; and

**WHEREAS**, salaries for the majority of the classifications in the Fire Department are currently set by and subject to a labor agreement; and

**WHEREAS**, annual adoption of a separate ordinance that prescribes the salaries for each classification, in accordance with a labor agreement where applicable, would improve transparency and promote awareness.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF  
THE CITY OF FORT WORTH, TEXAS THAT:**

**SECTION 1.**

Attached as Addendum A, and made a part of this ordinance by incorporation, are the salary schedules for Fort Worth Fire Department civil service classifications below the classification of Deputy Chief for the fiscal year beginning October 1, 2021. These schedules set out the annual base pay for each listed civil service classification in the Fort Worth Fire Department in accordance the department's labor agreement where applicable and provide for additional seniority pay as determined by each civil service employee's anniversary date. The seniority pay provided for in this ordinance is in addition to and not in lieu of the longevity pay provided for by Texas Local Government Code section 141.032.

**SECTION 2.**

Attached as Addendum B, and made a part of this ordinance by incorporation, are the executive pay plan ranges for Fort Worth Fire Department classifications at or above the classification of Deputy Chief for the fiscal year beginning October 1, 2021.

**SECTION 3.**

That this ordinance shall be cumulative of all provisions of previous ordinances and of the Code of the City of Fort Worth, Texas (2015), as amended, except where the provisions of this ordinance are in direct conflict with the provisions of prior salary ordinances for the Fire Department and such Code, in which event conflicting provisions

of such ordinances and such code provisions are hereby repealed and this ordinance shall be controlling.

**SECTION 4.**

That it is hereby declared to be the intention of the City Council that the sections, paragraphs, sentences, clauses and phrases of these ordinances are severable, and if any phrase, clause, sentence, paragraph or section of this ordinance shall be declared unconstitutional by the valid judgment or decree of any court of competent jurisdiction, such unconstitutionality shall not affect any of the remaining phrases, clauses, sentences, paragraphs and sections of this ordinance, since the same would have been enacted by the City Council without the incorporation in this ordinance of any such unconstitutional phrase, clause, sentence, paragraph or section.

**SECTION 5.**

That this ordinance shall be effective October 1, 2021, and it is so ordained.

APPROVED AS TO  
FORM AND LEGALITY:

ATTEST:

\_\_\_\_\_  
Denis C. McElroy, Asst. City Attorney

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Ronald P. Gonzales, Acting City Secretary

ADOPTED: \_\_\_\_\_

EFFECTIVE: October 1, 2021

CITY OF FORT WORTH  
Fire Civil Service Classifications  
Salary Schedule for FY 2021-2022

RANK Grade/Job Code	Years from Commission	56 Hour Schedule							40 Hour Schedule						
		Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate

FIREFIGHTER Y01/1032	Start	1	2,337	5,064	60,767	20.87	27.74	31.30	10.43	2,337	5,064	60,767	29.22	38.84	43.82	14.61
	1	2	2,453	5,314	63,769	21.90	27.74	32.85	10.95	2,453	5,314	63,769	30.66	38.84	45.99	15.33
	2	3	2,575	5,580	66,959	22.99	27.74	34.49	11.50	2,575	5,580	66,959	32.19	38.84	48.29	16.10
	3	4	2,704	5,860	70,316	24.15	27.74	36.22	12.07	2,704	5,860	70,316	33.81	38.84	50.71	16.90
	4	5	2,924	6,336	76,036	26.11	27.74	39.17	13.06	2,924	6,336	76,036	36.56	38.84	54.83	18.28
	5	6	3,070	6,652	79,818	27.41	28.78	41.12	13.71	3,070	6,652	79,818	38.37	40.29	57.56	19.19
	6	7	3,070	6,652	79,818	27.41	28.78	41.12	13.71	3,070	6,652	79,818	38.37	40.29	57.56	19.19
	7	8	3,070	6,652	79,818	27.41	28.78	41.12	13.71	3,070	6,652	79,818	38.37	40.29	57.56	19.19
	8	9	3,070	6,652	79,818	27.41	28.78	41.12	13.71	3,070	6,652	79,818	38.37	40.29	57.56	19.19
	9	10	3,160	6,846	82,158	28.21	29.62	42.32	14.11	3,160	6,846	82,158	39.50	41.47	59.25	19.75
	14	11	3,249	7,039	84,474	29.01	30.46	43.51	14.50	3,249	7,039	84,474	40.61	42.64	60.92	20.31

ENGINEER Y02/1031	Start	1														
	1	2	3,107	6,732	80,786	27.74	31.37	41.61	13.87	3,107	6,732	80,786	38.84	43.92	58.26	19.42
	2	3	3,263	7,069	84,828	29.13	31.37	43.70	14.57	3,263	7,069	84,828	40.78	43.92	61.17	20.39
	3	4	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	4	5	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	5	6	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	6	7	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	7	8	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	8	9	3,361	7,282	87,381	30.01	31.51	45.01	15.00	3,361	7,282	87,381	42.01	44.11	63.02	21.01
	9	10	3,459	7,494	89,934	30.88	32.43	46.33	15.44	3,459	7,494	89,934	43.24	45.40	64.86	21.62
	14	11	3,556	7,705	92,463	31.75	33.34	47.63	15.88	3,556	7,705	92,463	44.45	46.68	66.68	22.23

LIEUTENANT Y03/1030	Start	1														
	1	2														
	2	3														
	3	4														
	4	5														
	5	6														
	6	7														
	7	8														
	8	9														
	9	10														
	14	11														

LIEUTENANT Y03/1030	Start	1														
	1	2														
	2	3														
	3	4														
	4	5														
	5	6														
	6	7														
	7	8														
	8	9														
	9	10														
	14	11														

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.

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.

**CITY OF FORT WORTH**  
**Fire Civil Service Classifications**  
**Salary Schedule for FY 2021-2022**

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

CAPTAIN Y04/1029	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7	3,916	8,485	101,822	34.97	39.95	52.45	17.48
	7	8	4,112	8,909	106,904	36.71	39.95	55.07	18.36
	8	9	4,112	8,909	106,904	36.71	39.95	55.07	18.36
	9	10	4,232	9,169	110,024	37.78	39.95	56.67	18.89
	14	11	4,351	9,427	113,120	38.85	40.79	58.27	19.42

BATTALION CHIEF Y05/1028	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7							
	7	8							
	8	9	4,474	9,695	116,335	39.95	43.51	59.93	19.98
	9	10	4,835	10,476	125,718	43.17	45.33	64.76	21.59
	14	11	4,972	10,772	129,263	44.39	46.61	66.58	22.19

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
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Rate calculations:  
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 56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

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

3,916	8,485	101,822	48.95	55.93	73.43	24.48
4,112	8,909	106,904	51.40	55.93	77.09	25.70
4,112	8,909	106,904	51.40	55.93	77.09	25.70
4,232	9,169	110,024	52.90	55.93	79.34	26.45
4,351	9,427	113,120	54.38	57.10	81.58	27.19

4,474	9,695	116,335	55.93	60.91	83.90	27.97
4,835	10,476	125,718	60.44	63.46	90.66	30.22
4,972	10,772	129,263	62.15	65.25	93.22	31.07

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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Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).  
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## Addendum B

FY2022 Fire Command Staff Pay Ranges			
Rank	Grade	Min \$/hr	Max \$/hr
Fire Deputy Chief	Y07 - 40 Hr	62.74	72.77
Fire Deputy Chief	Y07 - 56 Hr	44.81	51.98
Fire Assistant Chief	Y08	70.49	81.77
Fire Chief	311	70.37	116.12