



Committed to Your Health and Safety through Exceptional Service

**FFD FIRE PAY PLAN 2021-2022**  
Effective 01-03-2022

POSITION	GRADE	JOB CODE	SHIFT CODE	PERIOD	STEP - 0	STEP - 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6	* POTENTIAL EARNINGS AFTER TOPPING OUT 3% LUMP SUM
Firefighter/EMT	36	3010 3000	36A 36B	Annual	\$68,500.12	\$70,555.16	\$72,671.82	\$74,706.58	\$76,798.28	\$78,948.74	\$81,159.00	\$83,593.77
				Monthly	\$5,708.34	\$5,879.60	\$6,055.99	\$6,225.55	\$6,399.86	\$6,579.06	\$6,763.25	
				Bi-Weekly	\$2,634.62	\$2,713.66	\$2,795.07	\$2,873.33	\$2,953.78	\$3,036.49	\$3,121.50	
				Hourly (2080)	\$32.9327	\$33.9207	\$34.9384	\$35.9166	\$36.9222	\$37.9561	\$39.0188	
Driver Operator/EMT	46	3011 3012	46A 46B	Annual	For DO/EMT, \$7,280 was added to base pay of FF/EMT rank			\$81,986.58	\$84,078.28	\$86,228.74	\$88,439.00	\$91,092.17
				Monthly				\$6,832.22	\$7,006.52	\$7,185.73	\$7,369.92	
				Bi-Weekly				\$3,153.33	\$3,233.78	\$3,316.49	\$3,401.50	
				Hourly (2080)				\$39.4166	\$40.4223	\$41.4561	\$42.5188	
Firefighter/Paramedic	45	3006 3005	45A 45B	Annual	\$77,000.04	\$79,194.44	\$81,411.98	\$83,040.36	\$84,700.98	\$86,395.14	\$88,122.84	\$90,766.53
				Monthly	\$6,416.67	\$6,599.54	\$6,784.33	\$6,920.03	\$7,058.42	\$7,199.60	\$7,343.57	
				Bi-Weekly	\$2,961.54	\$3,045.94	\$3,131.23	\$3,193.86	\$3,257.73	\$3,322.89	\$3,389.34	
				Hourly (2080)	\$37.0192	\$38.0743	\$39.1404	\$39.9232	\$40.7216	\$41.5361	\$42.3668	
Driver Operator/Paramedic	47	3013 3014	47A 47B	Annual	For DO/PARA, \$7,280 was added to base pay of FF/PARA rank			\$90,320.36	\$91,980.98	\$93,675.14	\$95,402.84	\$98,264.93
				Monthly				\$7,526.70	\$7,665.08	\$7,806.26	\$7,950.24	
				Bi-Weekly				\$3,473.86	\$3,537.73	\$3,602.89	\$3,669.34	
				Hourly (2080)				\$43.4232	\$44.2216	\$45.0361	\$45.8668	
Fire Lieutenant EOD Investigator	50	3203 3207	50A 50B	Annual		\$101,213.06	\$104,249.34					\$107,376.82
				Monthly		\$8,434.42	\$8,687.45					
				Bi-Weekly		\$3,892.81	\$4,009.59					
				Hourly (2080)		\$48.6601	\$50.1199					
Fire Captain	56	3202 3201/3206	56A 56B	Annual	\$110,598.28	\$113,916.14	\$117,333.58					\$120,853.59
				Monthly	\$9,216.52	\$9,493.01	\$9,777.80					
				Bi-Weekly	\$4,253.78	\$4,381.39	\$4,512.83					
				Hourly (2080)	\$53.1722	\$54.7674	\$56.4104					
Fire Battalion Chief Deputy Fire Marshal	59	3402 3410	59A 59B	Annual	\$127,899.46	\$131,096.68						\$135,029.58
				Monthly	\$10,658.29	\$10,924.72						
				Bi-Weekly	\$4,919.21	\$5,042.18						
				Hourly (2080)	\$61.4901	\$63.0273						
Fire Deputy Chief Fire Marshal	63	3405 3407	63A 63B	Annual	\$140,808.98	\$144,329.12						\$148,658.99
				Monthly	\$11,734.08	\$12,027.43						
				Bi-Weekly	\$5,415.73	\$5,551.12						
				Hourly (2080)	\$67.6966	\$69.3890						
Assistant Fire Chief	67	3411 3403	67A	Annual	\$152,825.14	\$157,409.72						\$162,132.01
				Monthly	\$12,735.43	\$13,117.48						
				Bi-Weekly	\$5,877.89	\$6,054.22						
				Hourly (2080)	\$73.4736	\$75.6778						
Fire Investigator	42	1514	42A	Annual		\$77,700.22	\$80,808.00	\$83,232.24	\$85,313.02	\$87,445.80	\$89,632.14	\$92,321.10
				Monthly		\$6,475.02	\$6,734.00	\$6,936.02	\$7,109.42	\$7,287.15	\$7,469.35	
				Bi-Weekly		\$2,988.47	\$3,108.00	\$3,201.24	\$3,281.27	\$3,363.30	\$3,447.39	
				Hourly (2080)		37.3559	38.8500	40.0155	41.0159	42.0413	43.0924	
POSITION	GRADE	JOB CODE	SHIFT CODE	PERIOD	STEP - 0							
PT Paramedic - Special Events	35	3001	35A	Hourly	\$32.0000							

\* After each rank reaches their last step, they are eligible to receive a lump sum amount at an average of 3% each year until they move ranks or if the step pay plan gets adjusted.



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CERTIFICATION/EDUCATION PAY

LATERAL HIRING PROGRAM

YEARS EXPERIENCE		STEP-0	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5	STEP-6
	EMT	\$68,500.12	\$70,555.16	\$72,671.82	\$74,706.58	\$76,798.28	\$78,948.74	\$81,159.00
	PARAMEDIC	\$77,000.04	\$79,194.44	\$81,411.98	\$83,040.36	\$84,700.98	\$86,395.14	\$88,122.84
1								
2								
3								
4								
5								
<b>STARTING PAY</b>								

TCCFP-certified Firefighter candidates are eligible for lateral pay (up to step 5) provided the following criteria are met:

- Current Texas Commission on Fire Protection (TCCFP) certified firefighters with at least one (1) year of continuous service as a full-time paid firefighter as defined by TCCFP
- Multiple agency service time should count if the agencies meet the above criteria and there was no break in service between agencies
- In cases where there is a break in service, only the most recent agency time will be considered

Out of state full-time paid firefighter experience will be eligible toward service time as long as the above conditions are met.

FY20-21

Certifications	Payment	Eligible Ranks
Intermediate	\$50/month	Firefighters up to and including Battalion Chief, Fire Inspector and Fire Investigator
Advanced	\$80/month	
Master	\$120/month	
Investigator	\$150/month	Firefighters up to and including Fire Chief
Paramedic	\$350/month	Fire Inspector only
		Fire Lieutenants and Fire Captain ranks only
Bilingual Pay		Eligible Ranks
Conversational	\$25/month	All Ranks Are Eligible
Reading	\$25/month	
Writing	\$25/month	
Conversational, Reading & Writing	\$25/month	
Translator	\$25/month	
Education		Eligible Ranks
Associate's Degree	\$50/month	Firefighter up to and including Battalion Chief and Fire Investigator
Bachelor's Degree	\$150/month	
Master's Degree	\$200/month	Firefighter up to and including Fire Chief and Fire Investigator
Assignment Pay		
FTO	\$50 per occurrence	Occurrence is One Pay Period

Eligibility for Certification/Education Pay begins upon employee's successful completion of their probationary period.

Retro actions will not go back past the beginning of the fiscal year.