



Committed to Your Health and Safety through Exceptional Service

FFD FIRE PAY PLAN 2020 - 2021  
Effective 08/03/2020

POSITION	GRADE	JOB CODE	SHIFT CODE	PERIOD	STEP - 0	STEP - 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6	** STEP - 7 **	POTENTIAL EARNINGS AT TOP OUT	
Firefighter/EMT	36	3010 3000	36A 36B	Annual	\$65,660.14	\$67,630.68	\$69,659.72	\$71,749.08	\$73,901.88	\$76,118.90	\$78,402.22	\$80,754.29	\$83,176.92	
				Monthly	\$5,471.68	\$5,635.89	\$5,804.98	\$5,979.09	\$6,158.49	\$6,343.24	\$6,533.52	\$6,729.52	\$6,925.19	\$7,121.19
				Bi-Weekly	\$2,525.39	\$2,601.18	\$2,679.22	\$2,759.58	\$2,842.38	\$2,927.65	\$3,015.47	\$3,105.19	\$3,195.19	\$3,285.19
				Hourly (2080)	\$31.5674	\$32.5148	\$33.4903	\$34.4948	\$35.5298	\$36.5956	\$37.6934	\$38.8242	\$39.9340	\$41.0248
				Hourly (2912)	\$22.5481	\$23.2248	\$23.9216	\$24.6391	\$25.3784	\$26.1397	\$26.9238	\$27.7316	\$28.5616	\$29.4140
Firefighter/Paramedic	45	3006 3005	45A 45B	Annual	\$70,161.52	\$72,130.76	\$74,160.32	\$76,249.94	\$78,402.48	\$80,619.24	\$82,903.34	\$85,224.63	\$87,781.37	
				Monthly	\$5,846.79	\$6,010.90	\$6,180.03	\$6,354.16	\$6,533.54	\$6,718.27	\$6,908.61	\$7,102.05	\$7,298.25	\$7,495.19
				Bi-Weekly	\$2,698.52	\$2,774.26	\$2,852.32	\$2,932.69	\$3,015.48	\$3,101.74	\$3,188.59	\$3,276.25	\$3,364.25	\$3,452.25
				Hourly (2080)	\$33.7315	\$34.6783	\$35.6540	\$36.6586	\$37.6935	\$38.7593	\$39.8574	\$40.9734	\$42.1000	\$43.2271
				Hourly (2912)	\$24.0939	\$24.7702	\$25.4671	\$26.1847	\$26.9239	\$27.6852	\$28.4696	\$29.2667	\$29.9996	\$30.7196
Driver Operator/EMT	46	3011 3012	46A 46B	Annual				\$79,029.08	\$81,181.88	\$83,398.90	\$85,682.22	\$88,034.44	\$90,675.47	
				Monthly				\$6,585.76	\$6,765.16	\$6,949.91	\$7,140.19	\$7,336.20	\$7,533.20	\$7,731.20
				Bi-Weekly				\$3,039.58	\$3,042.38	\$3,127.65	\$3,215.47	\$3,275.19	\$3,325.19	\$3,375.19
				Hourly (2080)				\$37.9948	\$39.0298	\$40.0956	\$41.1934	\$42.3242	\$43.4340	\$44.5248
				Hourly (2912)				\$27.1391	\$27.8784	\$28.6397	\$29.4238	\$30.2316	\$31.0248	\$31.8196
Driver Operator/Paramedic	47	3013 3014	47A 47B	Annual				\$83,529.94	\$85,682.48	\$87,899.24	\$90,183.60	\$92,504.62	\$95,279.76	
				Monthly				\$6,960.83	\$7,140.21	\$7,324.94	\$7,515.30	\$7,708.72	\$7,902.25	\$8,095.19
				Bi-Weekly				\$3,132.69	\$3,215.48	\$3,300.74	\$3,388.59	\$3,476.25	\$3,564.25	\$3,652.25
				Hourly (2080)				\$40.1586	\$41.1935	\$42.2593	\$43.3575	\$44.4734	\$45.5696	\$46.6248
				Hourly (2912)				\$28.6847	\$29.4239	\$30.1852	\$30.9696	\$31.7667	\$32.5616	\$33.3196
Fire Lieutenant EOD Investigator	50	3203 3207 3200	50A 50B	Annual		\$97,039.02	\$99,950.24						\$102,948.75	
				Monthly		\$8,086.59	\$8,329.19							
				Bi-Weekly		\$3,732.27	\$3,844.24							
				Hourly (2080)		\$46.6534	\$48.0530							
				Hourly (2912)		\$33.3238	\$34.3236							
Fire Captain	56	3202 3201/3206	56A 56B	Annual	\$104,946.66	\$108,095.00	\$111,337.72						\$114,677.85	
				Monthly	\$8,745.56	\$9,007.92	\$9,278.14							
				Bi-Weekly	\$4,036.41	\$4,157.50	\$4,282.22							
				Hourly (2080)	\$50.4551	\$51.9688	\$53.5278							
				Hourly (2912)	\$36.0394	\$37.1205	\$38.2341							
Fire Battalion Chief Deputy Fire Marshal	59	3402 3410 3400	59A 59B	Annual	\$121,723.68	\$125,375.12							\$129,136.37	
				Monthly	\$10,143.64	\$10,447.93								
				Bi-Weekly	\$4,681.68	\$4,822.12								
				Hourly (2080)	\$58.5210	\$60.2765								
				Hourly (2912)	\$41.8007	\$43.0546								
Fire Deputy Chief Fire Marshal	63	3405 3407 3411	63A 63B	Annual	\$134,915.56	\$138,963.24							\$143,132.14	
				Monthly	\$11,242.96	\$11,580.27								
				Bi-Weekly	\$5,189.06	\$5,344.74								
				Hourly (2080)	\$64.8633	\$66.8093								
				Hourly (2912)	\$46.3309	\$47.7209								
Assistant Fire Chief	67	3403	67A	Annual	\$145,911.22	\$152,477.52							\$157,051.85	
				Monthly	\$12,159.27	\$12,706.46								
				Bi-Weekly	\$5,611.97	\$5,864.52								
				Hourly (2080)	\$70.1496	\$73.3065								
				Hourly (2912)										
PT Paramedic - Special Events	35	3001	35A	Annual	\$63,117.08									
				Monthly	\$5,259.76									
				Bi-Weekly	\$2,427.58									
				Hourly (2080)	\$30.3448									
				Hourly (2912)										

\*\* Step 7 \*\* Firefighter, Firefighter/Paramedic, and Driver Operator to be implemented effective 10/1/2020.



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CERTIFICATION/EDUCATION PAY

LATERAL HIRING PROGRAM

	STEP - 0	STEP - 1	STEP - 2	STEP - 3	STEP - 4	STEP - 5	STEP - 6	STEP - 7
YEARS EXPERIENCE	\$70,161.52	\$72,130.76	\$74,160.32	\$76,249.94	\$78,402.48	\$80,619.24	\$82,903.34	\$85,224.63
1								
2								
3								
4								
5								
	STARTING PAY							

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

- Current Texas Commission Fire Protection (TCFP) certified firefighters with at least one (1) year of continuous service as a full-time paid firefighter as defined by TCFP
- 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	
Paramedic	\$350/month	
<b>Bilingual Pay</b>		<b>Eligible Ranks</b>
Conversational	\$25/month	All Ranks Are Eligible
Reading	\$25/month	
Writing	\$25/month	
Conversational, Reading & Writing	\$25/month	
Translator	\$25/month	
<b>Education</b>		<b>Eligible Ranks</b>
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	
<b>Assignment Pay</b>		
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.