



FY 2024-2025 Fire Department Step Plan

Effective 10/1/2024



Fire Rescue Operations 48/96 Positions: Fire Department non-exempt (hourly) positions are eligible for overtime pay. Bi-weekly wages are based on 24-hour shifts averaging 56-hours per week, or 2912 hours worked per year. In accordance with the provisions of Section 142.0015 (b) of the Texas Local Government Code, hours worked in excess of 212 hours in each 28-day work period are paid at the appropriate overtime rate. Earnings are based on actual number of hours worked and other employment related pay.

Administration/Fire Prevention Positions: Fire Inspector, Fire Marshal, and Training Officer are non-exempt (hourly) positions eligible for overtime. Bi-weekly wages are based on a 40-hour work week, or 2080 hours per year, which equals 1 full-time equivalent (FTE) position. Earnings are based on actual number of hours worked and other employment related pay.

Pay Grade	Position Title	FLSA	Type	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12
PSN-E	Firefighter/EMT	NE	Hourly	\$22.54	\$22.99	\$23.45	\$23.92	\$24.40							
			Bi-Weekly	\$2,524	\$2,575	\$2,626	\$2,679	\$2,733							
			Monthly	\$5,470	\$5,579	\$5,691	\$5,805	\$5,921							
			Annually	\$65,636	\$66,947	\$68,286	\$69,655	\$71,053							

PSN-F	Firefighter/Paramedic	NE	Hourly	\$24.68	\$25.17	\$25.67	\$26.18	\$26.70	\$27.23	\$27.77	\$28.33	\$28.90	\$29.48	\$30.07	\$30.67
			Bi-Weekly	\$2,764	\$2,819	\$2,875	\$2,932	\$2,990	\$3,050	\$3,110	\$3,173	\$3,237	\$3,302	\$3,368	\$3,435
			Monthly	\$5,989	\$6,108	\$6,229	\$6,353	\$6,479	\$6,608	\$6,739	\$6,875	\$7,013	\$7,154	\$7,297	\$7,443
			Annually	\$71,868	\$73,295	\$74,751	\$76,236	\$77,750	\$79,294	\$80,866	\$82,497	\$84,157	\$85,846	\$87,564	\$89,311

PSN-D/F/FI	Driver/Engineer	NE	Hourly	\$29.48	\$30.07	\$30.67	\$31.28	\$31.91	\$32.55	\$33.20	\$33.86	\$34.54
	Field Training Paramedic			Hourly (40)	\$41.27	\$42.10	\$42.94	\$43.79	\$44.67	\$45.57	\$46.48	\$47.40
	Fire Inspector	NE	Bi-Weekly	\$3,302	\$3,368	\$3,435	\$3,503	\$3,574	\$3,646	\$3,718	\$3,792	\$3,868
			Monthly	\$7,154	\$7,297	\$7,443	\$7,591	\$7,743	\$7,899	\$8,057	\$8,217	\$8,382
			Annually	\$85,846	\$87,564	\$89,311	\$91,087	\$92,922	\$94,786	\$96,678	\$98,600	\$100,580

PSN-FC	Captain	NE	Hourly	\$35.03	\$35.73	\$36.44	\$37.17	\$37.91	\$38.67	\$39.44	\$40.23	\$41.03
			Bi-Weekly	\$3,923	\$4,002	\$4,081	\$4,163	\$4,246	\$4,331	\$4,417	\$4,506	\$4,595
			Monthly	\$8,501	\$8,670	\$8,843	\$9,020	\$9,199	\$9,384	\$9,571	\$9,762	\$9,957
			Annually	\$102,007	\$104,046	\$106,113	\$108,239	\$110,394	\$112,607	\$114,849	\$117,150	\$119,479

PSN-BC/FM/TO	Battalion Chief	NE	Hourly	\$40.01	\$40.81	\$41.63	\$42.46	\$43.31	\$44.18	\$45.06
	Fire Marshal			Hourly (40)	\$56.01	\$57.13	\$58.28	\$59.44	\$60.63	\$61.85
	Training Officer		Bi-Weekly	\$4,481	\$4,571	\$4,663	\$4,756	\$4,851	\$4,948	\$5,047
			Monthly	\$9,709	\$9,903	\$10,102	\$10,304	\$10,510	\$10,721	\$10,935
			Annually	\$116,509	\$118,839	\$121,227	\$123,644	\$126,119	\$128,652	\$131,215