



FY 2025-26 Fire Department Step Plan

Effective 10/1/2025



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
PSN-E	Firefighter/EMT	NE	Hourly	\$23.86	\$24.34	\$24.83	\$25.33	\$25.84					
			Bi-Weekly	\$2,672	\$2,726	\$2,781	\$2,837	\$2,894					
			Monthly	\$5,790	\$5,907	\$6,025	\$6,147	\$6,271					
			Annually	\$69,480	\$70,878	\$72,305	\$73,761	\$75,246					

PSN-F	Firefighter/Paramedic	NE	Hourly	\$26.12	\$26.64	\$27.17	\$27.71	\$28.26	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21
			Bi-Weekly	\$2,925	\$2,984	\$3,043	\$3,104	\$3,165	\$3,229	\$3,294	\$3,360	\$3,427	\$3,496
			Monthly	\$6,338	\$6,465	\$6,593	\$6,724	\$6,858	\$6,996	\$7,137	\$7,280	\$7,426	\$7,574
			Annually	\$76,061	\$77,576	\$79,119	\$80,692	\$82,293	\$83,953	\$85,642	\$87,360	\$89,107	\$90,884

PSN-D/F/FI	Driver/Engineer	NE	Hourly	\$31.83	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15	\$35.85
	Field Training Paramedic		Hourly (40)	\$44.56	\$45.46	\$46.37	\$47.29	\$48.24	\$49.21	\$50.19
	Fire Inspector		Bi-Weekly	\$3,565	\$3,637	\$3,709	\$3,783	\$3,860	\$3,937	\$4,015
			Monthly	\$7,724	\$7,879	\$8,037	\$8,197	\$8,362	\$8,530	\$8,700
			Annually	\$92,689	\$94,553	\$96,445	\$98,367	\$100,348	\$102,357	\$104,395

PSN-FC	Captain (Fire)	NE	Hourly	\$37.08	\$37.82	\$38.58	\$39.35	\$40.14	\$40.94	\$41.76
	Captain (EMS)		Hourly (40)	\$51.91	\$52.95	\$54.01	\$55.09	\$56.20	\$57.32	\$58.46
			Bi-Weekly	\$4,153	\$4,236	\$4,321	\$4,407	\$4,496	\$4,585	\$4,677
			Monthly	\$8,998	\$9,178	\$9,362	\$9,549	\$9,741	\$9,935	\$10,134
			Annually	\$107,977	\$110,132	\$112,345	\$114,587	\$116,888	\$119,217	\$121,605

PSN-BC/FM/TO	Battalion Chief	NE	Hourly	\$42.60	\$43.45	\$44.32	\$45.21	\$46.11	\$47.03	\$47.97	
	Fire Marshal		Hourly (40)	\$59.63	\$60.83	\$62.05	\$63.29	\$64.55	\$65.84	\$67.16	
			Training Officer	Bi-Weekly	\$4,771	\$4,866	\$4,964	\$5,064	\$5,164	\$5,267	\$5,373
				Monthly	\$10,336	\$10,544	\$10,755	\$10,971	\$11,189	\$11,413	\$11,641
			Annually	\$124,037	\$126,526	\$129,060	\$131,652	\$134,272	\$136,951	\$139,689	