



**City of Denton  
Civil Service Fire Pay Plan  
FY 2016-2017**

Effective March 25, 2017

Position ID	Title		Step A*	Step B*	Step C*	Step D*	Step E*	Step F*
				2 Years	3 Years	4 Years	5 Years	7 Years
IA0010	Fire Fighter	Annual	\$60,654.88	\$64,390.56	\$68,126.24	\$71,859.84	\$75,595.52	\$79,333.28
		Monthly	\$5,054.57	\$5,365.88	\$5,677.19	\$5,988.32	\$6,299.63	\$6,611.11
		Shift Hourly ^	\$19.861	\$21.084	\$22.307	\$23.530	\$24.753	\$25.977
		40-Hour Hourly	\$29.161	\$30.957	\$32.753	\$34.548	\$36.344	\$38.141

Position ID	Title		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IB0010	Fire Driver	Annual	\$83,491.20	\$85,221.76	\$86,954.40
		Monthly	\$6,957.60	\$7,101.81	\$7,246.20
		Shift Hourly ^	\$27.338	\$27.905	\$28.472
		40-Hour Hourly	\$40.140	\$40.972	\$41.805
IC0010	Fire Captain	Annual	\$102,593.92	\$105,185.60	\$107,779.36
		Monthly	\$8,549.49	\$8,765.47	\$8,981.61
		Shift Hourly ^	\$33.593	\$34.442	\$35.291
		40-Hour Hourly	\$49.324	\$50.570	\$51.817
ID0010	Fire Battalion Chief	Annual	\$116,700.48	\$120,404.96	\$124,105.28
		Monthly	\$9,725.04	\$10,033.75	\$10,342.11
		Shift Hourly ^	\$38.212	\$39.425	\$40.637
		40-Hour Hourly	\$56.106	\$57.887	\$59.666

Position ID	Title		Step A*	Step B*	Step C*	Step D*	Step E*	Step F*
			1 Year	2 Years	3 Years	4 Years	5 Years	7 Years
IG0025	Fire Inspector Specialist I	Annual	\$60,654.88	\$64,390.56	\$68,126.24	\$71,859.84	\$75,595.52	\$79,333.28
		Monthly	\$5,054.57	\$5,365.88	\$5,677.19	\$5,988.32	\$6,299.63	\$6,611.11
		40-Hour Hourly	\$29.161	\$30.957	\$32.753	\$34.548	\$36.344	\$38.141

Position ID	Title		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IG0026	Fire Inspector Specialist II	Annual	\$83,491.20	\$85,221.76	\$86,954.40
		Monthly	\$6,957.60	\$7,101.81	\$7,246.20
		40-Hour Hourly	\$40.140	\$40.972	\$41.805
IG0045	Fire Protection Specialist	Annual	\$102,593.92	\$105,185.60	\$107,779.36
IG0071	Fire Community Services Officer	Monthly	\$8,549.49	\$8,765.47	\$8,981.61
		40-Hour Hourly	\$49.324	\$50.570	\$51.817
IG0050	Emergency Management Program Manager	Annual	\$116,700.48	\$120,404.96	\$124,105.28
IG0065	Deputy Fire Marshal	Monthly	\$9,725.04	\$10,033.75	\$10,342.11
		40-Hour Hourly	\$56.106	\$57.887	\$59.666

The Fire Marshal and Assistant Fire Chief are appointed by the Fire Chief, as such salary will be determined by the Chief.

Position ID	Title		Minimum	P25	P50	Maximum
IG0080	Fire Marshal	Annual	\$127,524.80	\$131,705.60	\$135,886.40	\$144,248.00
IG0090	Assistant Fire Chief	Monthly	\$10,627.07	\$10,975.47	\$11,323.87	\$12,020.67
		Hourly	\$61.310	\$63.320	\$65.330	\$69.350

\* Step increases are based on anniversary date.

\*\* Time in Rank.

^ Shift Rate Calculation: (a\*d) + (b\*c\*d\*e) = annualized rate

a = 2928 annual hours worked including FLSA overtime hours (120 actual hours worked \* 18 pay cycles + 96 actual hours worked \* 8 pay cycles). The City adopted a 14 day work period. Per FLSA, the maximum hours worked before overtime is 106.

b = Number of pay cycles overtime is worked (18)

c = Number of overtime hours per 120 hour pay cycle (14)

d = hourly rate

e = overtime rate (1/2)



**City of Denton**  
**Civil Service Fire**  
**Assignment, Cellular, Certification and Education Pay**  
**FY 2017-2018**

Effective October 1, 2017

Assignment	Annualized Rate	Monthly	Pay Period
Community Service Officer	\$6,000.00	\$500.00	\$230.769
Emergency Management Program Manager	\$7,200.00	\$600.00	\$276.923
Emergency Medical Services Chief	\$7,200.00	\$600.00	\$276.923
Field Training Officer	\$900.00	\$75.00	\$34.615
Fire Inspector Specialist I	\$3,600.00	\$300.00	\$138.462
Fire Inspector Specialist II	\$4,800.00	\$400.00	\$184.615
Fire Prevention Deputy Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Prevention Fire Marshal	\$7,200.00	\$600.00	\$276.923
Fire Protection Specialist	\$6,000.00	\$500.00	\$230.769
Logistics/Maintenance Captain	\$6,000.00	\$500.00	\$230.769
Operations Division - Assistant Fire Chief	\$7,200.00	\$600.00	\$276.923
Safety and Wellness Chief	\$7,200.00	\$600.00	\$276.923
Training Captain	\$6,000.00	\$500.00	\$230.769
Training Chief	\$7,200.00	\$600.00	\$276.923

Cellular Phone	Annualized Rate	Monthly	Pay Period
Depends on assignment and whether the employee chooses an allowance			

Specialty Certification	Annualized Rate	Monthly	Pay Period
Aircraft Rescue Firefighting (ARFF)	\$600.00	\$50.00	\$23.077
Bomb Technician	\$600.00	\$50.00	\$23.077
HAZMAT Team	\$600.00	\$50.00	\$23.077

Fire & EMS Certification <sup>1</sup>	Annualized Rate	Monthly	Pay Period
Intermediate - Fire	\$1080.00	\$90.00	\$41.538
Advanced - Fire	\$1800.00	\$150.00	\$69.231
Master - Fire	\$2520.00	\$210.00	\$96.923
Paramedic <sup>2</sup>	\$1200.00	\$100.00	\$46.154

Education	Annualized Rate	Monthly	Pay Period
30 hours toward degree	\$720.00	\$60.00	\$27.692
Associates Degree	\$1,080.00	\$90.00	\$41.538
Bachelor's Degree	\$1,800.00	\$150.00	\$69.231
Master's Degree	\$2,520.00	\$210.00	\$96.923

<sup>1</sup> Fire & EMS Certification and education pays are not cumulative. Employee will receive the higher of the amounts.

<sup>2</sup> Fire's Paramedic pay is cumulative with one fire certification or education level. Other certifications are not cumulative.