



**City of Denton  
Civil Service Fire Pay Plan  
FY 2021-2022**

Effective March 19, 2022

Position ID	Title	Pay Grade		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IA0010	Fire Fighter	IA10	Annual	\$72,835.36	\$76,664.64	\$80,493.92	\$84,323.20	\$88,154.56	\$91,985.92
			Monthly	\$6,069.61	\$6,388.72	\$6,707.83	\$7,026.93	\$7,346.21	\$7,665.49
			Shift Hourly ^	\$23.849	\$25.103	\$26.357	\$27.611	\$28.865	\$30.120
			40-Hr Hourly	\$35.017	\$36.858	\$38.699	\$40.540	\$42.382	\$44.224

Position ID	Title	Pay Grade		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IB0010	Fire Driver	IB10	Annual	\$95,532.32	\$98,084.48	\$101,487.36
			Monthly	\$7,961.03	\$8,173.71	\$8,457.28
			Shift Hourly ^	\$31.281	\$32.117	\$33.231
			40-Hour Hourly	\$45.929	\$47.156	\$48.792
IC0010	Fire Captain	IC10	Annual	\$117,178.88	\$120,421.60	\$123,666.40
			Monthly	\$9,764.91	\$10,035.13	\$10,305.53
			Shift Hourly ^	\$38.369	\$39.431	\$40.493
			40-Hour Hourly	\$56.336	\$57.895	\$59.455
ID0010	Fire Battalion Chief	ID10	Annual	\$133,964.48	\$138,168.16	\$142,371.84
			Monthly	\$11,163.71	\$11,514.01	\$11,864.32
			Shift Hourly ^	\$43.865	\$45.242	\$46.618
			40-Hour Hourly	\$64.406	\$66.427	\$68.448

Position ID	Title	Pay Grade		Step A*	Step B* 2 Years	Step C* 3 Years	Step D* 4 Years	Step E* 5 Years	Step F* 7 Years
IG0027	Fire Inspector Specialist I/ Deputy Fire Marshal I	IG25	Annual	\$72,835.36	\$76,664.64	\$80,493.92	\$84,323.20	\$88,154.56	\$91,985.92
			Monthly	\$6,069.61	\$6,388.72	\$6,707.83	\$7,026.93	\$7,346.21	\$7,665.49
			40-Hour Hourly	\$35.017	\$36.858	\$38.699	\$40.540	\$42.382	\$44.224

Position ID	Title	Pay Grade		Step A At Promotion	Step B** 2 Years	Step C** 4 Years
IG0028	Fire Inspector Specialist II/ Deputy Fire Marshal II	IG26	Annual	\$95,532.32	\$98,084.48	\$101,487.36
			Monthly	\$7,961.03	\$8,173.71	\$8,457.28
			40-Hour Hourly	\$45.929	\$47.156	\$48.792
IG0046	Fire Protection Specialist/ Deputy Fire Marshal III	IG45	Annual	\$117,178.88	\$120,421.60	\$123,666.40
			Monthly	\$9,764.91	\$10,035.13	\$10,305.53
IG0071	Fire Community Services Officer		40-Hour Hourly	\$56.336	\$57.895	\$59.455
IG0050	Emergency Management Program Mngr	IG50	Annual	\$133,964.48	\$138,168.16	\$142,371.84
IG0065	Deputy/Assistant Fire Marshal		Monthly	\$11,163.71	\$11,514.01	\$11,864.32
			40-Hour Hourly	\$64.406	\$66.427	\$68.448

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	Pay Grade		Minimum	P25	P50	Maximum
IG0081	Fire Marshal	IG80	Annual	\$140,000.00	\$143,750.00	\$147,500.00	\$155,000.00
			Monthly	\$11,666.67	\$11,979.17	\$12,291.67	\$12,916.67
			Hourly	\$67.308	\$69.111	\$70.913	\$74.519

Position ID	Title	Pay Grade		Minimum	P25	P50	Maximum
IG0090	Assistant Fire Chief	IG90	Annual	\$140,000.00	\$148,500.00	\$157,000.00	\$174,000.00
			Monthly	\$11,666.67	\$12,375.00	\$13,083.33	\$14,500.00
			Hourly	\$67.308	\$71.394	\$75.481	\$83.654

\* 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)