

City of Lubbock, TX
Human Resources Department
Fire Pay Schedule-40 hour Shifts
Effective October 1, 2012

Grade	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20
FCS7	Fire Deputy Chief																				
	H	49,034	49,859	50,684	51,509	52,334	53,159	53,983													
	B	3,922.76	3,988.74	4,054.73	4,120.71	4,186.70	4,252.68	4,318.67													
	A	101,991.63	103,707.26	105,422.89	107,138.52	108,854.15	110,569.78	112,285.41													
FCS6	Fire Division Chief																				
	H	47,273	47,456	47,639	47,822	48,005	48,188	48,371	48,555	48,738											
	B	3,781.80	3,796.46	3,811.11	3,825.76	3,840.41	3,855.07	3,869.72	3,884.37	3,899.02											
	A	98,326.89	98,707.86	99,088.82	99,469.79	99,850.75	100,231.72	100,612.69	100,993.65	101,374.62											
FCS5	Fire Battalion Chief																				
	H	43,559	43,900	44,241	44,583	44,924	45,266	45,607	45,949	46,290	46,632	46,973									
	B	3,484.69	3,512.00	3,539.32	3,566.63	3,593.95	3,621.26	3,648.58	3,675.89	3,703.21	3,730.52	3,757.83									
	A	90,601.89	91,312.07	92,022.25	92,732.43	93,442.61	94,152.79	94,862.98	95,573.16	96,283.34	96,993.52	97,703.70									
FCS4	Fire Captain																				
	H	37,883	38,166	38,449	38,732	39,015	39,298	39,581	39,865	40,148	40,431	40,714	40,997	41,280							
	B	3,030.66	3,053.30	3,075.94	3,098.59	3,121.23	3,143.87	3,166.52	3,189.16	3,211.80	3,234.45	3,257.09	3,279.73	3,302.38							
	A	78,797.10	79,385.83	79,974.56	80,563.28	81,152.01	81,740.74	82,329.47	82,918.19	83,506.92	84,095.65	84,684.38	85,273.10	85,861.83							
FCS3	Fire Lieutenant																				
	H	33,877	34,061	34,245	34,430	34,614	34,798	34,982	35,166	35,351	35,535	35,719	35,903	36,087	36,271	36,456					
	B	2,710.17	2,724.90	2,739.64	2,754.37	2,769.10	2,783.84	2,798.57	2,813.31	2,828.04	2,842.78	2,857.51	2,872.24	2,886.98	2,901.71	2,916.45					
	A	70,464.36	70,847.45	71,230.54	71,613.63	71,996.72	72,379.81	72,762.90	73,145.99	73,529.07	73,912.16	74,295.25	74,678.34	75,061.43	75,444.52	75,827.61					
FCS2	Fire Equipment Oper.																				
	H	31,272	31,416	31,560	31,705	31,849	31,993	32,138	32,282	32,426	32,570	32,715	32,859	33,003	33,148	33,292	33,436	33,580			
	B	2,501.75	2,513.29	2,524.84	2,536.38	2,547.92	2,559.46	2,571.01	2,582.55	2,594.09	2,605.64	2,617.18	2,628.72	2,640.26	2,651.81	2,663.35	2,674.89	2,686.44			
	A	65,045.49	65,345.61	65,645.72	65,945.84	66,245.95	66,546.07	66,846.19	67,146.30	67,446.42	67,746.54	68,046.65	68,346.77	68,646.88	68,947.00	69,247.12	69,547.23	69,847.35			
FCS1	Fire Fighter																				
	H	23,119	23,507	23,895	24,283	24,672	25,060	25,448	25,837	26,225	26,613	27,001	27,390	27,778	28,166	28,555	28,943	29,331	29,719	30,108	30,496
	B	1,849.48	1,880.55	1,911.61	1,942.67	1,973.73	2,004.80	2,035.86	2,066.92	2,097.99	2,129.05	2,160.11	2,191.17	2,222.24	2,253.30	2,284.36	2,315.42	2,346.49	2,377.55	2,408.61	2,439.67
	A	48,086.58	48,894.21	49,701.84	50,509.47	51,317.09	52,124.72	52,932.35	53,739.98	54,547.61	55,355.24	56,162.86	56,970.49	57,778.12	58,585.75	59,393.38	60,201.01	61,008.63	61,816.26	62,623.89	63,431.52
FNCS1	Prob. Fire Fighter																				
	H	21,796																			
	B	1,743.71																			
	A	45,336.48																			

Progression in each pay grade is based on seniority in that pay grade. Seniority is defined as the total time of employment as a police officer or fire fighter for the City of Lubbock. Time-off for disciplinary suspension does not constitute a loss of seniority time, nor does it constitute a break in service. The time involved in "move-up" is also not included. It does mean all years of service as a police officer or fire fighter with the City of Lubbock whether interrupted, or uninterrupted and not merely the last continuous period of service. Seniority credit shall be figured to five decimal places.

Employees who successfully complete one (1) year as Probationary Fire Fighter move to grade FCS1. Fire Fighters then progress through steps in FCS1 annually. Progress through the steps in the other grades also requires one year in each step. However, if the anniversary date occurs during the last half of the pay period, the increase does not become effective until the beginning of the next pay period.

Hourly rate=annual / 2,080. Biweekly rate= Hourly rate * 80. All conversions are approximate.