

PUBLIC SAFETY SALARY STRUCTURES – FY25

		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
FR	Paramedic/Fire Recruit <i>(Shift-2080 Hours)</i>	\$ 21.00									
F1F	Firefighter <i>(Shift-2912 Hours)</i>	\$ 24.55 \$ 71,490	\$ 25.62 \$ 74,605	\$ 26.69 \$ 77,721	\$ 27.76 \$ 80,837	\$ 28.83 \$ 83,953	\$ 29.69 \$ 86,457	\$ 30.55 \$ 88,962	\$ 31.41 \$ 91,466	\$ 32.27 \$ 93,970	\$ 33.13 \$ 96,475
F1P	Firefighter/Paramedic <i>(Shift-2912 Hours)</i>	\$ 27.00 \$ 78,624	\$ 28.18 \$ 82,060	\$ 29.36 \$ 85,496	\$ 30.54 \$ 88,932	\$ 31.72 \$ 92,369	\$ 32.67 \$ 95,135	\$ 33.62 \$ 97,901	\$ 34.57 \$ 100,668	\$ 35.52 \$ 103,434	\$ 36.47 \$ 106,201
F2F	Fire Engineer / Operator <i>(Shift-2912 Hours)</i>	\$ 28.77 \$ 83,778	\$ 30.02 \$ 87,418	\$ 31.27 \$ 91,058	\$ 32.52 \$ 94,698	\$ 33.78 \$ 98,367	\$ 34.79 \$ 101,308	\$ 35.80 \$ 104,250	\$ 36.81 \$ 107,191		
F3F	Fire Lieutenant <i>(Shift-2912 Hours)</i>	\$ 37.15 \$ 108,191	\$ 37.90 \$ 110,365	\$ 38.66 \$ 112,578	\$ 39.24 \$ 114,267	\$ 39.83 \$ 115,985	\$ 40.23 \$ 117,150	\$ 40.59 \$ 118,198	\$ 40.96 \$ 119,276		
F3G	Fire Lieutenant <i>(Non-Shift-2080 Hours)</i>	\$ 54.62 \$ 113,600	\$ 55.71 \$ 115,877	\$ 56.82 \$ 118,186	\$ 57.67 \$ 119,954	\$ 58.54 \$ 121,763	\$ 59.13 \$ 122,990	\$ 59.66 \$ 124,093	\$ 60.20 \$ 125,216		
F4F	Fire Captain <i>(Shift-2912 Hours)</i>	\$ 41.57 \$ 121,065	\$ 42.49 \$ 123,731	\$ 43.38 \$ 126,323	\$ 44.25 \$ 128,856	\$ 45.09 \$ 131,302	\$ 45.95 \$ 133,806				
F4G	Fire Captain <i>(Non-Shift-2080 Hours)</i>	\$ 61.11 \$ 127,118	\$ 62.46 \$ 129,917	\$ 63.77 \$ 132,642	\$ 65.05 \$ 135,304	\$ 66.29 \$ 137,883	\$ 67.55 \$ 140,504				
F5F	Battalion Chief <i>(Shift-2912 Hours)</i>	\$ 46.64 \$ 135,813	\$ 48.11 \$ 140,096	\$ 49.55 \$ 144,290	\$ 50.96 \$ 148,396	\$ 52.34 \$ 152,414	\$ 53.70 \$ 156,374				
F5G	Assistant Fire Marshal Battalion Chief <i>(Non-Shift-2080 Hours)</i>	\$ 67.91 \$ 141,246	\$ 70.05 \$ 145,704	\$ 72.15 \$ 150,072	\$ 74.21 \$ 154,357	\$ 76.22 \$ 158,538	\$ 78.20 \$ 162,656				
F6G	Assistant Chief of Fire-EMS <i>(Non-Shift-2080 Hours)</i>	\$ 79.18 \$ 164,689	\$ 80.97 \$ 168,418	\$ 82.71 \$ 172,037	\$ 84.40 \$ 175,552	\$ 86.04 \$ 178,963	\$ 87.62 \$ 182,250				

APPENDIX E – ADDITIONAL PAYS

Revised/Effective Pay Period 17 – Beginning 08/03/2024

SECTION I: AT THE CITY’S DISCRETION, THE FOLLOWING ARE A LIST OF APPROVED ADDITIONAL PAYS PROVIDED TO EMPLOYEES WHEN ON DUTY AND ACTING IN THE FOLLOWING CAPACITY:

A. LONGEVITY PAY *(Applies to all full-time employees)*

\$4 per month of service, paid annually to a maximum of \$1,200

B. STEP-UP PAY *(Applies to public safety employees)*

For Employees in the Public Safety Salary Structures: Employees riding up in a supervisory role will move to Step 1 of the Rank they are riding up in. Employees in a non-supervisory role will move up to the rank they are riding up in and back a step for each rank they move up, in compliance with their department’s pay policy.

C. INTERIM PAY

For Employees in the Public Safety Salary Structures: Employees serving an interim role in a supervisory position will move to Step 1 of the Rank. Employees in a non-supervisory role will move up to the rank they are serving as interim and back a step for each rank they move up, in compliance with their department’s pay policy.

For Employees in the Non-Exempt, Exempt and City Leadership Salary Structures: Pay in the amount of 5% for 1 salary range or 10% for 2 or more salary ranges, or the minimum of the range of the position, whichever is greater, for performing duties of a higher classification on an extended-term basis

D. ON-CALL PAY

\$0.59 per hour for all non-exempt employees, except shift firefighters

\$0.67 per hour for shift firefighters serving as on-call arson investigators

E. TEXAS DEPARTMENT OF PUBLIC SAFETY, LICENSES *(applies to employees in the City’s FMCSA Program)*

Commercial Driver License (Class A or Class B) – \$75.00 per pay period

F. WATER CERTIFICATION *(For Public Works, Water Utilities & Construction Inspector employees)*

Class D Certification \$11.54 per pay period

Class C Certification \$23.08 per pay period

Class B Certification \$34.62 per pay period

Class A Certification \$46.15 per pay period

G. WASTEWATER CERTIFICATION PAY *(For Public Works, Water Utilities & Construction Inspector employees)*

Class D Certification \$11.54 per pay period

Class C Certification \$23.08 per pay period

Class B Certification \$34.62 per pay period

Class A Certification \$46.15 per pay period

H. MUNICIPAL COURT CERTIFICATIONS *(For Municipal Court employees)*

Certified Court Clerk Level I \$11.54 per pay period

Certified Court Clerk Level II \$23.08 per pay period

Certified Court Clerk Level III \$34.62 per pay period

- | | |
|-------------------------|------------------------|
| Certified Court Manager | \$46.15 per pay period |
| ICM Fellow | \$57.69 per pay period |
- I. EDUCATION PAY** *(For certified Police Officer, Firefighter, and Dispatch employees)*
- | | |
|--------------------|------------------------|
| Associate's Degree | \$23.08 per pay period |
| Bachelor's Degree | \$46.15 per pay period |
| Master's Degree | \$69.23 per pay period |
- J. TCOLE CERTIFICATION PAY** *(For Police Officer & Fire Marshal employees)*
- | | |
|----------------------------|------------------------|
| Intermediate Certification | \$23.08 per pay period |
| Advanced Certification | \$46.15 per pay period |
| Master Certification | \$69.23 per pay period |
- K. TCOLE CERTIFICATION PAY** *(For Dispatch employees only)*
- | | |
|----------------------------|------------------------|
| Intermediate Certification | \$23.08 per pay period |
| Advanced Certification | \$46.15 per pay period |
| Master Certification | \$69.23 per pay period |
- L. TCFP CERTIFICATION PAY** *(For Firefighter employees only):*
- | | |
|----------------------------|------------------------|
| Intermediate Certification | \$23.08 per pay period |
| Advanced Certification | \$46.15 per pay period |
| Master Certification | \$69.23 per pay period |
- M. FIELD TRAINING OFFICER (FTO) PAY** *(for certified non-exempt Firefighter employees only)*
\$1.25 per hour
- N. FIELD TRAINING OFFICER (FTO) PAY** *(for certified non-exempt Police Officer & Dispatch employees only)*
\$57.69 per pay period
- O. FIELD TRAINING OFFICER (FTO) COORDINATOR PAY** *(for certified Police Officer & Dispatch employees only)*
\$115.38 per pay period
- P. EMT-ADVANCED CERTIFICATION PAY** *(For certified Firefighter employees only)*
\$57.69 per pay period
- Q. EMS CLINICAL EDUCATION COORDINATOR** *(for certified Firefighter employees only)*
\$115.38 per pay period
- R. EMS CLINICAL SPECIALIST** *(for certified Firefighter employees only)*
\$153.85 per pay period
- S. PARAMEDIC CERTIFICATION PAY** *(For certified Firefighters who are authorized to operate in the capacity of "Paramedic" as determined by the Medical Director or appropriate designee only)*
\$230.77 per pay period
- T. HAZMAT CERTIFICATION PAY** *(For certified Firefighter employees only)*
\$23.08 per pay period
- U. SCBA COORDINATOR PAY** *(For certified Firefighter employees only)*
\$115.38 per pay period
- V. SCBA TECHNICIAN ASSIGNMENT PAY** *(For certified Firefighter employees only)*
\$57.69 per pay period

W. SWAT/NEGOTIATOR COORDINATOR PAY *(For certified Police Officer employees only)*

\$115.38 per pay period

X. SWAT/NEGOTIATOR ASSIGNMENT PAY *(For certified Police Officer & Fire employees only)*

\$57.69 per pay period

NOTE for Section I: Assistant Chiefs, Assistant Directors, and above are not eligible for certification, license, assignment, or coordinator pays.

SECTION II: CERTIFICATIONS AND LICENSES BY THE FOLLOWING AGENCIES WILL APPLY TO NON-EXEMPT EMPLOYEES IN THE SPECIFIED DIVISION/DEPARTMENTS, AS LISTED, TO A MAXIMUM OF 4 ADDITIONAL PAYS PER EMPLOYEE:

A. AMERICAN ASSOCIATION OF AIRPORT EXECUTIVES *(For Airport Staff as indicated)*

ACE Airfield Lighting Maintenance *(Operations & Maintenance)* – \$34.62 per pay period

ACE Airfield Operations *(Maintenance & Line Svcs)* – \$34.62 per pay period

ACE Safety Management Systems *(Operations & Maintenance & Line Svcs)* – \$34.62 per pay period

Airfield Marking Professional Certificate *(Operations & Maintenance)* – \$34.62 per pay period

FAA Part 107 Drone Pilot License *(Maintenance)* – \$23.08 per pay period

B. AMERICAN PUBLIC WORKS ASSOCIATION *(For Construction Inspection Staff)*

Certified Public Infrastructure Inspector (CPII) – \$57.69 per pay period

C. EMERGENCY VEHICLE TECHNICIAN CERTIFICATION COMMISSION, INC. (EVTCC), EMERGENCY VEHICLE CERTIFICATION *(For Fleet Technical Staff)*

Level I – \$23.08 per pay period

Level II – \$34.62 per pay period

Level III – \$46.15 per pay period

Law Enforcement Vehicle Installation Technician – \$46.15 per pay period

D. INTERNATIONAL CODE COUNCIL *(For Permits & Building Inspection Staff)*

Code Enforcement:

Permit Technician (14) – \$23.08 per pay period

Commercial Inspection:

Commercial Building Inspector II (B2) – \$46.15 per pay period

Commercial Electrical Inspector II (E2) – \$46.15 per pay period

Commercial Mechanical Inspector II (M2) – \$46.15 per pay period

Commercial Plumbing Inspector II (P2) – \$46.15 per pay period

Plans Examiner:

Electrical Plans Examiner III (E3) – \$57.69 per pay period

Mechanical Plans Examiner III (M3) – \$57.69 per pay period

Plumbing Plans Examiner III (P3) – \$57.69 per pay period

Residential Plans Examiner III (R3) – \$57.69 per pay period

- E. INTERNATIONAL MUNICIPAL SIGNAL ASSOCIATION (IMSA) CERTIFICATION** *(For Traffic Staff)*
 - Technician I – \$23.08 per pay period
 - Technician II – \$34.62 per pay period
 - Technician III – \$46.15 per pay period
- F. INTERNATIONAL SOCIETY OF ARBORICULTURE** *(For ROW & Parks Maintenance Staff)*
 - Certified Arborist – \$46.15 per pay period
- G. NATIONAL RECREATION & PARKS ASSOCIATION** *(For Parks Maintenance Staff)*
 - Certified Playground Safety Inspector (CPSI) – \$46.15 per pay period
- H. TEXAS COMMISSION ON ENVIRONMENTAL QUALITY, OCCUPATIONAL LICENSING** *(For ROW, Utilities, & Parks Maintenance Staff)*
 - Backflow Prevention Assembly Tester (BPAT) – \$23.08 per pay period
 - Irrigation Technician (IT) – \$23.08 per pay period
 - Landscape Irrigator (LI) – \$46.15 per pay period
- I. TEXAS DEPARTMENT OF AGRICULTURE, LICENSES** *(For Public Works & Parks Maintenance Staff)*
 - Pesticide Commercial/Noncommercial Applicator – \$34.62 per pay period
- J. TEXAS DEPARTMENT OF HEALTH SERVICES** *(For Code Enforcement, Recreation & Parks Maintenance Staff)*
 - PHTA Certified Pool Inspector (CPI) – \$34.62 per pay period
 - NSPF Certified Pool Operator (CPO) – \$34.62 per pay period
 - NRPA Aquatic Facility Operator (AFO)– \$34.62 per pay period
- K. TEXAS DEPARTMENT OF PUBLIC SAFETY, LICENSES** *(For Fleet Technical Staff)*
 - Vehicle Inspection License – \$23.08 per pay period
- L. TEXAS REAL ESTATE COMMISSION** *(For Code Enforcement Staff)*
 - Professional Real Estate Inspector License – \$34.62 per pay period