



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
 Effective 10/1/2025
FIRE

| RANGE | POSITION | Effective Date - # Positions | STEP: | BASE 1 | 6 MOS. 2 | 12 MOS. 3 | 24 MOS. 4 | 36 MOS. 5 | 48 MOS. 6 |
|-------|--|---------------------------------|-----------------|-----------|-------------|--------------|--------------|--------------|--------------|
| 001 | Firefighter (Hired before 10/1/2025) | 10/1/2025 - 270 | Annual: | \$80,862 | | \$90,466 | \$105,898 | | |
| | | | Monthly: | \$6,738 | | \$7,539 | \$8,825 | | |
| | | | Shift Hourly: | \$27.7685 | | \$31.0665 | \$36.3660 | | |
| | | | 40-hour Hourly: | \$38.8759 | | \$43.4931 | \$50.9124 | | |
| 01B | Firefighter (Hired on or after 10/1/2025) | | Annual: | \$80,862 | | \$87,121 | \$93,380 | \$99,639 | \$105,898 |
| | | | Monthly: | \$6,738 | | \$7,260 | \$7,782 | \$8,303 | \$8,825 |
| | | | Shift Hourly: | \$27.7685 | | \$29.9179 | \$32.0673 | \$34.2167 | \$36.3660 |
| | | | 40-hour Hourly: | \$38.8759 | | \$41.8851 | \$44.8942 | \$47.9034 | \$50.9124 |
| 002 | Fire Engineer | 10/1/2025 - 64 | Annual: | \$113,056 | | | | | |
| | | | Monthly: | \$9,421 | | | | | |
| | | | Shift Hourly: | \$38.8241 | | | | | |
| | | | 40-hour Hourly: | \$54.3537 | | | | | |
| 003 | Lieutenant | 10/1/2025 - 32 | Annual: | \$124,328 | | | | | |
| | | | Monthly: | \$10,361 | | | | | |
| | | | Shift Hourly: | \$42.6950 | | | | | |
| | | | 40-hour Hourly: | \$59.7730 | | | | | |
| 004 | Captain | 10/1/2025 - 51 | Annual: | \$137,903 | | | | | |
| | | | Monthly: | \$11,492 | | | | | |
| | | | Shift Hourly: | \$47.3567 | | | | | |
| | | | 40-hour Hourly: | \$66.2994 | | | | | |
| 005 | Battalion Chief | 10/1/2025 - 8 | Annual: | \$157,542 | | | | | |
| | | | Monthly: | \$13,128 | | | | | |
| | | | Shift Hourly: | \$54.1009 | | | | | |
| | | | 40-hour Hourly: | \$75.7413 | | | | | |
| 006 | Deputy Fire Chief | 10/1/2025 - 7 | Annual: | \$174,306 | | | | | |
| | | | Monthly: | \$14,525 | | | | | |
| | | | Shift Hourly: | \$59.8578 | | | | | |
| | | | 40-hour Hourly: | \$83.8009 | | | | | |
| 007 | Appointed Assistant Fire Chief* | 10/1/2025 - 2 | Annual: | \$198,261 | | | | | |
| | | | Monthly: | \$16,522 | | | | | |
| | | | 40-hour Hourly: | \$95.3177 | | | | | |
| 01A | Recruit | 10/1/2025 | Annual: | \$74,182 | | | | | |
| | | | Monthly: | \$6,182 | | | | | |
| | | | 40-hour Hourly: | \$35.6644 | | | | | |

The base pay is the same for all personnel within a classification; however the hourly pay rates vary based on whether the individual is assigned to a 40 hour per week staff position or a 56 hour per week shift position. The hourly rate shown above is the base hourly rate at which pay is calculated. The monthly and annual rates shown are for informational purposes only and illustrate potential pay based on hours worked which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

*Not included in the meet and confer agreement; effective date for pay is 9/22/2025.

EXHIBIT A



CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/1/2025
FIRE

| Certification Pay | Per Month | Per Pay Period |
|--------------------------|------------------|-----------------------|
| Intermediate | \$60.00 | \$27.69 |
| Advanced | \$80.00 | \$36.92 |
| Master | \$120.00 | \$55.38 |
| Paramedic | \$400.00 | \$184.61 |

| Assignment Pay | Per Shift | Per Hour |
|-----------------------|------------------|-----------------|
| Ambulance | \$50.00 | \$2.083 |
| Squad | \$50.00 | \$2.083 |
| Paramedic Trainer | \$45.00 | \$1.875 |

| Assignment Pay | Per Month | Per Pay Period |
|-----------------------|------------------|-----------------------|
| Special Operations | \$100.00 | \$46.16 |
| Fire Investigator | \$100.00 | \$46.16 |
| Staff Firefighter | \$176.50 | \$81.46 |
| Staff Engineer | \$197.20 | \$91.02 |
| Staff Lieutenant | \$518.38 | \$239.25 |
| Staff Captain | \$312.82 | \$144.38 |
| Staff Battalion Chief | \$491.50 | \$226.85 |
| Staff Deputy Chief | \$491.14 | \$226.68 |

EXHIBIT B