



**CITY OF PLANO**  
**2023 - 2024 CIVIL SERVICE COMPENSATION PLAN**  
 Effective 9/25/2023  
**FIRE**

RANGE	POSITION	Effective Date - # Positions	STEP:	BASE	6 MOS.	12 MOS.	24 MOS.
				1	2	3	4
001	Firefighter	10/1/2023 - 248 (+9)	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$90,466 \$7,539 \$31.0665 \$43.4931	\$101,643 \$8,470 \$34.9048 \$48.8668
002	Fire Engineer	10/1/2023 - 64	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$111,005 \$9,250 \$38.1199 \$53.3679			
003	Lieutenant	10/1/2023 - 32	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$121,494 \$10,125 \$41.7219 \$58.4107			
004	Captain	10/1/2023 - 51	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$135,785 \$11,315 \$46.6296 \$65.2814			
005	Battalion Chief	10/1/2023 - 8	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$155,366 \$12,947 \$53.3537 \$74.6952			
006	Deputy Fire Chief	10/1/2023 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$170,484 \$14,207 \$58.5454 \$81.9636			
007	Appointed Assistant Fire Chief	10/1/2023 - 2	Annual: Monthly: 40-hour Hourly:	\$189,220 \$15,768 \$90.9709			

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.

**EXHIBIT A**