



**CITY OF PLANO**  
**2024 - 2025 CIVIL SERVICE COMPENSATION PLAN**  
**Effective 10/1/2024\***  
**FIRE**

RANGE	POSITION	Effective Date - # Positions	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Firefighter	10/1/2024 - 248	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$90,466 \$7,539 \$31.0665 \$43.4931	\$105,898 \$8,825 \$36.3660 \$50.9124
002	Fire Engineer	10/1/2024 - 64	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$113,056 \$9,421 \$38.8241 \$54.3537			
003	Lieutenant	10/1/2024 - 32	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$124,328 \$10,361 \$42.6950 \$59.7730			
004	Captain	10/1/2024 - 51	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$137,903 \$11,492 \$47.3567 \$66.2994			
005	Battalion Chief	10/1/2024 - 8	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$157,542 \$13,128 \$54.1009 \$75.7413			
006	Deputy Fire Chief	10/1/2024 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$174,306 \$14,525 \$59.8578 \$83.8009			
007	Appointed Assistant Fire Chief	10/1/2024 - 2	Annual: Monthly: 40-hour Hourly:	\$192,137 \$16,011 \$92.3735			

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.

\*Pay rates reflected herein will commence with the pay period beginning December 30, 2024.

**EXHIBIT A**