



CITY OF PLANO
2024 - 2025 CIVIL SERVICE COMPENSATION PLAN
 Effective 6/1/2025
FIRE

RANGE	POSITION	Effective Date - # Positions		BASE	12 MOS.	24 MOS.
001	Firefighter	10/1/2024 - 248	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
002	Fire Engineer	10/1/2024 - 64	Annual:	\$113,056		
			Monthly:	\$9,421		
			Shift Hourly:	\$38.8241		
			40-hour Hourly:	\$54.3537		
003	Lieutenant	10/1/2024 - 32	Annual:	\$124,328		
			Monthly:	\$10,361		
			Shift Hourly:	\$42.6950		
			40-hour Hourly:	\$59.7730		
004	Captain	10/1/2024 - 51	Annual:	\$137,903		
			Monthly:	\$11,492		
			Shift Hourly:	\$47.3567		
			40-hour Hourly:	\$66.2994		
005	Battalion Chief	10/1/2024 - 8	Annual:	\$157,542		
			Monthly:	\$13,128		
			Shift Hourly:	\$54.1009		
			40-hour Hourly:	\$75.7413		
006	Deputy Fire Chief	10/1/2024 - 7	Annual:	\$174,306		
			Monthly:	\$14,525		
			Shift Hourly:	\$59.8578		
			40-hour Hourly:	\$83.8009		
007	Appointed Assistant Fire Chief	10/1/2024 - 2	Annual:	\$192,137		
			Monthly:	\$16,011		
			40-hour Hourly:	\$92.3735		
01A	Recruit	6/1/2025	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.



CITY OF PLANO
2024 - 2025 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 6/1/2025
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

EXHIBIT B