



**CITY OF PLANO**  
**2020 - 2021 CIVIL SERVICE COMPENSATION PLAN**  
**Effective 9/28/2020**  
**FIRE**

RANGE	POSITION	Effective Date - # Positions	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4
001	Firefighter	10/1/2020 - 223	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$71,162 \$5,930 \$24.4375 \$34.2125		\$76,180 \$6,348 \$26.1608 \$36.6251	\$85,599 \$7,133 \$29.3951 \$41.1531
002	Fire Engineer	10/1/2020 - 64	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$94,386 \$7,866 \$32.4128 \$45.3779			
003	Lieutenant	10/1/2020 - 33	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$105,862 \$8,822 \$36.3537 \$50.8952			
004	Captain	10/1/2020 - 51	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$117,732 \$9,811 \$40.4298 \$56.6017			
005	Battalion Chief	10/1/2020 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$134,048 \$11,171 \$46.0331 \$64.4463			
006	Deputy Fire Chief	10/1/2020 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$146,375 \$12,198 \$50.2662 \$70.3727			
007	Appointed Assistant Fire Chief	10/1/2020 - 2	Annual: Monthly: 40-hour Hourly:	\$159,351 \$13,279 \$76.6112			

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 20.8 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 do not 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**