

**City of Lubbock, TX
Human Resources Department
Fire Pay Schedule-40 hour Shifts
Effective March 28, 2009**

Grade	Title		11	12	13	14	15	16	17	18	19	20
FCS7	Fire Deputy Chief	H										
		B										
		A										
FCS6	Fire Division Chief	H										
		B										
		A										
FCS5	Fire Battalion Chief	H	40,568	40,852								
		B	3,245.44	3,268.16								
		A	84,381.44	84,972.16								
FCS4	Fire Captain	H	36,794	37,051	37,311	37,572						
		B	2,943.52	2,964.08	2,984.88	3,005.76						
		A	76,531.52	77,066.08	77,606.88	78,149.76						
FCS3	Fire Lieutenant	H	32,908	33,138	33,370	33,604	33,839	34,076				
		B	2,632.64	2,651.04	2,669.60	2,688.32	2,707.12	2,726.08				
		A	68,448.64	68,927.04	69,409.60	69,896.32	70,385.12	70,878.08				
FCS2	Fire Equipment Oper.	H	29,579	29,727	29,875	30,025	30,175	30,326	30,477			
		B	2,366.32	2,378.16	2,390.00	2,402.22	2,414.00	2,426.08	2,438.16			
		A	61,524.32	61,832.16	62,140.00	62,452.00	62,764.00	63,078.08	63,392.16			
FCS1	Fire Fighter	H	23,919	24,218	24,521	24,828	25,138	25,452	25,770	26,092	26,419	26,749
		B	1,913.52	1,937.44	1,961.68	1,986.24	2,011.04	2,036.16	2,061.60	2,087.36	2,113.52	2,139.92
		A	49,751.52	50,373.44	51,003.68	51,642.24	52,287.04	52,940.16	53,601.60	54,271.36	54,951.52	55,637.92

Grade	Title		1	2	3	4	5	6	7	8	9	10
FCS7	Fire Deputy Chief	H	44,110	44,419	44,730	45,043	45,358	45,676	45,996	46,317	46,642	46,968
		B	3,528.80	3,553.52	3,578.40	3,603.44	3,628.64	3,654.08	3,679.68	3,705.36	3,731.36	3,757.44
		A	91,748.80	92,391.52	93,038.40	93,689.44	94,344.64	95,006.08	95,671.68	96,339.36	97,015.36	97,693.44
FCS6	Fire Division Chief	H	41,138	41,426	41,716	42,008	42,302	42,598	42,896	43,197	43,499	43,804
		B	3,291.04	3,314.08	3,337.28	3,360.64	3,384.16	3,407.84	3,431.68	3,455.73	3,479.92	3,504.32
		A	85,567.04	86,166.08	86,769.28	87,376.64	87,988.16	88,603.84	89,223.68	89,849.07	90,477.92	91,112.32
FCS5	Fire Battalion Chief	H	37,835	38,100	38,366	38,635	38,905	39,178	39,452	39,728	40,006	40,286
		B	3,026.80	3,048.00	3,069.28	3,090.80	3,112.40	3,134.24	3,156.16	3,178.24	3,200.48	3,222.88
		A	78,696.80	79,248.00	79,801.28	80,360.80	80,922.40	81,490.24	82,060.16	82,634.24	83,212.48	83,794.88
FCS4	Fire Captain	H	34,315	34,555	34,797	35,040	35,285	35,532	35,781	36,032	36,284	36,538
		B	2,745.20	2,764.40	2,783.76	2,803.20	2,822.80	2,842.56	2,862.48	2,882.56	2,902.72	2,923.04
		A	71,375.20	71,874.40	72,377.76	72,883.20	73,392.80	73,906.56	74,424.48	74,946.56	75,470.72	75,999.04
FCS3	Fire Lieutenant	H	30,691	30,905	31,122	31,340	31,559	31,780	32,002	32,226	32,452	32,679
		B	2,455.28	2,472.40	2,489.76	2,507.20	2,524.72	2,542.40	2,560.16	2,578.08	2,596.16	2,614.32
		A	63,837.28	64,282.40	64,733.76	65,187.20	65,642.72	66,102.40	66,564.16	67,030.08	67,500.16	67,972.32
FCS2	Fire Equipment Oper.	H	28,140	28,280	28,422	28,564	28,707	28,850	28,995	29,140	29,285	29,432
		B	2,251.20	2,262.40	2,273.76	2,285.12	2,296.56	2,308.00	2,319.60	2,331.20	2,342.80	2,354.56
		A	58,531.20	58,822.40	59,117.76	59,413.12	59,710.56	60,008.00	60,309.60	60,611.20	60,912.80	61,218.56
FCS1	Fire Fighter	H	21,125	21,389	21,657	21,927	22,201	22,479	22,760	23,044	23,332	23,624
		B	1,690.00	1,711.12	1,732.56	1,754.16	1,776.08	1,798.32	1,820.80	1,843.52	1,866.56	1,889.92
		A	43,940.00	44,489.12	45,046.56	45,608.16	46,178.08	46,756.32	47,340.80	47,931.52	48,530.56	49,137.92
FNCS1	Prob. Fire Fighter	H	19,998									
		B	1,599.84									
		A	41,595.84									

Progression in each pay grade is based on seniority in that pay grade. Seniority is defined as the total time of employment as a police officer or fire fighter for the City of Lubbock. Time-off for disciplinary suspension does not constitute a loss of seniority time, nor does it constitute a break in service. The time involved in "move-up" is also not included. It does mean all years of service as a police officer or fire fighter with the City of Lubbock whether interrupted, or uninterrupted and not merely the last continuous period of service. Seniority credit shall be figured to five decimal places.

Employees who successfully complete one (1) year as Probationary Fire Fighter move to grade FCS1. Fire Fighters then progress through steps in FCS1 annually. Progress through the steps in the other grades also requires one year in each step. However, if the anniversary date occurs during the last half of the pay period, the increase does not become effective until the beginning of the next pay period.

Hourly rate=annual / 2,080. Biweekly rate=Hourly rate * 80. All conversions are approximate.