

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

Grade	Title		11	12	13	14	15	16	17	18	19	20
FCS5	Fire Battalion Chief	H (k)	28.977	29.180								
		B	3,071.56	3,093.08								
		A	79,860.61	80,420.08								
FCS4	Fire Captain	H (k)	26.281	26.465	26.650	26.837						
		B	2,785.79	2,805.29	2,824.90	2,844.72						
		A	72,430.44	72,937.54	73,447.40	73,962.77						
FCS3	Fire Lieutenant	H (k)	23.506	23.670	23.836	24.003	24.171	24.340				
		B	2,491.64	2,509.02	2,526.62	2,544.32	2,562.13	2,580.04				
		A	64,782.54	65,234.52	65,692.02	66,152.27	66,615.28	67,081.04				
FCS2	Fire Equipment Oper.	H (k)	21.128	21.233	21.340	21.446	21.553	21.661	21.770			
		B	2,239.57	2,250.70	2,262.04	2,273.28	2,284.62	2,296.07	2,307.62			
		A	58,228.77	58,518.15	58,813.04	59,105.18	59,400.07	59,697.71	59,998.12			
FCS1	Fire Fighter	H (k)	17.085	17.299	17.515	17.734	17.956	18.180	18.407	18.637	18.870	19.106
		B	1,811.01	1,833.69	1,856.59	1,879.80	1,903.34	1,927.08	1,951.14	1,975.52	2,000.22	2,025.24
		A	47,086.26	47,676.04	48,271.34	48,874.90	49,486.73	50,104.08	50,729.69	51,363.57	52,005.72	52,656.14

Grade	Title		1	2	3	4	5	6	7	8	9	10
FCS5	Fire Battalion Chief	H (k)	27.025	27.214	27.404	27.596	27.789	27.984	28.180	28.377	28.576	28.776
		B	2,864.65	2,884.68	2,904.82	2,925.18	2,945.63	2,966.30	2,987.08	3,007.96	3,029.06	3,050.26
		A	74,480.90	75,001.78	75,525.42	76,054.58	76,586.48	77,123.91	77,664.08	78,207.02	78,755.45	79,306.66
FCS4	Fire Captain	H (k)	24.510	24.682	24.855	25.029	25.204	25.380	25.558	25.737	25.917	26.098
		B	2,598.06	2,616.29	2,634.63	2,653.07	2,671.62	2,690.28	2,709.15	2,728.12	2,747.20	2,766.39
		A	67,549.56	68,023.59	68,500.38	68,979.92	69,462.23	69,947.28	70,437.85	70,931.17	71,427.25	71,926.09
FCS3	Fire Lieutenant	H (k)	21.922	22.075	22.230	22.385	22.542	22.700	22.859	23.019	23.180	23.342
		B	2,323.73	2,339.95	2,356.38	2,372.81	2,389.45	2,406.20	2,423.05	2,440.01	2,457.08	2,474.25
		A	60,417.03	60,838.70	61,265.88	61,693.06	62,125.75	62,561.20	62,999.40	63,440.36	63,884.08	64,330.55
FCS2	Fire Equipment Oper.	H (k)	20.100	20.200	20.301	20.403	20.505	20.607	20.710	20.814	20.918	21.023
		B	2,130.60	2,141.20	2,151.91	2,162.72	2,173.53	2,184.34	2,195.26	2,206.28	2,217.31	2,228.44
		A	55,395.60	55,671.20	55,949.55	56,230.67	56,511.78	56,792.89	57,076.76	57,363.38	57,650.01	57,939.39
FCS1	Fire Fighter	H (k)	15.089	15.278	15.469	15.662	15.858	16.056	16.257	16.460	16.666	16.874
		B	1,599.43	1,619.47	1,639.71	1,660.17	1,680.95	1,701.94	1,723.24	1,744.76	1,766.60	1,788.64
		A	41,585.29	42,106.17	42,632.56	43,164.47	43,704.65	44,250.34	44,804.29	45,363.76	45,931.50	46,504.74
FNCS1	Prob. Fire Fighter	H (k)	14.284									
		B	1,514.10									
		A	39,366.70									

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.

Kelly shift rate (k)=Biweekly (40 hour)/112. Biweekly rate=Hourly*106. Annual rate=Biweekly rate*26. All conversions are approximate.