

City of Lubbock, TX
Human Resources Department
Fire Pay Schedule-40 hour Shifts
Effective January 1, 2017

Grade	Title	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	
FCS7	Fire Deputy Chief																					
	H	55,901	56,633	57,367	58,100	58,833	59,565	60,299														
	B	4,472.08	4,530.64	4,589.36	4,648.00	4,706.64	4,765.20	4,823.92														
	A	116,274.08	117,796.64	119,323.36	120,848.00	122,372.64	123,895.20	125,421.92														
FCS6	Fire Division Chief																					
	H	52,468	52,679	52,890	53,101	53,312	53,523	53,735	53,947	54,157												
	B	4,197.44	4,214.32	4,231.20	4,248.08	4,264.96	4,281.84	4,298.80	4,315.76	4,332.56												
	A	109,133.44	109,572.32	110,011.20	110,450.08	110,888.96	111,327.84	111,768.80	112,209.76	112,646.56												
FCS5	Fire Battalion Chief																					
	H	47,137	47,507	47,875	48,246	48,614	48,984	49,353	49,724	50,092	50,462	50,831										
	B	3,770.96	3,800.56	3,830.00	3,859.68	3,889.12	3,918.72	3,948.24	3,977.92	4,007.36	4,036.96	4,066.48										
	A	98,044.96	98,814.56	99,580.00	100,351.68	101,117.12	101,886.72	102,654.24	103,425.92	104,191.36	104,960.96	105,728.48										
FCS4	Fire Captain																					
	H	40,996	41,301	41,608	41,914	42,220	42,526	42,832	43,140	43,446	43,752	44,058	44,365	44,671								
	B	3,279.68	3,304.08	3,328.64	3,353.12	3,377.60	3,402.08	3,426.56	3,451.20	3,475.68	3,500.16	3,524.64	3,549.20	3,573.68								
	A	85,271.68	85,906.08	86,544.64	87,181.12	87,817.60	88,454.08	89,090.56	89,731.20	90,367.68	91,004.16	91,640.64	92,279.20	92,915.68								
FCS3	Fire Lieutenant																					
	H	36,660	36,860	37,058	37,259	37,457	37,656	37,855	38,055	38,255	38,454	38,654	38,852	39,052	39,251	39,452						
	B	2,932.80	2,948.80	2,964.64	2,980.72	2,996.56	3,012.48	3,028.40	3,044.40	3,060.40	3,076.32	3,092.32	3,108.16	3,124.16	3,140.08	3,156.16						
	A	76,252.80	76,668.80	77,080.64	77,498.72	77,910.56	78,324.48	78,738.40	79,154.40	79,570.40	79,984.32	80,400.32	80,812.16	81,228.16	81,642.08	82,060.16						
FCS2	Fire Equipment Oper.																					
	H	33,841	33,998	34,153	34,310	34,466	34,622	34,778	34,934	35,090	35,245	35,402	35,558	35,714	35,870	36,027	36,182	36,339				
	B	2,707.28	2,719.84	2,732.24	2,744.80	2,757.28	2,769.76	2,782.24	2,794.72	2,807.20	2,819.60	2,832.16	2,844.64	2,857.12	2,869.60	2,882.16	2,894.56	2,907.12				
	A	70,389.28	70,715.84	71,038.24	71,364.80	71,689.28	72,013.76	72,338.24	72,662.72	72,987.20	73,309.60	73,636.16	73,960.64	74,285.12	74,609.60	74,936.16	75,258.56	75,585.12				
FCS1	Fire Fighter																					
	H	25,019	25,438	25,858	26,278	26,699	27,119	27,538	27,959	28,379	28,799	29,219	29,640	30,059	30,480	30,901	31,320	31,740	32,161	32,581	33,001	
	B	2,001.52	2,035.04	2,068.64	2,102.24	2,135.92	2,169.52	2,203.04	2,236.72	2,270.32	2,303.92	2,337.52	2,371.20	2,404.72	2,438.40	2,472.08	2,505.60	2,539.20	2,572.88	2,606.48	2,640.08	
	A	52,039.52	52,911.04	53,784.64	54,658.24	55,533.92	56,407.52	57,279.04	58,154.72	59,028.32	59,901.92	60,775.52	61,651.20	62,522.72	63,398.40	64,274.08	65,145.60	66,019.20	66,894.88	67,768.48	68,642.08	
FNCS1	Prob. Fire Fighter																					
	H	23,588																				
	B	1,887.04																				
	A	49,063.04																				

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.