

**City of Lubbock, TX  
Human Resources Department  
Fire Pay Schedule-Kelly 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	
FCS5	Fire Battalion Chief																					
	H	33.669	33.934	34.196	34.461	34.724	34.989	35.252	35.517	35.780	36.044	36.308										
	B	3,568.91	3,597.00	3,624.78	3,652.87	3,680.74	3,708.83	3,736.71	3,764.80	3,792.68	3,820.66	3,848.65										
	A	92,791.76	93,522.10	94,244.18	94,974.52	95,699.34	96,429.68	97,154.51	97,884.85	98,609.68	99,337.26	100,064.85										
FCS4	Fire Captain																					
	H	29.283	29.501	29.720	29.939	30.157	30.376	30.594	30.814	31.033	31.251	31.470	31.689	31.908								
	B	3,104.00	3,127.11	3,150.32	3,173.53	3,196.64	3,219.86	3,242.96	3,266.28	3,289.50	3,312.61	3,335.82	3,359.03	3,382.25								
	A	80,703.95	81,304.76	81,908.32	82,511.88	83,112.69	83,716.26	84,317.06	84,923.38	85,526.95	86,127.76	86,731.32	87,334.88	87,938.45								
FCS3	Fire Lieutenant																					
	H	26.186	26.329	26.470	26.614	26.755	26.897	27.039	27.182	27.325	27.467	27.610	27.751	27.894	28.036	28.180						
	B	2,775.72	2,790.87	2,805.82	2,821.08	2,836.03	2,851.08	2,866.13	2,881.29	2,896.45	2,911.50	2,926.66	2,941.61	2,956.76	2,971.82	2,987.08						
	A	72,168.62	72,562.72	72,951.32	73,348.18	73,736.78	74,128.13	74,519.48	74,913.59	75,307.70	75,699.05	76,093.16	76,481.76	76,875.86	77,267.22	77,664.08						
FCS2	Fire Equipment Oper																					
	H	24.172	24.284	24.395	24.507	24.619	24.730	24.841	24.953	25.064	25.175	25.287	25.399	25.510	25.621	25.734	25.844	25.956				
	B	2,562.23	2,574.10	2,585.87	2,597.74	2,609.61	2,621.38	2,633.15	2,645.02	2,656.78	2,668.55	2,680.42	2,692.29	2,704.06	2,715.83	2,727.80	2,739.46	2,751.34				
	A	66,618.03	66,926.70	67,232.62	67,541.29	67,849.96	68,155.88	68,461.80	68,770.47	69,076.38	69,382.30	69,690.97	69,999.64	70,305.56	70,611.48	70,922.90	71,226.06	71,534.74				
FCS1	Fire Fighter																					
	H	17.871	18.170	18.470	18.770	19.071	19.371	19.670	19.971	20.271	20.571	20.871	21.171	21.471	21.771	22.072	22.371	22.671	22.972	23.272	23.572	
	B	1,894.33	1,926.02	1,957.82	1,989.62	2,021.53	2,053.33	2,085.02	2,116.93	2,148.73	2,180.53	2,212.33	2,244.13	2,275.93	2,307.73	2,339.63	2,371.33	2,403.13	2,435.03	2,466.83	2,498.63	
	A	49,252.48	50,076.52	50,903.32	51,730.12	52,559.68	53,386.48	54,210.52	55,040.08	55,866.88	56,693.68	57,520.48	58,347.28	59,174.08	60,000.88	60,830.43	61,654.48	62,481.28	63,310.83	64,137.63	64,964.43	
FNCS1	Prob. Fire Fighter																					
	H	16.849																				
	B	1,785.99																				
	A	46,435.84																				

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.

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