

**City of Lubbock, TX**  
**Human Resources Department**  
**Fire Pay Schedule-40 hour Shifts**  
**Effective 10/1/17**

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	57.019	57.766	58.514	59.262	60.010	60.756	61.505														
	B	4561.52	4621.28	4681.12	4740.96	4800.80	4860.48	4920.40														
	A	118599.52	120153.28	121709.12	123264.96	124820.80	126372.48	127930.40														
FCS6	Fire Division Chief																					
	H	53.517	53.733	53.948	54.163	54.378	54.593	54.810	55.026	55.240												
	B	4281.36	4298.64	4315.84	4333.04	4350.24	4367.44	4384.80	4402.08	4419.20												
	A	111315.36	111764.64	112211.84	112659.04	113106.24	113553.44	114004.80	114454.08	114899.20												
FCS5	Fire Battalion Chief																					
	H	48.080	48.457	48.833	49.211	49.586	49.964	50.340	50.718	51.094	51.471	51.848										
	B	3846.40	3876.56	3906.64	3936.88	3966.88	3997.12	4027.20	4057.44	4087.52	4117.68	4147.84										
	A	100006.40	100790.56	101572.64	102358.88	103138.88	103925.12	104707.20	105493.44	106275.52	107059.68	107843.84										
FCS4	Fire Captain																					
	H	41.816	42.127	42.440	42.752	43.064	43.377	43.689	44.003	44.315	44.627	44.939	45.252	45.564								
	B	3345.28	3370.16	3395.20	3420.16	3445.12	3470.16	3495.12	3520.24	3545.20	3570.16	3595.12	3620.16	3645.12								
	A	86977.28	87624.16	88275.20	88924.16	89573.12	90224.16	90873.12	91526.24	92175.20	92824.16	93473.12	94124.16	94773.12								
FCS3	Fire Lieutenant																					
	H	37.393	37.597	37.799	38.004	38.206	38.409	38.612	38.816	39.020	39.223	39.427	39.629	39.833	40.036	40.241						
	B	2991.44	3007.76	3023.92	3040.32	3056.48	3072.72	3088.96	3105.28	3121.60	3137.84	3154.16	3170.32	3186.64	3202.88	3219.28						
	A	77777.44	78201.76	78621.92	79048.32	79468.48	79890.72	80312.96	80737.28	81161.60	81583.84	82008.16	82428.32	82852.64	83274.88	83701.28						
FCS2	Fire Equipment Oper.																					
	H	34.518	34.678	34.836	34.996	35.155	35.314	35.474	35.633	35.792	35.950	36.110	36.269	36.428	36.587	36.748	36.906	37.066				
	B	2761.44	2774.24	2786.88	2799.68	2812.40	2825.12	2837.92	2850.64	2863.36	2876.00	2888.80	2901.52	2914.24	2926.96	2939.84	2952.48	2965.28				
	A	71797.44	72130.24	72458.88	72791.68	73122.40	73453.12	73785.92	74116.64	74447.36	74776.00	75108.80	75439.52	75770.24	76100.96	76435.84	76764.48	77097.28				
FCS1	Fire Fighter																					
	H	25.519	25.947	26.375	26.804	27.233	27.661	28.089	28.518	28.947	29.375	29.803	30.233	30.660	31.090	31.519	31.946	32.375	32.804	33.233	33.661	
	B	2041.52	2075.76	2110.00	2144.32	2178.64	2212.88	2247.12	2281.44	2315.76	2350.00	2384.24	2418.64	2452.80	2487.20	2521.52	2555.68	2590.00	2624.32	2658.64	2692.88	
	A	53079.52	53969.76	54860.00	55752.32	56644.64	57534.88	58425.12	59317.44	60209.76	61100.00	61990.24	62884.64	63772.80	64667.20	65559.52	66447.68	67340.00	68232.32	69124.64	70014.88	
FNCS1	Prob. Fire Fighter																					
	H	24.060																				
	B	1924.80																				
	A	50044.80																				

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.