



DENTON COUNTY ESD No. 1

FY 2026 PAY SCALE AND STEP PLAN

Title	Frequency	Recruit	Step A	Step B	Step C	Step D	Step E	Step F
Firefighter/EMT-B	Annual	\$ 77,199.76	\$ 79,611.34	\$ 82,022.92	\$ 84,434.49	\$ 85,516.45	\$ 86,598.41	\$ 87,680.36
Annual / 12	Monthly	\$ 6,433.31	\$ 6,634.28	\$ 6,835.24	\$ 7,036.21	\$ 7,126.37	\$ 7,216.53	\$ 7,306.70
Annual / 26	Bi-Weekly	\$ 2,969.22	\$ 3,061.97	\$ 3,154.73	\$ 3,247.48	\$ 3,289.09	\$ 3,330.71	\$ 3,372.32
PT-FF/EMT-B	Hourly	\$ 25.46	\$ 26.25	\$ 27.05	\$ 27.84	\$ 28.20	\$ 28.56	\$ 28.91
	OverTime	\$ 38.19	\$ 39.38	\$ 40.58	\$ 41.76	\$ 42.30	\$ 42.84	\$ 43.37
	120 hr Gross	\$ 3,233.42	\$ 3,333.75	\$ 3,435.35	\$ 3,535.68	\$ 3,581.40	\$ 3,627.12	\$ 3,671.57
	96 hr Gross	\$ 2,444.16	\$ 2,520.00	\$ 2,596.80	\$ 2,672.64	\$ 2,707.20	\$ 2,741.76	\$ 2,775.36
	9-5 assignment	\$ 37.12	\$ 38.28	\$ 39.44	\$ 40.60	\$ 41.12	\$ 41.64	\$ 42.16
	Raise over Previous Step		3.12382%	3.02919%	2.94012%	1.28142%	1.26520%	1.24939%
	Step-Up Differential		\$ 8.74	\$ 7.94	\$ 7.15	\$ 6.79	\$ 6.43	\$ 6.08
Firefighter/EMT-P	Annual	\$ 82,131.92	\$ 85,265.70	\$ 88,399.48	\$ 91,533.27	\$ 94,704.32	\$ 97,875.38	\$ 101,046.42
Annual / 12	Monthly	\$ 6,844.33	\$ 7,105.48	\$ 7,366.62	\$ 7,627.77	\$ 7,892.03	\$ 8,156.28	\$ 8,420.53
Annual / 26	Bi-Weekly	\$ 3,158.92	\$ 3,279.45	\$ 3,399.98	\$ 3,520.51	\$ 3,642.47	\$ 3,764.44	\$ 3,886.40
PT-FF/EMT-P	Hourly	\$ 27.08	\$ 28.12	\$ 29.15	\$ 30.18	\$ 31.23	\$ 32.28	\$ 33.32
	OverTime	\$ 40.62	\$ 42.18	\$ 43.73	\$ 45.27	\$ 46.85	\$ 48.42	\$ 49.98
	120 hr Gross	\$ 3,439.16	\$ 3,571.24	\$ 3,702.05	\$ 3,832.86	\$ 3,966.21	\$ 4,099.56	\$ 4,231.64
	96 hr Gross	\$ 2,599.68	\$ 2,699.52	\$ 2,798.40	\$ 2,897.28	\$ 2,998.08	\$ 3,098.88	\$ 3,198.72
	9-5 assignment	\$ 39.49	\$ 41.00	\$ 42.50	\$ 44.01	\$ 45.54	\$ 47.06	\$ 48.59
	Raise over Previous Step		3.81555%	3.67532%	3.54502%	3.46437%	3.34837%	3.23988%
	Step-Up Differential		\$ 6.87	\$ 5.84	\$ 4.81	\$ 3.76	\$ 2.71	\$ 1.67

Title	Frequency	Step A	Step B	Step C
Driver/Engineer	Annual	\$ 106,098.74	\$ 109,340.41	\$ 112,163.96
Annual / 12	Monthly	\$ 8,841.56	\$ 9,111.70	\$ 9,347.00
Annual / 26	Bi-Weekly	\$ 4,080.72	\$ 4,205.40	\$ 4,314.00
	Hourly	\$ 34.99	\$ 36.06	\$ 36.99
	OverTime	\$ 52.49	\$ 54.09	\$ 55.49
	120 hr Gross	\$ 4,443.73	\$ 4,579.62	\$ 4,697.73
	96 hr Gross	\$ 3,359.04	\$ 3,461.76	\$ 3,551.04
	9-5 assignment	\$ 51.01	\$ 52.57	\$ 53.93
	Raise over Previous Step	5.00%	3.05533%	2.58235%
	Step-Up Differential	\$ 5.19	\$ 4.12	\$ 3.19

Fire Captain	Annual	\$ 121,862.12	\$ 125,524.55	\$ 134,286.85
Annual / 12	Monthly	\$ 10,155.18	\$ 10,460.38	\$ 11,190.57
Annual / 26	Bi-Weekly	\$ 4,687.00	\$ 4,827.87	\$ 5,164.88
	Hourly	\$ 40.18	\$ 41.39	\$ 44.28
	OverTime	\$ 60.27	\$ 62.09	\$ 66.42
	120 hr Gross	\$ 5,102.86	\$ 5,256.53	\$ 5,623.56
	96 hr Gross	\$ 3,857.28	\$ 3,973.44	\$ 4,250.88
	9-5 assignment	\$ 58.59	\$ 60.35	\$ 64.57
	Raise over Previous Step	8.65%	3.00539%	6.98055%

Fire Administration		Step A	Step B	Step C
Div/Batt Chief	Annual	\$ 141,001.20	\$ 145,231.23	\$ 151,108.94
Annual / 12	Monthly	\$ 11,750.10	\$ 12,102.60	\$ 12,592.41
Annual / 26	Bi-Weekly	\$ 5,423.12	\$ 5,585.82	\$ 5,811.88
	Shift Hourly	\$ 46.49	\$ 47.89	\$ 49.83
	OverTime	\$ 69.74	\$ 71.84	\$ 74.75
	9-5 assignment	\$ 67.79	\$ 69.83	\$ 72.65
	Raise over Previous Step	5.00%	3.00000%	4.04714%
Assistant Chief	Annual	\$ 158,664.39	\$ 165,010.97	\$ 171,658.81
Annual / 12	Monthly	\$ 13,222.03	\$ 13,750.91	\$ 14,304.90
Annual / 26	Bi-Weekly	\$ 6,102.48	\$ 6,346.58	\$ 6,602.26
	Hourly	\$ 76.29	\$ 79.34	\$ 82.53
	Raise over Previous Step	5.00%	4.00000%	4.02872%

Administrative Civilian Positions		Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H
Admin Staff	Annual	\$ 64,659.97	\$ 68,085.77	\$ 71,511.57	\$ 74,937.36	\$ 78,363.15	\$ 82,325.21	\$ 86,287.28	\$ 90,249.35
Annual / 12	Monthly	\$ 5,388.33	\$ 5,673.81	\$ 5,959.30	\$ 6,244.78	\$ 6,530.26	\$ 6,860.43	\$ 7,190.61	\$ 7,520.79
Annual / 26	Bi-Weekly	\$ 2,486.92	\$ 2,618.68	\$ 2,750.44	\$ 2,882.21	\$ 3,013.97	\$ 3,166.35	\$ 3,318.74	\$ 3,471.13
	Hourly	\$ 31.09	\$ 32.74	\$ 34.39	\$ 36.03	\$ 37.68	\$ 39.58	\$ 41.49	\$ 43.39
	Raise over Previous Step		5.29817%	5.03159%	4.79055%	4.57154%	5.05603%	4.81270%	4.59171%
Admin Manager	Annual	\$ 81,259.42	\$ 86,124.80	\$ 90,990.18	\$ 95,855.56	\$ 100,720.92	\$ 105,527.05	\$ 110,333.17	\$ 115,139.29
Annual / 12	Monthly	\$ 6,771.62	\$ 7,177.07	\$ 7,582.52	\$ 7,987.96	\$ 8,393.41	\$ 8,793.92	\$ 9,194.43	\$ 9,594.94
Annual / 26	Bi-Weekly	\$ 3,125.36	\$ 3,312.49	\$ 3,499.62	\$ 3,686.75	\$ 3,873.88	\$ 4,058.73	\$ 4,243.58	\$ 4,428.43
	Hourly	\$ 39.07	\$ 41.41	\$ 43.75	\$ 46.09	\$ 48.43	\$ 50.74	\$ 53.05	\$ 55.36
	Raise over Previous Step		5.98747%	5.64922%	5.34715%	5.07572%	4.77173%	4.55440%	4.35601%

EFFECTIVE 09/27/2025

Certification Pay		
FF Intermediate	\$35/month	\$420.00
FF Advanced	\$50/month	\$600.00
FF Master	\$75/month	\$900.00
AAS Degree	\$50/month	\$600.00
Bachelors Degree	\$75/month	\$900.00
Masters Degree	\$100/month	\$1,200.00
EMS Field Trainer (FTO)	\$200/month	\$2,400.00