

FY 2026 City of Grapevine
Pay Schedule for Fire Step Employees

GRADE	POSITION	Position Code	FLSA		STEP A	STEP B	STEP C	STEP D	STEP E
FD4F	FIRE RECRUIT 40	FFR40	NE	ANN. MO. BI-WKLY HOURLY	72,592.00 6,049.33 2,792.00 34.90				
FD4E	FF/EMT 40	FFE40	NE	ANN. MO. BI-WKLY HOURLY	74,369.90 6,197.49 2,860.38 35.75				
FD4R	PARAMEDIC RECRUIT 40	PMR40	NE	ANN. MO. BI-WKLY HOURLY	77,905.62 6,492.14 2,996.37 37.45				
FD4P	FF/PARAMEDIC 40	FFP40	NE	ANN. MO. BI-WKLY HOURLY	81,381.41 6,781.78 3,130.05 39.13	85,456.47 7,121.37 3,286.79 41.08	89,711.32 7,475.94 3,450.44 43.13	94,205.87 7,850.49 3,623.30 45.29	98,910.17 8,242.51 3,804.24 47.55
FD06	FIRE INSPECTOR / INVESTIGATOR	FINVS	NE	ANN. MO. BI-WKLY HOURLY	97,240.00 8,103.33 3,740.00 46.75	100,152.00 8,346.00 3,852.00 48.15	103,147.20 8,595.60 3,967.20 49.59	106,246.40 8,853.87 4,086.40 51.08	
FD08	FIRE EMS CAPTAIN ASSISTANT FIRE MARSHAL	EMSCP AFM	NE NE	ANN. MO. BI-WKLY HOURLY	121,263.09 10,105.26 4,663.97 58.30	126,117.21 10,509.77 4,850.66 60.63	131,121.15 10,926.76 5,043.12 63.04		
FD10	BATTALION CHIEF 40 FIRE MARSHAL	BACHA MARSH	NE NE NE	ANN. MO. BI-WKLY HOURLY	137,743.13 11,478.59 5,297.81 66.22	144,634.78 12,052.90 5,562.88 69.54	148,979.52 12,414.96 5,729.98 71.62		

GRADE	POSITION		FLSA		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G
FD01	FF/EMT	FFEMT	NE	ESTIMATED ANN. 12-DAY HOURLY	74,369.90 2,444.77 24.82	78,115.37 2,567.90 26.07	82,040.61 2,696.93 27.38	86,145.64 2,831.88 28.75	90,460.41 2,973.72 30.19	93,187.11 3,063.35 31.10	95,913.82 3,153.47 32.10
FD02	PARAMEDIC RECRUIT	PARAR	NE	ESTIMATED ANN. 12-DAY HOURLY	77,905.62 2,561.00 26.00						
FD03	FF/PARAMEDIC	FFPM	NE	ESTIMATED ANN. 12-DAY HOURLY	81,381.41 2,675.26 27.16	85,456.47 2,809.22 28.52	89,711.32 2,949.09 29.94	94,205.87 3,096.84 31.44	98,910.17 3,251.49 33.01		
FD05	DRIVER/ENGINEER	FFDE	NE	ESTIMATED ANN. 12-DAY HOURLY	104,033.97 3,419.92 34.72	107,150.19 3,522.36 35.76	110,356.31 3,627.76 36.83				
FD07	FIRE CAPTAIN	FCAPT	NE	ESTIMATED ANN. 12-DAY HOURLY	121,263.09 3,986.30 40.47	126,117.21 4,145.87 42.09	131,121.15 4,310.36 43.76				
FD09	FIRE BATTALION CHIEF	BATCH	NE	ESTIMATED ANN. 12-DAY HOURLY	137,743.13 4,528.05 45.97	144,634.78 4,754.60 48.27	148,979.52 4,897.42 49.72				

NOTE - 12-day cycle includes 91 regular and 5 overtime; annual is an estimate on 30.42 payrolls

New hire lateral program will be applied to all steps of the Firefighter/Paramedic position

1 year of experience	Step B
2 years of experience	Step C
3 years of experience	Step D
4 years of experience	Step E

Movement from 40-hour position to 48/96 position is a reclassification; however, the employee's anniversary date will be changed to one year from the day they are assigned to the 48/96 shift.

Movement from Fire Operations to Fire Inspections is a transfer; the employee's anniversary date will not change, and the probationary date will be one year from completion of training.

					Minimum	Midpoint	Maximum
FD15	ASSISTANT FIRE CHIEF	AFC FCADM	EX	ANN. MO. BI-WKLY	153,830.50 12,819.21 5,916.56	176,905.08 14,742.09 6,804.04	199,979.65 16,664.97 7,691.53

The Assistant Chief is appointed - salary will be determined by the Chief.