

TOWN OF LITTLE ELM, TX

FY 2025-26 FIRE STEP PLAN

Grade	Title	Annual Hours	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
500B	Firefighter/EMT	2912	Hourly	\$ 24.3291	\$ 24.7968	\$ 25.2645	\$ 25.7342	\$ 26.1998		
			Bi-Weekly	\$ 2,724.86	\$ 2,777.24	\$ 2,829.62	\$ 2,882.23	\$ 2,934.38		
			Monthly	\$ 5,903.87	\$ 6,017.36	\$ 6,130.85	\$ 6,244.83	\$ 6,357.82		
			Annual	\$ 70,846.45	\$ 72,208.30	\$ 73,570.14	\$ 74,937.99	\$ 76,293.83		
500	Firefighter/EMT - Administrative Duty	2080	Hourly	\$ 34.0608	\$ 34.7155	\$ 35.3703	\$ 36.0279	\$ 36.6797		
			Bi-Weekly	\$ 2,724.86	\$ 2,777.24	\$ 2,829.62	\$ 2,882.23	\$ 2,934.38		
			Monthly	\$ 5,903.87	\$ 6,017.36	\$ 6,130.85	\$ 6,244.83	\$ 6,357.82		
			Annual	\$ 70,846.45	\$ 72,208.30	\$ 73,570.14	\$ 74,937.99	\$ 76,293.83		
500C	Paramedic Only	2080	Hourly	\$ 34.0608	\$ 34.7155	\$ 35.3703	\$ 36.0279	\$ 36.6797		
			Bi-Weekly	\$ 2,724.86	\$ 2,777.24	\$ 2,829.62	\$ 2,882.23	\$ 2,934.38		
			Monthly	\$ 5,903.87	\$ 6,017.36	\$ 6,130.85	\$ 6,244.83	\$ 6,357.82		
			Annual	\$ 70,846.45	\$ 72,208.30	\$ 73,570.14	\$ 74,937.99	\$ 76,293.83		
501B	Firefighter/Paramedic	2912	Hourly	\$ 27.0464	\$ 27.9797	\$ 28.9131	\$ 29.8465	\$ 30.7798	\$ 31.7132	\$ 32.6465
			Bi-Weekly	\$ 3,029.19	\$ 3,133.73	\$ 3,238.27	\$ 3,342.80	\$ 3,447.34	\$ 3,551.88	\$ 3,656.41
			Monthly	\$ 6,563.25	\$ 6,789.75	\$ 7,016.24	\$ 7,242.74	\$ 7,469.23	\$ 7,695.73	\$ 7,922.22
			Annual	\$ 78,759.05	\$ 81,476.99	\$ 84,194.93	\$ 86,912.87	\$ 89,630.82	\$ 92,348.76	\$ 95,066.70
501	Firefighter/Paramedic - Administrative Duty	2080	Hourly	\$ 37.8649	\$ 39.1716	\$ 40.4783	\$ 41.7850	\$ 43.0917	\$ 44.3984	\$ 45.7051
			Bi-Weekly	\$ 3,029.19	\$ 3,133.73	\$ 3,238.27	\$ 3,342.80	\$ 3,447.34	\$ 3,551.88	\$ 3,656.41
			Monthly	\$ 6,563.25	\$ 6,789.75	\$ 7,016.24	\$ 7,242.74	\$ 7,469.23	\$ 7,695.73	\$ 7,922.22
			Annual	\$ 78,759.05	\$ 81,476.99	\$ 84,194.93	\$ 86,912.87	\$ 89,630.82	\$ 92,348.76	\$ 95,066.70
502B	Driver/Operator - Base Step Up	2912	Hourly	\$ 33.4678	\$ 34.4110	\$ 35.3543	\$ 36.2975	\$ 37.2407		
			Bi-Weekly	\$ 3,748.39	\$ 3,854.04	\$ 3,959.68	\$ 4,065.32	\$ 4,170.96		
			Monthly	\$ 8,121.52	\$ 8,350.41	\$ 8,579.30	\$ 8,808.19	\$ 9,037.08		
			Annual	\$ 97,458.22	\$ 100,204.92	\$ 102,951.61	\$ 105,698.31	\$ 108,445.00		
502	Driver/Operator - Administrative Duty	2080	Hourly	\$ 46.8549	\$ 48.1754	\$ 49.4960	\$ 50.8165	\$ 52.1370		
			Bi-Weekly	\$ 3,748.39	\$ 3,854.04	\$ 3,959.68	\$ 4,065.32	\$ 4,170.96		
			Monthly	\$ 8,121.52	\$ 8,350.41	\$ 8,579.30	\$ 8,808.19	\$ 9,037.08		
			Annual	\$ 97,458.22	\$ 100,204.92	\$ 102,951.61	\$ 105,698.31	\$ 108,445.00		
503	Emergency Management Coordinator	2080	Hourly	\$44.2961	\$45.4036	\$46.5386	\$47.7021	\$48.8947	\$50.1170	\$51.3700
			Bi-Weekly	\$3,543.69	\$3,632.28	\$3,723.09	\$3,816.17	\$3,911.57	\$4,009.36	\$4,109.60
			Monthly	\$7,678.00	\$7,869.95	\$8,066.70	\$8,268.37	\$8,475.07	\$8,686.95	\$8,904.13
			Annual	\$92,135.98	\$94,439.39	\$96,800.38	\$99,220.38	\$101,700.89	\$104,243.41	\$106,849.50
504B	Fire Lieutenant	2912	Hourly	\$36.2925	\$37.2488	\$38.2048	\$39.1612	\$40.1176		
			Bi-Weekly	\$4,064.76	\$4,171.87	\$4,278.94	\$4,386.05	\$4,493.17		
			Monthly	\$8,806.97	\$9,039.05	\$9,271.04	\$9,503.12	\$9,735.19		
			Annual	\$105,683.65	\$108,468.58	\$111,252.48	\$114,037.40	\$116,822.33		
504	Fire Lieutenant - Administrative Duty	2080	Hourly	\$50.8094	\$52.1484	\$53.4868	\$54.8257	\$56.1646		
			Bi-Weekly	\$4,064.76	\$4,171.87	\$4,278.94	\$4,386.05	\$4,493.17		
			Monthly	\$8,806.97	\$9,039.05	\$9,271.04	\$9,503.12	\$9,735.19		
			Annual	\$105,683.65	\$108,468.58	\$111,252.48	\$114,037.40	\$116,822.33		

FF/EMT and Medic Only Annual Step Increase
FF/Medic Annual Step Increase
Driver Operator Annual Step Increase
Captain Annual Step Increase
BC & DC Annual Step Increase
AC Annual Step Increase

Grade	Title	Annual Hours	Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
505B	Fire Captain - Base Step Up	2912	Hourly	\$ 39.1031	\$ 40.1180	\$ 41.1329	\$ 42.1478	\$ 43.1626		
			Bi-Weekly	\$ 4,379.55	\$ 4,493.22	\$ 4,606.88	\$ 4,720.55	\$ 4,834.22		
			Monthly	\$ 9,489.02	\$ 9,735.30	\$ 9,981.58	\$ 10,227.86	\$ 10,474.13		
			Annual	\$ 113,868.27	\$ 116,823.60	\$ 119,778.93	\$ 122,734.26	\$ 125,689.60		
505	Fire Captain - Administrative Duty Assistant Fire Marshal	2080	Hourly	\$ 54.7444	\$ 56.1652	\$ 57.5860	\$ 59.0069	\$ 60.4277		
			Bi-Weekly	\$ 4,379.55	\$ 4,493.22	\$ 4,606.88	\$ 4,720.55	\$ 4,834.22		
			Monthly	\$ 9,489.02	\$ 9,735.30	\$ 9,981.58	\$ 10,227.86	\$ 10,474.13		
			Annual	\$ 113,868.27	\$ 116,823.60	\$ 119,778.93	\$ 122,734.26	\$ 125,689.60		
506B	Battalion Chief - Base Step Up **Battalion Chief Admin only position eligible to step into Asst Chief position**	2912	Hourly	\$ 46.3999	\$ 47.3306	\$ 48.2613	\$ 49.1920	\$ 50.1227		
			Bi-Weekly	\$ 5,196.79	\$ 5,301.03	\$ 5,405.26	\$ 5,509.50	\$ 5,613.74		
			Monthly	\$ 11,259.71	\$ 11,485.56	\$ 11,711.41	\$ 11,937.26	\$ 12,163.10		
			Annual	\$ 135,116.52	\$ 137,826.70	\$ 140,536.88	\$ 143,247.07	\$ 145,957.25		
506	Battalion Chief - Administrative Duty Division Chief of Administration Division Chief of Prevention	2080	Hourly	\$ 64.9599	\$ 66.2628	\$ 67.5658	\$ 68.8688	\$ 70.1718		
			Bi-Weekly	\$ 5,196.79	\$ 5,301.03	\$ 5,405.26	\$ 5,509.50	\$ 5,613.74		
			Monthly	\$ 11,259.71	\$ 11,485.56	\$ 11,711.41	\$ 11,937.26	\$ 12,163.10		
			Annual	\$ 135,116.52	\$ 137,826.70	\$ 140,536.88	\$ 143,247.07	\$ 145,957.25		
507	Assistant Fire Chief - Operations Assistant Fire Chief - Support Services	2080	Hourly	\$ 73.6803	\$ 75.5925	\$ 77.5047	\$ 79.4170	\$ 81.3292		
			Bi-Weekly	\$ 5,894.42	\$ 6,047.40	\$ 6,200.38	\$ 6,353.36	\$ 6,506.34		
			Monthly	\$ 12,771.24	\$ 13,102.70	\$ 13,434.15	\$ 13,765.61	\$ 14,097.06		
			Annual	\$ 153,254.92	\$ 157,232.38	\$ 161,209.85	\$ 165,187.31	\$ 169,164.77		

Effective 10/1/2025

Pay Code
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Out of Class/Step Up Pay
FF to Driver (or FTO) \$6.42
FF to LT \$7.38
DO to LT \$2.82
DO to Cap \$5.64
LT to Cap \$2.81
Cap to BC \$7.30
BC to Asst Chief \$8.72