



CITY OF PLANO
2025 - 2026 CIVIL SERVICE COMPENSATION PLAN
Effective 10/1/2025
FIRE

RANGE	POSITION	Effective Date - # Positions	STEP:	BASE 1	6 MOS. 2	12 MOS. 3	24 MOS. 4	36 MOS. 5	48 MOS. 6
001	Firefighter (Hired before 10/1/2025)	10/1/2025 - 270	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$90,466 \$7,539 \$31.0665 \$43.4931	\$105,898 \$8,825 \$36.3660 \$50.9124		
01B	Firefighter (Hired on or after 10/1/2025)		Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$80,862 \$6,738 \$27.7685 \$38.8759		\$87,121 \$7,260 \$29.9179 \$41.8851	\$93,380 \$7,782 \$32.0673 \$44.8942	\$99,639 \$8,303 \$34.2167 \$47.9034	\$105,898 \$8,825 \$36.3660 \$50.9124
002	Fire Engineer	10/1/2025 - 64	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$113,056 \$9,421 \$38.8241 \$54.3537					
003	Lieutenant	10/1/2025 - 32	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$124,328 \$10,361 \$42.6950 \$59.7730					
004	Captain	10/1/2025 - 51	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$137,903 \$11,492 \$47.3567 \$66.2994					
005	Battalion Chief	10/1/2025 - 8	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$157,542 \$13,128 \$54.1009 \$75.7413					
006	Deputy Fire Chief	10/1/2025 - 7	Annual: Monthly: Shift Hourly: 40-hour Hourly:	\$174,306 \$14,525 \$59.8578 \$83.8009					
007	Appointed Assistant Fire Chief*	10/1/2025 - 2	Annual: Monthly: 40-hour Hourly:	\$198,261 \$16,522 \$95.3177					
01A	Recruit	10/1/2025	Annual: Monthly: 40-hour Hourly:	\$74,182 \$6,182 \$35.6644					

The base pay is the same for all personnel within a classification; however the hourly pay rates vary based on whether the individual is assigned to a 40 hour per week staff position or a 56 hour per week shift position. The hourly rate shown above is the base hourly rate at which pay is calculated. The monthly and annual rates shown are for informational purposes only and illustrate potential pay based on hours worked which are not guaranteed. The City Council can change pay, pay periods, and total hours scheduled at any time.

*Not included in the meet and confer agreement; effective date for pay is 9/22/2025.

EXHIBIT A



CITY OF PLANO
2025 - 2026 CIVIL SERVICE
ASSIGNMENT & CERTIFICATION PAY
Effective 10/1/2025
FIRE

Certification Pay	Per Month	Per Pay Period
Intermediate	\$60.00	\$27.69
Advanced	\$80.00	\$36.92
Master	\$120.00	\$55.38
Paramedic	\$400.00	\$184.61

Assignment Pay	Per Shift	Per Hour
Ambulance	\$50.00	\$2.083
Squad	\$50.00	\$2.083
Paramedic Trainer	\$45.00	\$1.875

Assignment Pay	Per Month	Per Pay Period
Special Operations	\$100.00	\$46.16
Fire Investigator	\$100.00	\$46.16
Staff Firefighter	\$176.50	\$81.46
Staff Engineer	\$197.20	\$91.02
Staff Lieutenant	\$518.38	\$239.25
Staff Captain	\$312.82	\$144.38
Staff Battalion Chief	\$491.50	\$226.85
Staff Deputy Chief	\$491.14	\$226.68

EXHIBIT B