

**CITY OF ANNA**  
**FIRE PAY PLAN FY25 - 26**  
**EFFECTIVE: 10/1/2025**

POSITION	FLSA	PERIOD	STEP-0	STEP-1	STEP-2	STEP-3	STEP-4	STEP-5
Fire Recruit	N							
Firefighter / Paramedic	N	Annually	\$63,860.00	\$72,100.00	\$74,263.00	\$76,490.89	\$78,785.62	\$81,149.19
		Monthly	\$5,321.67	\$6,008.33	\$6,188.58	\$6,374.24	\$6,565.47	\$6,762.43
		Hourly (2080)	\$30.70	\$34.66	\$35.70	\$36.77	\$37.88	\$39.01
		Hourly (2912)	\$21.93	\$24.76	\$25.50	\$26.27	\$27.06	\$27.87
Driver Engineer / Paramedic	N	Annually		\$83,583.66	\$86,091.17	\$88,673.91		
		Monthly		\$6,965.31	\$7,174.26	\$7,389.49		
		Hourly (2080)		\$40.18	\$41.39	\$42.63		
		Hourly (2912)		\$28.70	\$29.56	\$30.45		
Fire Lieutenant	N	Annually		\$91,334.12	\$94,074.15	\$96,896.37		
		Monthly		\$7,611.18	\$7,839.51	\$8,074.70		
		Hourly (2080)		\$43.91	\$45.23	\$46.58		
		Hourly (2912)		\$31.36	\$32.31	\$33.27		
Fire Captain	N	Annually		\$99,803.26	\$102,797.36	\$105,881.28		
		Monthly		\$8,316.94	\$8,566.45	\$8,823.44		
		Hourly (2080)		\$47.98	\$49.42	\$50.90		
		Hourly (2912)		\$34.27	\$35.30	\$36.36		
Fire Battalion Chief	N	Annually		\$109,057.72	\$112,329.45	\$115,699.33		
		Monthly		\$9,088.14	\$9,360.79	\$9,641.61		
		Hourly (2080)		\$52.43	\$54.00	\$55.62		
		Hourly (2912)		\$37.45	\$38.57	\$39.73		

Eligible fulltime Certified Firefighter / Paramedic with experience will start at the eligible lateral Firefighter / Paramedic STEP grade.

After each rank reaches their last STEP, they are eligible to receive a lump sum amount based on performance and annual budget each year, until they move ranks or if the STEP Plan gets adjusted.