

City of Fort Worth, Texas



FY2027

SALARY SCHEDULE



Effective: 10/01/2026

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Source: City of Fort Worth Human Resources Department: Tel.: (817) 392-7750

REVISED FY2027 SALARY SCHEDULE

FY2027 SALARY SCHEDULE

The existing salary structures for non-exempt, exempt and exempt IT positions will remain unchanged. Employees in Exempt and Non-Exempt non-Civil Service positions may receive individual pay adjustments based on their job performance through the City's Pay for Performance (P4P) Program. Police Civil Service employees will receive increases in accordance with the Police Meet and Confer Agreement. Fire Civil Service employees will receive their increases in accordance with the Fire Collective Bargaining Agreement. The City of Fort Worth's minimum entry pay is \$18.00 per hour for all regular full-time, regular part-time, temporary, seasonal, and less than part-time employees.

I. Non-Exempt Salary Structures (Non-Civil Service)

- Salary structures remain unchanged

II. Exempt Salary Structures (Non-Civil Service)

- Salary structures remain unchanged

III. Exempt IT Salary Structures (Non-Civil Service)

- Salary structures remain unchanged

IV. Sworn Police

- Police Civil Service salary structures will be adjusted in accordance with their Meet and Confer Agreement in effect between the City of Fort Worth and the Fort Worth Police Officers Association.

V. Sworn Fire, Emergency Medical Services (EMS), and Telecommunicators

- Fire Civil Service salary structures will be adjusted in accordance with the Collective Bargaining Agreement in effect between the City of Fort Worth and the Fort Worth Professional Firefighters Association.

VI. Temporary, Seasonal and Part-Time Employees

- Minimum pay rates for Temporary, Seasonal and Less than Part-Time employees will be \$18.00 per hour.

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
911 Communications Administrator	DD1711	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Account Technician	CL5010	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Accountant	PR1010	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Accounting Services Supervisor	PR1021	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Accounts Payable Coordinator	PR3023	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Administrative Assistant	TC5010	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Administrative Services Mgr	MG1011	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Administrative Svc Coordinator	PR1030	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Administrative Technician	CL5020	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Agenda Coordinator	PR5950	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Agenda Specialist	TC5840	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Airport Operations Manager	MG1021	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Airport Operations Officer	PS5010	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Airport Operations Supervisor	PR1041	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Airport Project Coordinator	PR5110	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
AMI Administrator	PR2951	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Animal Control Officer	PS5020	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Animal Shelter Technician	ST5010	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Arborist I	ST5510	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Arborist II	ST5020	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Architectural Services Manager	MG1031	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asset Management Specialist	PR5120	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Assistant Aquatics Supervisor	TC5801	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Assistant Building Official	MG1101	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Assistant to the City Manager	PR4430	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Assistant Water Director	AD1161	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Aviation Director	AD1241	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst City Attorney I	PR1060	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Asst City Attorney II	PR1070	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Asst City Attorney/Prosecutor	PR2120	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asst City Atty/DFW Airprt Atty	PR2800	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Asst City Auditor	AD1021	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst City Manager	EX1011	E	316	105.79	220,042	122.98	255,799	140.17	291,556	157.36	327,313	174.55	363,070
Asst City Secretary	AD1031	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Clerk of the Court	MG1041	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asst Code Compliance Dir	AD1041	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Comm/Public Engagement Dir	AD1281	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Data Reporting Supv	TC5651	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Asst Development Services Dir	AD1111	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Director, Office of the Medical Director	AD1311	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Asst Diversity & Inclusion Dir	AD1251	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Econ Dev Director	AD1231	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Asst Emergency Mgmt Coordinato	PR5161	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst Environmental Services Dir	AD1291	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Facilities Superintendent	PR1091	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst Field Operations Supv	PR1101	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Asst Finance Director	AD1051	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Fire Director	AD1011	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Forensic Division Manager	MG1781	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asst Golf Professional	TC5020	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Asst Historic Site Supervisor	PR2931	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Asst Human Resources Director	AD1061	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Asst IT Solutions Director	AD1071	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Library Director	AD1081	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Municipal Court Svcs Director	AD1091	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Neighborhood Svcs Dir	AD1221	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Park/Recreation Director	AD1101	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Parts/Materials Supv	TC5030	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Asst Planning/Data Analytics Director	AD1271	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Police Director	AD1121	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Property Mgmt Director	AD1131	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Pub Facilities/Events Dir	AD1141	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Public Safety Support Mgr	PR1111	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Asst TPW Superintendent	PR1121	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst Trans/Public Works Dir	AD1151	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Water Systems Supt	PR1131	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst. Police Director of Comms.	PR1961	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Athletic Coordinator	PR1141	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Audit Manager	MG1061	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Auditor	PR1150	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Auto Body Repairer	ST5030	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Aviation Director	DH1011	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Billing & Accounting Manager	MG1071	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Botanic Garden Superintendent	MG1081	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Budget Analyst I	PR1160	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Budget Analyst II	PR1171	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Budget Manager	MG1091	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Business Development Manager	MG1111	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Business Process Analyst I	TC5750	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Business Process Analyst II	PR3000	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Business Process Manager	MG1731	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Buyer I	PR1190	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Buyer II	PR5190	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Cable Services Supervisor	PR1200	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Call Center Analyst	PR1210	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Capital Projects Manager	MG1791	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Centralized PD Payroll Coord	PR1220	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Chemist	PR5010	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Chief Communications Officer	EX1031	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Chief Deputy City Marshal	PR1240	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Chief Financial Svcs Officer	DH1021	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Chief Helicopter Pilot	MG1131	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Chief Judge	AP1011	E	400	Set by Agreement									
Chief of Staff	MG1141	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Chief Planning Officer	DD1731	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Chief Prosecutor	PR1250	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Chief Transformation Officer	EX1041	E	312	83.32	173,312	96.86	201,475	110.40	229,638	123.94	257,801	137.48	285,965
City Attorney	AP1021	E	400	Set by Agreement									
City Auditor	AP1031	E	400	Set by Agreement									
City Forester	PR1261	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
City Manager	AP1041	E	400	Set by Agreement									
City Marshal	AD1171	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
City Secretary	AP1051	E	400	Set by Agreement									
Civilian Response Specialist	PS5270	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Clerk Of Municipal Court	AD1181	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Clinical Manager	MG1930	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Clinical Practice Coordinator	PS5320	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Clinical Practice Coordinator - MIH	PS5330	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Clinical Practice Supervisor	PR6001	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Clinical Quality Coordinator	PS5340	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Clinical Quality Coordinator - Research	PS5350	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Code Compliance Director	DH1041	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Code Compliance Officer	PS5030	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Code Compliance Superintendent	MG1151	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Code Compliance Supervisor	PR1281	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Combination Inspector	TC5040	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Commun/Public Engagement Dir	DH1191	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Communication Coordinator	PR1290	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Communication Shift Supv	PS5041	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Communications Specialist	PR1300	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Community Center Aide	ST5050	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Community Center Coordinator	PR1311	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Community Center Supervisor	PR1321	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Community Partnerships Strategy Manager	PR5980	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Community Services Manager	MG1161	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Compliance and Planning Manager	MG1171	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Computer Forensic Examiner	PR1330	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Conservation Specialist	PR1340	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Constitutional Policing Unit Manager	MG1971	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Construction Inspection Supv	PR1351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Construction Inspector I	TC5050	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Construction Inspector II	TC5060	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Construction Manager	MG1181	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Construction Superintendent	MG1191	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Consumer Health Specialist	TC5070	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Contract Compliance Specialist	PR1360	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Contract Compliance Technician	TC5080	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Contract Services Admin	MG1201	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Courier	ST5060	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Crime Analyst	PR1370	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Crime Lab Qa Coordinator	PR1380	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Criminal Intelligence Analyst	PR1390	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Cross Connection Tech Supv	PR1401	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Cross Connection Technician	ST5070	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Custodian	ST5080	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Customer Service Administrator	MG1211	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Customer Service Info Spec	CL5030	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Customer Service Manager	MG1221	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Customer Service Rep I	CL5040	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Customer Service Rep II	CL5050	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Customer Service Supervisor	PR1411	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Customer Solutions Analyst	PR1270	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Data Analytics Manager	MG1841	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Data Reporting Supervisor	PR1421	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Data Reporting Technician	CL5060	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Data Science Analyst I	PR5910	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
Data Science Analyst II	PR5920	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
Database Administrator	PR1430	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Deputy Chief Judge	AP1061	E	400	Set by Agreement									

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Deputy Chief of Staff	PR1050	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Deputy City Attorney	AD1191	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Deputy City Manager	EX1021	E	317	112.98	234,993	131.34	273,179	149.70	311,366	168.05	349,552	186.41	387,738
Deputy City Marshal I	PS5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Deputy City Marshal II	PS5050	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Deputy City Marshal Trainee	PS5400	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Deputy Code Compliance Dir	DD1411	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Court Clerk	PR1441	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Deputy Development Services Director	DD1751	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Director, Office of the Medical Director	DD1761	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Economic Develop Dir	DD1311	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Finance Dir	DD1511	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Fire Director	DD1721	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Human Resources Director	DD1111	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy IT Solutions Director	DD1611	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Medical Director, OMD	DD1771	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Deputy Park & Recreation Dir	DD1211	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Public Events Director	DD1741	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Water Director	DD1011	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Development Inspection Spclst	TC5090	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Development Inspection Supv	PR1451	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Development Project Coord	PR1460	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Development Services Director	DH1131	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Development Support Administra	MG1631	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Dir Emergency Communications & Mgmt	DH1311	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
District Superintendent	MG1231	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Economic Development Coordinator	PR1180	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Economic Development Director	DH1051	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Economic Development Manager	PR1471	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Economic Development Spec	PR1480	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Education Strategy Manager	MG1771	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Electronics Technician	TC5100	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Eligibility Specialist	TC5110	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Emergency Management Coord	MG1241	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Emergency Management Officer I	PR1490	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Emergency Medical Technician - Part Time	PS5360	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Emergency Mgmt Officer II	PR1500	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Emergency Ops Center Tech	TC5760	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Employee Labor Relations Mgr	MG1251	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
EMS Chief Medical Officer	EX1051	E	312	83.32	173,312	96.86	201,475	110.40	229,638	123.94	257,801	137.48	285,965
EMS Compliance Manager	MG1940	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
EMS Strategic Operations Manager	MG1941	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
EMT Trainee	1052	N	Z17	18.00	37,440								
Energy Compliance Analyst	PR5090	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Energy Manager	MG1741	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Engineer In Training	PR5900	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Engineer Project Coordinator	PR5820	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Engineering Manager	MG1261	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Engineering Technician I	TC5120	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Engineering Technician II	TC5130	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Environmental Field Ops Superintendent	MG1921	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Environmental Field Ops Supervisor	PR5981	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Environmental Field Ops Technician	ST5040	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Environmental Program Manager	MG1271	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Environmental Services Director	DH1231	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Environmental Specialist	TC5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Environmental Supervisor	PR1511	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Environmental Technician	ST5090	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Equine Care Specialist	ST5550	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Equipment Operator	ST5100	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Equipment Operator Trainee	ST5600	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Facilities Coordinator	PR5770	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Facilities Planner	TC5150	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Facilities Superintendent	MG1291	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Facilities Supervisor	PR1521	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
FD Protection Specialist	PR1530	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Field Operations Crewleader	ST5110	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Field Operations Supervisor	PR1541	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Field Operations Supt	MG1301	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Field Services Representative	ST5120	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Financial Payroll Administrator	PR5971	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Financial Payroll Analyst	CL5330	NE	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Financial Payroll Coordinator	PR3032	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Financial Reporting Coord	PR1551	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Financial Services Manager	MG1311	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Fire Assistant Chief	1027	E	Y08	85.00	176,799	88.40	183,872	91.80	190,945	95.20	198,019	98.60	205,092
Fire Chief	DH1061	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Fire Deputy Chief	1532	N	Y07	75.66	157,363	78.68	163,654	81.70	169,945	84.73	176,237	87.75	182,528

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Fire Trainee	1026	N	Y17	19.19	39,915								
Firearms Technician	PS5240	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Fleet Analyst	PR5130	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Fleet Coordinator	TC5160	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Fleet Crewleader	ST5130	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Fleet Mechanic I	ST5140	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Fleet Mechanic II	ST5150	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Fleet Services Manager	MG1701	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Fleet Superintendent	MG1321	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Fleet Supervisor	PR1561	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Food & Beverage Attendant	CL5070	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Food & Beverage Coordinator	PR5221	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Forensic Division Manager	MG1331	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Forensic Scientist I	PR3050	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Forensic Scientist II	PR1570	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Forensic Scientist III	PR2370	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Forensic Scientist IV	PR3051	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Forensic Supervisor	PR2821	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Garden Center Coordinator	PR2831	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Gardener	ST5160	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Gas Lease Analyst	PR5140	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Gas Well Inspector	TC5170	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Gas Well Manager	MG1341	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Golf Professional	PR1580	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Golf Shop Attendant	CL5080	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Governmental Affairs Liaison	PR1591	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Graduate Engineer	PR1600	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Grants Manager	MG1351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Grants Specialist	PR1610	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Graphic Artist	TC5180	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Greenhouse Attendant	ST5170	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Greenspace Initiatives Mgr	MG1911	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Ground Transportation Coord	PR1620	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Health Information Systems Manager	MG1931	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Hearing Officer	AP1070	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Helicopter Mechanic	ST5180	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Helicopter Pilot	TC5190	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Historic Site Supervisor	PR2921	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Housing Development Manager	PR1631	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Housing Program Supervisor	PR1641	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Housing Rehabilitation Tech I	TC5200	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Housing Rehabilitation Tech II	TC5210	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
HR Business Partner	PR3040	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
HRIS Manager	MG1691	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
HRIS Specialist	PR1650	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Human Relations Administrator	MG1361	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Human Relations Coordinator	PR1660	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Human Relations Investigator	PR1670	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Human Relations Manager	MG1371	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Human Resources Analyst	PR1680	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Human Resources Coordinator	PR1690	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Human Resources Director	DH1071	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Human Resources Manager	MG1381	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Human Resources Specialist	TC5860	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Human Services Coordinator	PR1700	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Human Services Manager	MG1391	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Human Services Specialist	TC5220	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Infrastructure QC Specialist	PR1710	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Instrumentation/Elect Apprentice I	TC5800	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Instrumentation/Elect Apprentice II	TC5810	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Instrumentation/Elect Supv	PR1721	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Instrumentation/Elect Tech I	TC5230	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Instrumentation/Elect Tech II	TC5830	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Intergovernmental Relations Manager	PR5830	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Intoxilyzer Operator	PS5070	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
IT Auditor	PR1730	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
IT Business Planner I	PR1740	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Business Planner II	PR1750	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
IT Business Systems Coordinator	PR1760	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Change Management Analyst	PR2840	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
IT Communications Technician	TC5240	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
IT Help Desk Technician	TC5250	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
IT Information Security Anlyst	PR1770	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
IT Operations Specialist	TC5260	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
IT Programmer/Analyst I	TC5670	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
IT Programmer/Analyst II	PR1790	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Project Consultant	PR1800	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
IT Services Specialist	TC5280	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
IT Solutions Architect	PR5800	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
IT Solutions Director	DH1081	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
IT Solutions Manager	MG1401	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
IT Solutions Project Coordinator I	PR5840	E	706	29.28	60,900	33.67	70,035	38.06	79,171	42.45	88,306	46.85	97,441
IT Solutions Project Coordinator II	PR5850	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
IT Solutions Project Manager	MG1821	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
IT Solutions Supervisor	PR1811	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
IT Tech Support Analyst I	TC5620	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
IT Tech Support Analyst II	PR1830	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
Jury Coordinator	TC5300	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Laboratory Supervisor	PR1841	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Land Agent	PR1850	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Landscape Architect	PR2450	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Landscape Architect Manager	PR1871	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Latent Print Examiner	PS5080	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Latent Print Supervisor	PR2851	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Latent Print Technician	PS5090	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Lean Administrator	MG1711	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Lease Manager	MG1421	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Legal Assistant	CL5090	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Librarian	PR5020	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Librarian Manager	MG1431	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Librarian Supervisor	PR1891	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Library Assistant	TC5310	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Library Director	DH1091	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Library Page	CL5100	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Logistics Supervisor	PR6000	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Logistics Technician	TC5850	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Maintenance Worker	ST5190	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Management Analyst I	PR1900	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Management Analyst II	PR1911	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Media Services Specialist	TC5330	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Meter Services Technician I	ST5520	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Meter Services Technician II	ST5530	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Microbiologist	PR5030	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Municipal Court Clerk I	CL5310	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Municipal Court Clerk II	CL5110	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Municipal Court Services Dir	DH1101	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Municipal Judge	AP1080	E	400	Set by Agreement									
Natural Resource Technician	ST5500	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Natural Scientist	PR1930	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Natural Scientist Supervisor	PR1941	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Nature Center Manager	MG1441	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Neighborhood Develop Coord	PR1950	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Neighborhood Develop Manager	MG1451	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Neighborhood Develop Spec	PR1960	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Neighborhood Prgm Coordinator	PR3060	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Neighborhood Services Director	DH1111	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Neighborhood Services Manager	PR2811	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Office Assistant	CL5120	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Operation and Maintenance Tech	TC5340	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Organizational Development Specialist	PR5960	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Paramedic - Part Time	PS5370	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Paramedic Trainee	9006	N	Z37	28.00	58,240								
Park & Recreation Director	DH1121	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Park Planner	PR1860	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Parking Compliance Technician I	PS5100	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Parking Compliance Technician II	PS5310	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Parking Meter Technician I	TC5790	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Parking Meter Technician II	TC5791	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Parking Operations Manager	PR1971	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Parts Expediter	CL5130	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Parts/Materials Supervisor	PR1981	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Payroll Specialist	CL5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Payroll Specialist Coordinator	PR5961	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Payroll Specialist Supervisor	PR1991	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
PeopleSoft Developer	PR5860	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
PeopleSoft Systems Admin	PR2010	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Performance Administrator	MG1461	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Performance Analyst	PR2020	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Performance Manager	MG1471	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Pesticide Applicator	ST5200	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Planner I	PR5880	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Planner II	PR2030	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Planner-Scheduler	PR2980	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Planning & Data Analytics Director	DH1221	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Planning Assistant	TC5350	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Planning Manager	MG1481	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Plans Examiner	TC5360	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Plans Examiner Supervisor	PR2041	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Police Assistant Chief	1006	E	310	73.91	153,724	85.92	178,704	97.93	203,685	109.93	228,665	121.94	253,645
Police Chief	DH1141	E	315	99.80	207,587	116.02	241,320	132.24	275,053	148.45	308,786	164.67	342,519
Police Commander	1564	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Police Deputy Chief	1530	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Police Employment Services Mgr	MG1491	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Police Employment Specialist	PR2051	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Police Oversight Deputy Direct	AD1261	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Police Oversight Director	DH1301	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Police Public Information Officer	AD1411	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Police Trainee	1000	N	X17	31.50	65,520								
Polygraph Examiner	PS5120	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Process Control Systems Spc	PR2990	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Professional Engineer	PR2070	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Program Administrator	PR5990	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Program Coordinator	PR2861	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Program Support Division Admin	PR2080	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Project Assistant	TC5640	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Project Controls Specialist II	PR5150	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Property & Casualty Adjuster I	PR5210	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Property & Casualty Manager	MG1551	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Property & Casualty Supervisor	PR6011	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Property & Casualty Adjuster II	PR2230	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Property Control Attendant	ST5210	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Property Control Specialist	CL5160	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Property Control Supervisor	PR2111	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Property Management Director	DH1151	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Protective Gear Specialist	ST5220	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Public Education Prgm Coord	PR2130	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Public Education Specialist	TC5680	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Public Events Attendant	ST5230	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Public Events Coordinator	TC5370	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Public Facilities/Events Dir	DH1161	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Public Information Coordinator	CL5170	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Public Information Officer	PR5970	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Public Information Specialist	CL5180	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Public Records Manager	MG1961	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Public Safety Communicator I	PS5130	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Public Safety Communicator II	PS5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Public Safety Communicator III	PS5250	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Public Safety Support Manager	MG1501	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Purchasing Assistant	TC5770	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Purchasing Manager	MG1511	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Purchasing Supervisor	PR2151	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Quality Control Specialist	PR2160	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Quality Improvement Specialist	CL5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Real Property Manager	MG1521	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Records Administrator	PR5230	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Records Analyst	PR2170	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Records and Infor Mgt Officer	MG1531	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Recreation Programmer	TC5690	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Regional Librarian Supervisor	PR2191	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Registered Architect	PR2210	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Regulatory/Environmental Admin	MG1541	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Safety Administrator	PR5890	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Safety Coordinator	PR5080	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Safety Officer	PR2970	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sales and Events Manager	PR2240	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sales Associate	CL5200	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
School Crossing Guard Pgm Mgr	MG1811	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Security Coordinator	PR2771	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Security Guard	PS5150	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Security Supervisor	PS5231	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Security Systems Technician	TC5380	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Senior Human Rel. Inv./ADA Coord.	PR2391	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Signal Systems Crewleader	ST5480	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Signal Systems Supervisor	PR2891	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Signal Systems Technician I	ST5460	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Signal Systems Technician II	ST5470	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Signs and Markings Technician I	ST5570	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Signs and Markings Technician II	ST5580	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Signs Fabricator	ST5250	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Skilled Trades Technician I	ST5260	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Skilled Trades Technician II	ST5270	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sports Field Monitor	ST5490	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Sr Account Technician	CL5210	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Accountant	PR2260	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Administrative Asst	PR2270	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Sr Administrative Services Mgr	MG1561	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Airport Operations Officer	PS5280	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Arborist	ST5450	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Sr Assistant City Attorney	PR2280	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Sr Asst City Attny Sect Chief	MG1571	E	618	64.21	133,550	73.84	153,583	83.47	173,616	93.10	193,648	102.73	213,681
Sr Auditor	PR2290	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Auto Body Repairer	ST5280	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Budget Analyst	PR2300	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Business Process Analyst	PR3010	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr Buyer	PR2310	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Capital Projects Officer	PR2320	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Sr Chemist	PR2330	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Civilian Response Spclst	PS5300	E	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Code Compliance Officer	PS5160	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Combination Inspector	TC5400	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Construction Inspector	TC5410	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Consumer Health Specialist	TC5420	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Contract Compliance Spec	PR2341	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Crime Analyst	PR2871	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Customer Service Rep	CL5220	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Data Reporting Technician	CL5230	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Data Science Analyst	PR5930	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr Deputy City Manager	AP1091	E	400	Set by Agreement									
Sr Deputy City Marshal	PS5171	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Develop Project Facilitator	PR1951	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Emergency Management Officer	PR2351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Engineering Technician	TC5430	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Environmental Specialist	PR2360	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Equipment Operator	ST5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Executive Asst to City Mgmt	PR5170	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Facilities Planner	PR2941	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Field Services Representative	ST5300	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Financial Reporting Analyst	PR5810	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Fleet Mechanic	ST5310	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Food & Beverage Attendant	CL5240	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Gardener	ST5320	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Golf Shop Attendant	CL5320	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Graphic Artist	TC5440	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Human Resources Analyst	PR2400	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Human Services Specialist	TC5700	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Instrumentation/Elect Tech	TC5451	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Business Planner	PR2420	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr IT Communications Tech	TC5460	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr IT Help Desk Technician	TC5470	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Info Security Analyst	PR5201	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Sr IT Operations Specialist	TC5480	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Programmer/Analyst	PR2430	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr IT Solutions Manager	MG1581	E	713	58.10	120,845	66.81	138,972	75.53	157,099	84.24	175,226	92.96	193,352
Sr IT Solutions Project Manager	MG1831	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Sr IT Tech Support Analyst	PR2440	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
Sr IT Telecommunications Technician	TC5500	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Land Agent	PR2880	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Legal Assistant	PR5231	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Sr Librarian	PR2461	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Sr Librarian Manager	MG1861	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Loan Services Rep	TC5510	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Maintenance Worker	ST5330	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Management Analyst	MG1591	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Meter Services Technician	ST5540	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr Microbiologist	PR2470	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Municipal Court Clerk	CL5250	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr PeopleSoft Developer	PR5870	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Sr PeopleSoft Systems Admin	PR2490	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Sr Planner	PR2501	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Plans Examiner	TC5520	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Professional Engineer	PR2510	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Project Controls Specialist	PR2521	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Property Control Specialist	CL5260	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Property&Casualty Adjuster	PR2561	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Public Events Manager	PR2531	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Sr Public Information Officer	MG1951	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Sr Public Information Specialist	CL5340	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Public Safety Communicator	PS5180	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Purchasing Manager	MG1801	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Quality Control Special	PR2961	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Records Analyst	PR2540	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Recreation Programmer	TC5710	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Sales and Events Manager	PR2571	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Sr Skilled Trades Technician	ST5340	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Survey Technician	TC5530	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Turbine Operator	TC5781	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Sr Utility Rate Analyst	PR2590	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Victim Asst Specialist	PR2600	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Sr Warrant/Identification Tech	PS5190	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Sr Water Dispatch Representative	CL5270	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Water Systems Mechanic	ST5350	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr Water Systems Technician	TC5540	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Stagehand	ST5360	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Stagehand Crewleader	ST5371	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Stock Clerk	CL5280	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Strategic Initiatives Manager	MG1851	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Survey Superintendent	MG1601	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Survey Technician	TC5550	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Systems Administrator	PR2641	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Technical Services Coordinator	MG1611	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Teen Court Coordinator	TC5721	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Telecommunicator Trainee	9010	N	Z27	18.00	37,440								
TPW Superintendent	MG1621	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Traffic Control Supervisor	PS5201	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Traffic Control Technician	PS5210	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Traffic Services Worker	ST5380	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Traffic Systems Crewleader	ST5390	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Traffic Systems Supervisor	PR2661	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Traffic Systems Technician I	ST5400	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Traffic Systems Technician II	ST5410	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Training Specialist	PR2670	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Translator	PR5790	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Transportation Manager	MG1681	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Transportation/Public Wks Dir	DH1171	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Treasury Supervisor	PR2691	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Turbine Operator	TC5780	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Utility Line Crewleader	ST5560	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Utility Line Technician	TC5560	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Utility Operations Specialist	TC5820	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Veterans Business Dev Coordinator	PR5940	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Veterinarian	PR2910	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Veterinary Technician	TC5570	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Victim Assistance Coordinator	PR2711	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Victim Assistance Specialist	PR5040	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Video Producer/Director	PR5050	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Volunteer Coordinator	TC5740	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Volunteer Services Coordinator	PR5780	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Warrant/Identification Supv	PR2751	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Warrant/Identification Tech	PS5220	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Water Conservation Manager	MG1651	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Water Customer Relations Mgr	PR2761	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Water Director	DH1181	E	310	73.91	153,724	85.92	178,704	97.93	203,685	109.93	228,665	121.94	253,645
Water Dispatch Representative	CL5300	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Water Field Operations Crewleader	ST5590	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Water Quality Manager	MG1661	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Water Systems Mechanic I	ST5430	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Systems Mechanic II	ST5440	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Water Systems Sampler	TC5580	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Water Systems Specialist	TC5591	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Water Systems Superintendent	MG1671	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Water Systems Supv	PR2781	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Water Systems Technician I	TC5600	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Systems Technician II	TC5610	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Web Designer	PR2790	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657

*** Job Family Description is located in Job Code**

Assistant Department Director	AD
Appointed Classification	AP
Clerical Classification	CL
Deputy Director	DD
Department Head	DH
Executive Classification	EX
Management Classification	MG
Professional Classification	PR
Public Safety Classification	PS
Service Trades Classification	ST
Technical / Para Professional	TC

Positions highlighted in red font are new.

**** Quartiles**

Quartiles divide a salary range into four equal parts. Rates shown for each quartile indicate the beginning of that quartile.

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Police Trainee	1000	N	X17	31.50	65,520								
Police Assistant Chief	1006	E	310	73.91	153,724	85.92	178,704	97.93	203,685	109.93	228,665	121.94	253,645
Fire Trainee	1026	N	Y17	19.19	39,915								
Fire Assistant Chief	1027	E	Y08	85.00	176,799	88.40	183,872	91.80	190,945	95.20	198,019	98.60	205,092
EMT Trainee	1052	N	Z17	18.00	37,440								
Police Deputy Chief	1530	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Fire Deputy Chief	1532	N	Y07	75.66	157,363	78.68	163,654	81.70	169,945	84.73	176,237	87.75	182,528
Police Commander	1564	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Paramedic Trainee	9006	N	Z37	28.00	58,240								
Telecommunicator Trainee	9010	N	Z27	18.00	37,440								
Asst Fire Director	AD1011	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst City Auditor	AD1021	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst City Secretary	AD1031	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Code Compliance Dir	AD1041	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Finance Director	AD1051	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Human Resources Director	AD1061	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Asst IT Solutions Director	AD1071	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Asst Library Director	AD1081	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Municipal Court Svcs Director	AD1091	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Park/Recreation Director	AD1101	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Development Services Dir	AD1111	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Police Director	AD1121	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Property Mgmt Director	AD1131	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Pub Facilities/Events Dir	AD1141	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Trans/Public Works Dir	AD1151	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Assistant Water Director	AD1161	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
City Marshal	AD1171	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Clerk Of Municipal Court	AD1181	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Deputy City Attorney	AD1191	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Asst Neighborhood Svcs Dir	AD1221	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Econ Dev Director	AD1231	E	306	59.04	122,805	68.63	142,761	78.23	162,717	87.82	182,672	97.42	202,628
Asst Aviation Director	AD1241	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Diversity & Inclusion Dir	AD1251	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Police Oversight Deputy Direct	AD1261	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Planning/Data Analytics Director	AD1271	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Comm/Public Engagement Dir	AD1281	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Environmental Services Dir	AD1291	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Asst Director, Office of the Medical Director	AD1311	E	307	61.64	128,214	71.66	149,049	81.67	169,884	91.69	190,719	101.71	211,553
Police Public Information Officer	AD1411	E	305	56.44	117,396	65.61	136,472	74.78	155,549	83.95	174,626	93.13	193,703
Chief Judge	AP1011	E	400	Set by Agreement									

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
City Attorney	AP1021	E	400	Set by Agreement									
City Auditor	AP1031	E	400	Set by Agreement									
City Manager	AP1041	E	400	Set by Agreement									
City Secretary	AP1051	E	400	Set by Agreement									
Deputy Chief Judge	AP1061	E	400	Set by Agreement									
Hearing Officer	AP1070	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Municipal Judge	AP1080	E	400	Set by Agreement									
Sr Deputy City Manager	AP1091	E	400	Set by Agreement									
Account Technician	CL5010	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Administrative Technician	CL5020	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Customer Service Info Spec	CL5030	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Customer Service Rep I	CL5040	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Customer Service Rep II	CL5050	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Data Reporting Technician	CL5060	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Food & Beverage Attendant	CL5070	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Golf Shop Attendant	CL5080	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Legal Assistant	CL5090	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Library Page	CL5100	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Municipal Court Clerk II	CL5110	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Office Assistant	CL5120	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Parts Expediter	CL5130	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Payroll Specialist	CL5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Property Control Specialist	CL5160	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Public Information Coordinator	CL5170	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Public Information Specialist	CL5180	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sales Associate	CL5200	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Account Technician	CL5210	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Customer Service Rep	CL5220	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Data Reporting Technician	CL5230	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Food & Beverage Attendant	CL5240	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Municipal Court Clerk	CL5250	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Property Control Specialist	CL5260	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Water Dispatch Representative	CL5270	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Stock Clerk	CL5280	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Quality Improvement Specialist	CL5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Water Dispatch Representative	CL5300	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Municipal Court Clerk I	CL5310	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Golf Shop Attendant	CL5320	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Financial Payroll Analyst	CL5330	NE	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Public Information Specialist	CL5340	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Deputy Water Director	DD1011	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Human Resources Director	DD1111	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Park & Recreation Dir	DD1211	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Economic Develop Dir	DD1311	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Code Compliance Dir	DD1411	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Finance Dir	DD1511	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy IT Solutions Director	DD1611	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
911 Communications Administrator	DD1711	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Fire Director	DD1721	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Chief Planning Officer	DD1731	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Deputy Public Events Director	DD1741	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Development Services Director	DD1751	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Director, Office of the Medical Director	DD1761	E	308	64.42	133,992	74.89	155,766	85.36	177,539	95.82	199,313	106.29	221,086
Deputy Medical Director, OMD	DD1771	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Aviation Director	DH1011	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Chief Financial Svcs Officer	DH1021	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Code Compliance Director	DH1041	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Economic Development Director	DH1051	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Fire Chief	DH1061	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Human Resources Director	DH1071	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
IT Solutions Director	DH1081	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Library Director	DH1091	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Municipal Court Services Dir	DH1101	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Neighborhood Services Director	DH1111	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Park & Recreation Director	DH1121	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Development Services Director	DH1131	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Police Chief	DH1141	E	315	99.80	207,587	116.02	241,320	132.24	275,053	148.45	308,786	164.67	342,519
Property Management Director	DH1151	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Public Facilities/Events Dir	DH1161	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Transportation/Public Wks Dir	DH1171	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Water Director	DH1181	E	310	73.91	153,724	85.92	178,704	97.93	203,685	109.93	228,665	121.94	253,645
Commun/Public Engagement Dir	DH1191	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Planning & Data Analytics Director	DH1221	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Environmental Services Director	DH1231	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Police Oversight Director	DH1301	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Dir Emergency Communications & Mgmt	DH1311	E	309	69.41	144,375	80.69	167,836	91.97	191,297	103.25	214,758	114.53	238,219
Asst City Manager	EX1011	E	316	105.79	220,042	122.98	255,799	140.17	291,556	157.36	327,313	174.55	363,070
Deputy City Manager	EX1021	E	317	112.98	234,993	131.34	273,179	149.70	311,366	168.05	349,552	186.41	387,738
Chief Communications Officer	EX1031	E	311	78.40	163,073	91.14	189,573	103.88	216,072	116.62	242,572	129.36	269,071
Chief Transformation Officer	EX1041	E	312	83.32	173,312	96.86	201,475	110.40	229,638	123.94	257,801	137.48	285,965

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
EMS Chief Medical Officer	EX1051	E	312	83.32	173,312	96.86	201,475	110.40	229,638	123.94	257,801	137.48	285,965
Administrative Services Mgr	MG1011	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Airport Operations Manager	MG1021	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Architectural Services Manager	MG1031	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asst Clerk of the Court	MG1041	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Audit Manager	MG1061	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Billing & Accounting Manager	MG1071	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Botanic Garden Superintendent	MG1081	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Budget Manager	MG1091	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Assistant Building Official	MG1101	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Business Development Manager	MG1111	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Chief Helicopter Pilot	MG1131	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Chief of Staff	MG1141	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Code Compliance Superintendent	MG1151	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Community Services Manager	MG1161	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Compliance and Planning Manager	MG1171	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Construction Manager	MG1181	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Construction Superintendent	MG1191	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Contract Services Admin	MG1201	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Customer Service Administrator	MG1211	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Customer Service Manager	MG1221	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
District Superintendent	MG1231	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Emergency Management Coord	MG1241	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Employee Labor Relations Mgr	MG1251	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Engineering Manager	MG1261	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Environmental Program Manager	MG1271	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Facilities Superintendent	MG1291	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Field Operations Supt	MG1301	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Financial Services Manager	MG1311	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Fleet Superintendent	MG1321	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Forensic Division Manager	MG1331	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Gas Well Manager	MG1341	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Grants Manager	MG1351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Human Relations Administrator	MG1361	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Human Relations Manager	MG1371	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Human Resources Manager	MG1381	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Human Services Manager	MG1391	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
IT Solutions Manager	MG1401	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Lease Manager	MG1421	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Librarian Manager	MG1431	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978

**City of Fort Worth
FY2027 Salary Schedule (by Job Code)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Nature Center Manager	MG1441	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Neighborhood Develop Manager	MG1451	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Performance Administrator	MG1461	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Performance Manager	MG1471	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Planning Manager	MG1481	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Police Employment Services Mgr	MG1491	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Public Safety Support Manager	MG1501	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Purchasing Manager	MG1511	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Real Property Manager	MG1521	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Records and Infor Mgt Officer	MG1531	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Regulatory/Environmental Admin	MG1541	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Property & Casualty Manager	MG1551	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Administrative Services Mgr	MG1561	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Asst City Attny Sect Chief	MG1571	E	618	64.21	133,550	73.84	153,583	83.47	173,616	93.10	193,648	102.73	213,681
Sr IT Solutions Manager	MG1581	E	713	58.10	120,845	66.81	138,972	75.53	157,099	84.24	175,226	92.96	193,352
Sr Management Analyst	MG1591	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Survey Superintendent	MG1601	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Technical Services Coordinator	MG1611	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
TPW Superintendent	MG1621	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Development Support Administra	MG1631	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Water Conservation Manager	MG1651	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Water Quality Manager	MG1661	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Water Systems Superintendent	MG1671	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Transportation Manager	MG1681	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
HRIS Manager	MG1691	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Fleet Services Manager	MG1701	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Lean Administrator	MG1711	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Business Process Manager	MG1731	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Energy Manager	MG1741	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Education Strategy Manager	MG1771	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Asst Forensic Division Manager	MG1781	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Capital Projects Manager	MG1791	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Sr Purchasing Manager	MG1801	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
School Crossing Guard Pgm Mgr	MG1811	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
IT Solutions Project Manager	MG1821	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Sr IT Solutions Project Manager	MG1831	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Data Analytics Manager	MG1841	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Strategic Initiatives Manager	MG1851	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Sr Librarian Manager	MG1861	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Greenspace Initiatives Mgr	MG1911	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Environmental Field Ops Superintendent	MG1921	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Clinical Manager	MG1930	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Health Information Systems Manager	MG1931	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
EMS Compliance Manager	MG1940	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
EMS Strategic Operations Manager	MG1941	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Sr Public Information Officer	MG1951	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Public Records Manager	MG1961	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Constitutional Policing Unit Manager	MG1971	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Accountant	PR1010	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Accounting Services Supervisor	PR1021	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Administrative Svc Coordinator	PR1030	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Airport Operations Supervisor	PR1041	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Deputy Chief of Staff	PR1050	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Asst City Attorney I	PR1060	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Asst City Attorney II	PR1070	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Asst Facilities Superintendent	PR1091	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst Field Operations Supv	PR1101	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Asst Public Safety Support Mgr	PR1111	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Asst TPW Superintendent	PR1121	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Asst Water Systems Supt	PR1131	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Athletic Coordinator	PR1141	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Auditor	PR1150	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Budget Analyst I	PR1160	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Budget Analyst II	PR1171	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Economic Development Coordinator	PR1180	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Buyer I	PR1190	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Cable Services Supervisor	PR1200	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Call Center Analyst	PR1210	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Centralized PD Payroll Coord	PR1220	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Chief Deputy City Marshal	PR1240	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Chief Prosecutor	PR1250	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
City Forester	PR1261	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Customer Solutions Analyst	PR1270	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Code Compliance Supervisor	PR1281	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Communication Coordinator	PR1290	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Communications Specialist	PR1300	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Community Center Coordinator	PR1311	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Community Center Supervisor	PR1321	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Computer Forensic Examiner	PR1330	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Conservation Specialist	PR1340	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Construction Inspection Supv	PR1351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Contract Compliance Specialist	PR1360	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Crime Analyst	PR1370	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Crime Lab Qa Coordinator	PR1380	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Criminal Intelligence Analyst	PR1390	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Cross Connection Tech Supv	PR1401	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Customer Service Supervisor	PR1411	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Data Reporting Supervisor	PR1421	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Database Administrator	PR1430	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Deputy Court Clerk	PR1441	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Development Inspection Supv	PR1451	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Development Project Coord	PR1460	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Economic Development Manager	PR1471	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Economic Development Spec	PR1480	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Emergency Management Officer I	PR1490	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Emergency Mgmt Officer II	PR1500	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Environmental Supervisor	PR1511	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Facilities Supervisor	PR1521	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
FD Protection Specialist	PR1530	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Field Operations Supervisor	PR1541	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Financial Reporting Coord	PR1551	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Fleet Supervisor	PR1561	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Forensic Scientist II	PR1570	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Golf Professional	PR1580	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Governmental Affairs Liaison	PR1591	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Graduate Engineer	PR1600	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Grants Specialist	PR1610	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Ground Transportation Coord	PR1620	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Housing Development Manager	PR1631	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Housing Program Supervisor	PR1641	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
HRIS Specialist	PR1650	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Human Relations Coordinator	PR1660	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Human Relations Investigator	PR1670	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Human Resources Analyst	PR1680	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Human Resources Coordinator	PR1690	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Human Services Coordinator	PR1700	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Infrastructure QC Specialist	PR1710	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Instrumentation/Elect Supv	PR1721	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
IT Auditor	PR1730	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
IT Business Planner I	PR1740	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Business Planner II	PR1750	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
IT Business Systems Coordinator	PR1760	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Information Security Analyst	PR1770	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
IT Programmer/Analyst II	PR1790	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
IT Project Consultant	PR1800	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
IT Solutions Supervisor	PR1811	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
IT Tech Support Analyst II	PR1830	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
Laboratory Supervisor	PR1841	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Land Agent	PR1850	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Park Planner	PR1860	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Landscape Architect Manager	PR1871	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Librarian Supervisor	PR1891	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Management Analyst I	PR1900	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Management Analyst II	PR1911	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Natural Scientist	PR1930	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Natural Scientist Supervisor	PR1941	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Neighborhood Develop Coord	PR1950	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Develop Project Facilitator	PR1951	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Neighborhood Develop Spec	PR1960	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Asst. Police Director of Comms.	PR1961	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
Parking Operations Manager	PR1971	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Parts/Materials Supervisor	PR1981	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Payroll Specialist Supervisor	PR1991	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
PeopleSoft Systems Admin	PR2010	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Performance Analyst	PR2020	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Planner II	PR2030	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Plans Examiner Supervisor	PR2041	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Police Employment Specialist	PR2051	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Professional Engineer	PR2070	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Program Support Division Admin	PR2080	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Property Control Supervisor	PR2111	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Asst City Attorney/Prosecutor	PR2120	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Public Education Prgm Coord	PR2130	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Purchasing Supervisor	PR2151	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Quality Control Specialist	PR2160	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Records Analyst	PR2170	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Regional Librarian Supervisor	PR2191	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322

**City of Fort Worth
FY2027 Salary Schedule (by Job Code)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Registered Architect	PR2210	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Property & Casualty Adjuster II	PR2230	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sales and Events Manager	PR2240	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Accountant	PR2260	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Administrative Asst	PR2270	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Sr Assistant City Attorney	PR2280	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Sr Auditor	PR2290	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Budget Analyst	PR2300	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Buyer	PR2310	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Capital Projects Officer	PR2320	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Sr Chemist	PR2330	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Contract Compliance Spec	PR2341	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Emergency Management Officer	PR2351	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Environmental Specialist	PR2360	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Forensic Scientist III	PR2370	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Senior Human Rel. Inv./ADA Coord.	PR2391	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Human Resources Analyst	PR2400	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr IT Business Planner	PR2420	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr IT Programmer/Analyst	PR2430	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr IT Tech Support Analyst	PR2440	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
Landscape Architect	PR2450	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Librarian	PR2461	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Sr Microbiologist	PR2470	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr PeopleSoft Systems Admin	PR2490	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Sr Planner	PR2501	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Professional Engineer	PR2510	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Sr Project Controls Specialist	PR2521	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Public Events Manager	PR2531	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Sr Records Analyst	PR2540	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Property & Casualty Adjuster	PR2561	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Sales and Events Manager	PR2571	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Sr Utility Rate Analyst	PR2590	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Victim Asst Specialist	PR2600	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Systems Administrator	PR2641	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Traffic Systems Supervisor	PR2661	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Training Specialist	PR2670	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Treasury Supervisor	PR2691	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Victim Assistance Coordinator	PR2711	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Warrant/Identification Supv	PR2751	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807

**City of Fort Worth
FY2027 Salary Schedule (by Job Code)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Water Customer Relations Mgr	PR2761	E	614	44.99	93,574	51.74	107,610	58.48	121,646	65.23	135,682	71.98	149,719
Security Coordinator	PR2771	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Water Systems Supv	PR2781	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Web Designer	PR2790	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Asst City Atty/DFW Airprt Atty	PR2800	E	617	58.74	122,187	67.56	140,515	76.37	158,843	85.18	177,171	93.99	195,499
Neighborhood Services Manager	PR2811	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Forensic Supervisor	PR2821	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Garden Center Coordinator	PR2831	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
IT Change Management Analyst	PR2840	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
Latent Print Supervisor	PR2851	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Program Coordinator	PR2861	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Crime Analyst	PR2871	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Land Agent	PR2880	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Signal Systems Supervisor	PR2891	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Veterinarian	PR2910	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Historic Site Supervisor	PR2921	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Asst Historic Site Supervisor	PR2931	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Sr Facilities Planner	PR2941	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
AMI Administrator	PR2951	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Sr Quality Control Special	PR2961	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Safety Officer	PR2970	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Planner-Scheduler	PR2980	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Process Control Systems Spc	PR2990	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Business Process Analyst II	PR3000	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
Sr Business Process Analyst	PR3010	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Accounts Payable Coordinator	PR3023	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Financial Payroll Coordinator	PR3032	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
HR Business Partner	PR3040	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Forensic Scientist I	PR3050	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Forensic Scientist IV	PR3051	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Neighborhood Prgm Coordinator	PR3060	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Assistant to the City Manager	PR4430	E	616	53.75	111,791	61.81	128,559	69.87	145,328	77.93	162,096	85.99	178,865
Chemist	PR5010	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Librarian	PR5020	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Microbiologist	PR5030	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Victim Assistance Specialist	PR5040	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Video Producer/Director	PR5050	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Safety Coordinator	PR5080	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Energy Compliance Analyst	PR5090	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Airport Project Coordinator	PR5110	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Asset Management Specialist	PR5120	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Fleet Analyst	PR5130	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Gas Lease Analyst	PR5140	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Project Controls Specialist II	PR5150	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Asst Emergency Mgmt Coordinato	PR5161	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Sr Executive Asst to City Mgmt	PR5170	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Buyer II	PR5190	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Sr IT Info Security Analyst	PR5201	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Property & Casualty Adjuster I	PR5210	E	609	28.84	59,984	33.16	68,981	37.49	77,979	41.82	86,976	46.14	95,974
Food & Beverage Coordinator	PR5221	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Records Administrator	PR5230	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Sr Legal Assistant	PR5231	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Facilities Coordinator	PR5770	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Volunteer Services Coordinator	PR5780	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Translator	PR5790	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
IT Solutions Architect	PR5800	E	712	52.34	108,870	60.19	125,200	68.04	141,530	75.89	157,861	83.75	174,191
Sr Financial Reporting Analyst	PR5810	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Engineer Project Coordinator	PR5820	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Intergovernmental Relations Manager	PR5830	E	615	49.17	102,277	56.55	117,618	63.92	132,959	71.30	148,301	78.67	163,642
IT Solutions Project Coordinator I	PR5840	E	706	29.28	60,900	33.67	70,035	38.06	79,171	42.45	88,306	46.85	97,441
IT Solutions Project Coordinator II	PR5850	E	707	32.21	66,990	37.04	77,039	41.87	87,088	46.70	97,136	51.53	107,185
PeopleSoft Developer	PR5860	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Sr PeopleSoft Developer	PR5870	E	711	47.00	97,751	54.05	112,414	61.09	127,076	68.14	141,739	75.19	156,402
Planner I	PR5880	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Safety Administrator	PR5890	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Engineer In Training	PR5900	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Data Science Analyst I	PR5910	E	708	35.43	73,689	40.74	84,743	46.06	95,796	51.37	106,850	56.68	117,903
Data Science Analyst II	PR5920	E	709	38.97	81,058	44.82	93,217	50.66	105,376	56.51	117,535	62.35	129,693
Sr Data Science Analyst	PR5930	E	710	42.87	89,164	49.30	102,539	55.73	115,914	62.16	129,288	68.59	142,663
Veterans Business Dev Coordinator	PR5940	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Agenda Coordinator	PR5950	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Organizational Development Specialist	PR5960	E	610	31.52	65,563	36.25	75,397	40.98	85,232	45.70	95,066	50.43	104,900
Payroll Specialist Coordinator	PR5961	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Public Information Officer	PR5970	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Financial Payroll Administrator	PR5971	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Community Partnerships Strategy Manager	PR5980	E	613	41.16	85,611	47.33	98,453	53.51	111,295	59.68	124,136	65.85	136,978
Environmental Field Ops Supervisor	PR5981	E	611	34.45	71,661	39.62	82,410	44.79	93,159	49.96	103,908	55.12	114,657
Program Administrator	PR5990	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Logistics Supervisor	PR6000	E	608	26.38	54,879	30.34	63,111	34.30	71,343	38.26	79,575	42.21	87,807
Clinical Practice Supervisor	PR6001	E	612	37.66	78,326	43.31	90,075	48.95	101,824	54.60	113,573	60.25	125,322
Airport Operations Officer	PS5010	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Animal Control Officer	PS5020	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Code Compliance Officer	PS5030	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Communication Shift Supv	PS5041	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Deputy City Marshal II	PS5050	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Intoxilyzer Operator	PS5070	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Latent Print Examiner	PS5080	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Latent Print Technician	PS5090	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Parking Compliance Technician I	PS5100	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Polygraph Examiner	PS5120	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Public Safety Communicator I	PS5130	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Public Safety Communicator II	PS5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Security Guard	PS5150	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Code Compliance Officer	PS5160	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Deputy City Marshal	PS5171	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Public Safety Communicator	PS5180	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Warrant/Identification Tech	PS5190	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Traffic Control Supervisor	PS5201	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Traffic Control Technician	PS5210	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Warrant/Identification Tech	PS5220	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Security Supervisor	PS5231	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Firearms Technician	PS5240	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Public Safety Communicator III	PS5250	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Civilian Response Specialist	PS5270	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Sr Airport Operations Officer	PS5280	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Deputy City Marshal I	PS5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Civilian Response Spclst	PS5300	E	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Parking Compliance Technician II	PS5310	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Clinical Practice Coordinator	PS5320	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Clinical Practice Coordinator - MIH	PS5330	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Clinical Quality Coordinator	PS5340	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Clinical Quality Coordinator - Research	PS5350	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Emergency Medical Technician - Part Time	PS5360	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Paramedic - Part Time	PS5370	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Deputy City Marshal Trainee	PS5400	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Animal Shelter Technician	ST5010	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Arborist II	ST5020	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Auto Body Repairer	ST5030	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Environmental Field Ops Technician	ST5040	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Community Center Aide	ST5050	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Courier	ST5060	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Cross Connection Technician	ST5070	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Custodian	ST5080	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Environmental Technician	ST5090	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Equipment Operator	ST5100	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Field Operations Crewleader	ST5110	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Field Services Representative	ST5120	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Fleet Crewleader	ST5130	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Fleet Mechanic I	ST5140	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Fleet Mechanic II	ST5150	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Gardener	ST5160	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Greenhouse Attendant	ST5170	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Helicopter Mechanic	ST5180	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Maintenance Worker	ST5190	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Pesticide Applicator	ST5200	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Property Control Attendant	ST5210	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Protective Gear Specialist	ST5220	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Public Events Attendant	ST5230	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Signs Fabricator	ST5250	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Skilled Trades Technician I	ST5260	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Skilled Trades Technician II	ST5270	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Auto Body Repairer	ST5280	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Equipment Operator	ST5290	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Field Services Representative	ST5300	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Fleet Mechanic	ST5310	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Gardener	ST5320	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Maintenance Worker	ST5330	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Sr Skilled Trades Technician	ST5340	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Water Systems Mechanic	ST5350	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Stagehand	ST5360	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Stagehand Crewleader	ST5371	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Traffic Services Worker	ST5380	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Traffic Systems Crewleader	ST5390	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Traffic Systems Technician I	ST5400	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Traffic Systems Technician II	ST5410	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Water Systems Mechanic I	ST5430	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Systems Mechanic II	ST5440	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Arborist	ST5450	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Signal Systems Technician I	ST5460	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Signal Systems Technician II	ST5470	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Signal Systems Crewleader	ST5480	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sports Field Monitor	ST5490	N	503	18.00	37,440	19.42	40,396	20.84	43,352	22.26	46,308	23.68	49,264
Natural Resource Technician	ST5500	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Arborist I	ST5510	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Meter Services Technician I	ST5520	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Meter Services Technician II	ST5530	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Sr Meter Services Technician	ST5540	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Equine Care Specialist	ST5550	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Utility Line Crewleader	ST5560	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Signs and Markings Technician I	ST5570	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Signs and Markings Technician II	ST5580	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Field Operations Crewleader	ST5590	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Equipment Operator Trainee	ST5600	N	505	18.32	38,109	20.61	42,872	22.90	47,636	25.19	52,399	27.48	57,163
Administrative Assistant	TC5010	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Asst Golf Professional	TC5020	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Asst Parts/Materials Supv	TC5030	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Combination Inspector	TC5040	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Construction Inspector I	TC5050	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Construction Inspector II	TC5060	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Consumer Health Specialist	TC5070	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Contract Compliance Technician	TC5080	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Development Inspection Spclst	TC5090	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Electronics Technician	TC5100	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Eligibility Specialist	TC5110	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Engineering Technician I	TC5120	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Engineering Technician II	TC5130	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Environmental Specialist	TC5140	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Facilities Planner	TC5150	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Fleet Coordinator	TC5160	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Gas Well Inspector	TC5170	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Graphic Artist	TC5180	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Helicopter Pilot	TC5190	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Housing Rehabilitation Tech I	TC5200	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Housing Rehabilitation Tech II	TC5210	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Human Services Specialist	TC5220	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Instrumentation/Elect Tech I	TC5230	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
IT Communications Technician	TC5240	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301

**City of Fort Worth
FY2027 Salary Schedule (by Job Code)**

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
IT Help Desk Technician	TC5250	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
IT Operations Specialist	TC5260	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Jury Coordinator	TC5300	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Library Assistant	TC5310	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Media Services Specialist	TC5330	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Operation and Maintenance Tech	TC5340	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Planning Assistant	TC5350	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Plans Examiner	TC5360	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Public Events Coordinator	TC5370	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Security Systems Technician	TC5380	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Combination Inspector	TC5400	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Construction Inspector	TC5410	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Consumer Health Specialist	TC5420	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Engineering Technician	TC5430	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Sr Graphic Artist	TC5440	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Instrumentation/Elect Tech	TC5451	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Communications Tech	TC5460	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr IT Help Desk Technician	TC5470	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Operations Specialist	TC5480	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Sr IT Telecommunications Technician	TC5500	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Loan Services Rep	TC5510	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Plans Examiner	TC5520	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Sr Survey Technician	TC5530	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Water Systems Technician	TC5540	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Survey Technician	TC5550	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Utility Line Technician	TC5560	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Veterinary Technician	TC5570	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Systems Sampler	TC5580	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Water Systems Specialist	TC5591	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Water Systems Technician I	TC5600	N	507	21.26	44,219	23.92	49,746	26.57	55,273	29.23	60,800	31.89	66,328
Water Systems Technician II	TC5610	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
IT Tech Support Analyst I	TC5620	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Project Assistant	TC5640	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Asst Data Reporting Supv	TC5651	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
IT Programmer/Analyst I	TC5670	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Public Education Specialist	TC5680	N	512	30.80	64,059	34.65	72,066	38.50	80,074	42.35	88,081	46.20	96,088
Recreation Programmer	TC5690	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Human Services Specialist	TC5700	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Sr Recreation Programmer	TC5710	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962

City of Fort Worth
FY2027 Salary Schedule (by Job Code)

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Teen Court Coordinator	TC5721	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Volunteer Coordinator	TC5740	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Business Process Analyst I	TC5750	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Emergency Ops Center Tech	TC5760	N	510	26.57	55,268	29.89	62,177	33.21	69,085	36.54	75,994	39.86	82,902
Purchasing Assistant	TC5770	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Turbine Operator	TC5780	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447
Sr Turbine Operator	TC5781	N	513	33.21	69,079	37.36	77,714	41.51	86,349	45.67	94,984	49.82	103,619
Parking Meter Technician I	TC5790	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Parking Meter Technician II	TC5791	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Instrumentation/Elect Apprentice I	TC5800	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Assistant Aquatics Supervisor	TC5801	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Instrumentation/Elect Apprentice II	TC5810	N	506	19.74	41,050	22.20	46,181	24.67	51,313	27.14	56,444	29.60	61,575
Utility Operations Specialist	TC5820	N	511	28.62	59,534	32.20	66,976	35.78	74,418	39.36	81,860	42.93	89,301
Instrumentation/Elect Tech II	TC5830	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Agenda Specialist	TC5840	N	509	24.67	51,308	27.75	57,722	30.83	64,135	33.92	70,549	37.00	76,962
Logistics Technician	TC5850	N	504	18.00	37,440	19.88	41,347	21.76	45,253	23.63	49,160	25.51	53,067
Human Resources Specialist	TC5860	N	508	22.90	47,632	25.76	53,585	28.62	59,539	31.49	65,493	34.35	71,447

*** Job Family Description is located in Job Code**

Assistant Department Director	AD
Appointed Classification	AP
Clerical Classification	CL
Deputy Director	DD
Department Head	DH
Executive Classification	EX
Management Classification	MG
Professional Classification	PR
Public Safety Classification	PS
Service Trades Classification	ST
Technical / Para Professional	TC

Positions highlighted in red font are new.

**** Quartiles**

Quartiles divide a salary range into four equal parts. Rates shown for each quartile indicate the beginning of that quartile.

City of Fort Worth
FY2027 Salary Schedule (by Job Title)
Temporary Classifications

Job Title	Job Code	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Athletics Program Assistant	PT5100	N	n/a	18.00									
Fire Cadet	PT5150	N	n/a	18.00									
Fire Rehab Aide	PT5500	N	500	18.00									
Golf Cart Attendant	PT5360	N	n/a	18.00									
Head Lifeguard	PT5160	N	n/a	18.00									
Intern	PT5400	N	n/a	Varies									
Lifeguard	PT5200	N	n/a	18.00									
Literacy Support Specialist	PT5450	N	n/a										
Literary Support Specialist II	PT5460	N	n/a										
Medical Technician	PT5420	N	n/a	18.00									
Natural Scientist Assistant	PT5340	N	n/a	18.00									
Next Gen. Ambassador	PT5440	N	n/a										
Police Cadet	PT5230	N	n/a										
Police Reserve volunteer	PT5240	N	n/a										
Pool Attendant	PT5250	N	n/a	18.00									
Pool/Lifeguard Manager	PT5260	N	n/a	19.25									
Recreation Assistant	PT5390	N	n/a	18.00									
Recreation Instructor	PT5380	N	n/a	18.00									
Site Supervisor	PT5370	N	n/a	18.00									
Video Technician	PT5350	N	n/a										
Village Creek Manager	PT5430	E	n/a										
Youth Counselor	PT5350	N	n/a										

**City of Fort Worth
FY2027 Salary Schedule (by Job Title)**

Mayor, Council and Council Aide

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
City Council Member	MC1011	E			50,000								
District Director	PR4440	E	607	31.20	64,896								
Sr. District Director	PR5240	E	608	36.87	76,693								
Mayor	MC1031	E			60,000								
Mayor Pro Tem	MC1041	E			50,000								

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2026-2027

			56 Hour Schedule						
RANK	Years from Commission	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									
FIREFIGHTER Y01/1032	Start	1	2,875	6,229	74,745	25.67	33.77	38.50	12.83
	1	2	3,017	6,536	78,436	26.94	33.77	40.40	13.47
	2	3	3,168	6,863	82,361	28.28	33.77	42.43	14.14
	3	4	3,327	7,208	86,490	29.70	33.77	44.55	14.85
	4	5	3,597	7,794	93,526	32.12	33.77	48.18	16.06
	5	6	3,776	8,181	98,178	33.71	35.40	50.57	16.86
	6	7	3,776	8,181	98,178	33.71	35.40	50.57	16.86
	7	8	3,776	8,181	98,178	33.71	35.40	50.57	16.86
	8	9	3,776	8,181	98,178	33.71	35.40	50.57	16.86
	9	10	3,887	8,421	101,056	34.70	36.44	52.05	17.35
	14	11	3,996	8,659	103,904	35.68	37.47	53.52	17.84
ENGINEER Y02/1031	Start	1							
	1	2							
	2	3	3,783	8,196	98,348	33.77	37.83	50.66	16.89
	3	4	3,972	8,606	103,269	35.46	37.83	53.19	17.73
	4	5	4,091	8,865	106,377	36.53	38.36	54.80	18.27
	5	6	4,091	8,865	106,377	36.53	38.36	54.80	18.27
	6	7	4,091	8,865	106,377	36.53	38.36	54.80	18.27
	7	8	4,091	8,865	106,377	36.53	38.36	54.80	18.27
	8	9	4,091	8,865	106,377	36.53	38.36	54.80	18.27
	9	10	4,211	9,124	109,484	37.60	39.48	56.40	18.80
	14	11	4,329	9,380	112,563	38.65	40.59	57.98	19.33
LIEUTENANT Y03/1030	Start	1							
	1	2							
	2	3							
	3	4							
	4	5	4,237	9,180	110,161	37.83	42.17	56.75	18.92
	5	6	4,447	9,636	115,634	39.71	42.17	59.56	19.85
	6	7	4,447	9,636	115,634	39.71	42.17	59.56	19.85
	7	8	4,447	9,636	115,634	39.71	42.17	59.56	19.85
	8	9	4,447	9,636	115,634	39.71	42.17	59.56	19.85
	9	10	4,577	9,916	118,997	40.86	42.91	61.30	20.43
	14	11	4,706	10,197	122,360	42.02	44.12	63.03	21.01

NOTES:

For FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage

Effective First Full Pay Period after October 1, 2026 for FY 2026-2027

Fire Fighter	7.10%
Fire Engineer	6.00%
Fire Lieutenant	5.00%
Fire Captain	5.00%
Fire Battalion Chief	5.00%
Fire Deputy Chief	5.00%
Fire Assistant Chief	5.00%
Deputy Assistant Chief	5.00%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
2,875	6,229	74,745	35.94	47.28	53.90	17.97
3,017	6,536	78,436	37.71	47.28	56.56	18.85
3,168	6,863	82,361	39.60	47.28	59.40	19.80
3,327	7,208	86,490	41.58	47.28	62.37	20.79
3,597	7,794	93,526	44.96	47.28	67.45	22.48
3,776	8,181	98,178	47.20	49.56	70.80	23.60
3,776	8,181	98,178	47.20	49.56	70.80	23.60
3,776	8,181	98,178	47.20	49.56	70.80	23.60
3,776	8,181	98,178	47.20	49.56	70.80	23.60
3,887	8,421	101,056	48.58	51.01	72.88	24.29
3,996	8,659	103,904	49.95	52.45	74.93	24.98
3,783	8,196	98,348	47.28	52.96	70.92	23.64
3,972	8,606	103,269	49.65	52.96	74.47	24.82
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,091	8,865	106,377	51.14	53.70	76.71	25.57
4,211	9,124	109,484	52.64	55.27	78.95	26.32
4,329	9,380	112,563	54.12	56.82	81.18	27.06
4,237	9,180	110,161	52.96	59.03	79.44	26.48
4,447	9,636	115,634	55.59	59.03	83.39	27.80
4,447	9,636	115,634	55.59	59.03	83.39	27.80
4,447	9,636	115,634	55.59	59.03	83.39	27.80
4,447	9,636	115,634	55.59	59.03	83.39	27.80
4,577	9,916	118,997	57.21	60.07	85.82	28.61
4,706	10,197	122,360	58.83	61.77	88.24	29.41

Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).

Step Hourly OT: The overtime (OT) rate which is 1.5x the Step Hourly Rate.

Step HOF: The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

Rate calculations:

40 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

CITY OF FORT WORTH
Fire Civil Service Classifications
Salary Schedule for FY 2026-2027

			56 Hour Schedule						
RANK	Years from Commission	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									

CAPTAIN Y04/1029	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7	4,723	10,232	122,787	42.17	48.18	63.25	21.08
	7	8	4,958	10,743	128,915	44.27	48.18	66.41	22.14
	8	9	4,958	10,743	128,915	44.27	48.18	66.41	22.14
	9	10	5,103	11,056	132,678	45.56	48.18	68.34	22.78
	14	11	5,247	11,368	136,412	46.84	49.19	70.27	23.42

BATTALION CHIEF Y05/1028	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7							
	7	8							
	8	9	5,396	11,691	140,289	48.18	54.04	72.26	24.09
	9	10	5,831	12,634	151,603	52.06	54.66	78.09	26.03
	14	11	5,995	12,990	155,879	53.53	56.21	80.29	26.76

DEPUTY CHIEF Y07/1532	Minimum		6,052	13,114	157,363	54.04	54.04	81.06	27.02
	Maximum		7,020	15,211	182,528	62.68	65.82	94.02	31.34

DEPUTY CHIEF OF EMS Z07	Minimum								
	Maximum								

ASSISTANT CHIEF Y08/1027	Minimum								
	Maximum								

NOTES:

For FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage

Effective First Full Pay Period after October 1, 2026 for FY 2026-2027

Fire Fighter	7.10%
Fire Engineer	6.00%
Fire Lieutenant	5.00%
Fire Captain	5.00%
Fire Battalion Chief	5.00%
Fire Deputy Chief	5.00%
Fire Assistant Chief	5.00%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

4,723	10,232	122,787	59.03	67.45	88.55	29.52
4,958	10,743	128,915	61.98	67.45	92.97	30.99
4,958	10,743	128,915	61.98	67.45	92.97	30.99
5,103	11,056	132,678	63.79	67.45	95.68	31.89
5,247	11,368	136,412	65.58	68.86	98.37	32.79

5,396	11,691	140,289	67.45	75.66	101.17	33.72
5,831	12,634	151,603	72.89	76.53	109.33	36.44
5,995	12,990	155,879	74.94	78.69	112.41	37.47

6,052	13,114	157,363	75.66	75.66	113.48	37.83
7,020	15,211	182,528	87.75	92.14	131.63	43.88

6,052	13,114	157,363	75.66			
7,020	15,211	182,528	87.75			

6,800	14,733	176,799	85.00			
7,888	17,091	205,092	98.60			

Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).

Step Hourly OT: The overtime (OT) rate which is 1.5x the Step Hourly Rate.

Step HOF: The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

Rate calculations:

40 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2026-2027

			44 Hour Schedule						
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									
EMT Z01	Start	1	1,940	4,203	50,437	22.04	33.70	33.07	11.02
	1	2	1,998	4,329	51,947	22.70	33.70	34.06	11.35
	2	3	2,058	4,459	53,507	23.39	33.70	35.08	11.69
	3	4	2,120	4,593	55,118	24.09	33.70	36.14	12.05
	4	5	2,184	4,732	56,779	24.82	33.70	37.22	12.41
	5	6	2,249	4,872	58,465	25.55	33.70	38.33	12.78
	6	7	2,316	5,019	60,227	26.32	33.70	39.48	13.16
	7	8	2,386	5,170	62,039	27.12	33.70	40.67	13.56
	8	9	2,458	5,325	63,902	27.93	33.70	41.89	13.96
	9	10	2,531	5,485	65,814	28.77	33.70	43.15	14.38
	10	11	2,607	5,648	67,777	29.62	33.70	44.43	14.81
	12	12	2,685	5,818	69,816	30.51	33.70	45.77	15.26

NOTE:

1. Annual Hours 2288
2. Monthly and Annual rate are approximations

		40 Hour Schedule						
Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Start	1	1,940	4,203	50,437	24.25	37.07	36.37	12.12
1	2	1,998	4,329	51,947	24.97	37.07	37.46	12.49
2	3	2,058	4,459	53,507	25.72	37.07	38.59	12.86
3	4	2,120	4,593	55,118	26.50	37.07	39.75	13.25
4	5	2,184	4,732	56,779	27.30	37.07	40.95	13.65
5	6	2,249	4,872	58,465	28.11	37.07	42.16	14.05
6	7	2,316	5,019	60,227	28.96	37.07	43.43	14.48
7	8	2,386	5,170	62,039	29.83	37.07	44.74	14.91
8	9	2,458	5,325	63,902	30.72	37.07	46.08	15.36
9	10	2,531	5,485	65,814	31.64	37.07	47.46	15.82
10	11	2,607	5,648	67,777	32.59	37.07	48.88	16.29
12	12	2,685	5,818	69,816	33.57	37.07	50.35	16.78

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

			44 Hour Schedule						
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									
LEAD PARAMEDIC Z02	Start	1	2,965	6,425	77,096	33.70	35.38	50.54	16.85
	1	2	3,057	6,624	79,485	34.74	36.48	52.11	17.37
	2	3	3,149	6,823	81,874	35.78	37.57	53.68	17.89
	3	4	3,244	7,029	84,345	36.86	38.71	55.30	18.43
	4	5	3,341	7,239	86,871	37.97	39.87	56.95	18.98
	5	6	3,442	7,457	89,479	39.11	41.06	58.66	19.55
	6	7	3,544	7,679	92,142	40.27	42.29	60.41	20.14
	7	8	3,651	7,910	94,915	41.48	43.56	62.23	20.74
	8	9	3,760	8,148	97,771	42.73	44.87	64.10	21.37
	9	10	3,873	8,392	100,709	44.02	46.22	66.02	22.01
	10	11	3,990	8,644	103,729	45.34	47.60	68.00	22.67
	12	12	4,109	8,903	106,831	46.69	49.03	70.04	23.35

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

		40 Hour Schedule						
Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Start	1	2,965	6,425	77,096	37.07	38.92	55.60	18.53
1	2	3,057	6,624	79,485	38.21	40.12	57.32	19.11
2	3	3,149	6,823	81,874	39.36	41.33	59.04	19.68
3	4	3,244	7,029	84,345	40.55	42.58	60.83	20.28
4	5	3,341	7,239	86,871	41.76	43.85	62.65	20.88
5	6	3,442	7,457	89,479	43.02	45.17	64.53	21.51
6	7	3,544	7,679	92,142	44.30	46.51	66.45	22.15
7	8	3,651	7,910	94,915	45.63	47.91	68.45	22.82
8	9	3,760	8,148	97,771	47.01	49.36	70.51	23.50
9	10	3,873	8,392	100,709	48.42	50.84	72.63	24.21
10	11	3,990	8,644	103,729	49.87	52.36	74.80	24.93
12	12	4,109	8,903	106,831	51.36	53.93	77.04	25.68

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage
Effective First Full Pay Period after October 1, 2026 for FY 2026-2027

EMT	10.0%
Paramedic	20.0%
EMS Supervisor	12.0%
EMS Manager	7.0%
EMS Battalion Chief	7.0%
Deputy Chief of EMS	5.0%
Telecommunicator	5.0%
Telcom Supervisor	5.0%
Telcom Manager	5.0%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above. Page 37

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2026-2027

			44 Hour Schedule						
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Grade/Job Code									
EMS SUPERVISOR Z03	Start	1	3,100	6,716	80,591	35.22	37.69	52.84	17.61
	1	2	3,196	6,924	83,088	36.31	38.13	54.47	18.16
	2	3	3,292	7,132	85,590	37.41	39.28	56.11	18.70
	3	4	3,390	7,346	88,152	38.53	40.45	57.79	19.26
	4	5	3,492	7,566	90,792	39.68	41.67	59.52	19.84
	5	6	3,597	7,794	93,533	40.88	42.92	61.32	20.44
	6	7	3,705	8,027	96,327	42.10	44.21	63.15	21.05
	7	8	3,816	8,269	99,222	43.37	45.53	65.05	21.68
	8	9	3,931	8,516	102,195	44.67	46.90	67.00	22.33
	9	10	4,049	8,772	105,270	46.01	48.31	69.01	23.00
	10	11	4,170	9,035	108,422	47.39	49.76	71.08	23.69
	12	12	4,295	9,306	111,676	48.81	51.25	73.21	24.40

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

			44 Hour Schedule							
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOE	
Grade/Job Code										
EMS MANAGER 										

NOTE:

1. Annual Hours 2288
2. Monthly and Annual rate are approximations

FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage
Effective First Full Pay Period after October 1, 2026 for FY 2026-2027

EMT	10.0%
Paramedic	20.0%
EMS Supervisor	12.0%
EMS Manager	7.0%
EMS Battalion Chief	7.0%
Deputy Chief of EMS	5.0%
Telecommunicator	5.0%
Telcom Supervisor	5.0%
Telcom Manager	5.0%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

		40 Hour Schedule						
Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
Start	1	3,100	6,716	80,591	38.75	41.46	58.12	19.37
1	2	3,196	6,924	83,088	39.95	41.94	59.92	19.97
2	3	3,292	7,132	85,590	41.15	43.21	61.72	20.57
3	4	3,390	7,346	88,152	42.38	44.50	63.57	21.19
4	5	3,492	7,566	90,792	43.65	45.83	65.47	21.82
5	6	3,597	7,794	93,533	44.97	47.22	67.45	22.48
6	7	3,705	8,027	96,327	46.31	48.63	69.47	23.16
7	8	3,816	8,269	99,222	47.70	50.09	71.55	23.85
8	9	3,931	8,516	102,195	49.13	51.59	73.70	24.57
9	10	4,049	8,772	105,270	50.61	53.14	75.92	25.31
10	11	4,170	9,035	108,422	52.13	54.73	78.19	26.06
12	12	4,295	9,306	111,676	53.69	56.38	80.54	26.85

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

		40 Hour Schedule							
Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF	
Start	1	3,317	7,186	86,233	41.46	46.43	62.19	20.73	
1	2	3,419	7,409	88,905	42.74	46.43	64.11	21.37	
2	3	3,522	7,632	91,583	44.03	46.43	66.05	22.02	
3	4	3,628	7,860	94,321	45.35	47.61	68.02	22.67	
4	5	3,736	8,096	97,147	46.71	49.04	70.06	23.35	
5	6	3,849	8,339	100,063	48.11	50.51	72.16	24.05	
6	7	3,964	8,589	103,068	49.55	52.03	74.33	24.78	
7	8	4,083	8,847	106,161	51.04	53.59	76.56	25.52	
8	9	4,206	9,112	109,344	52.57	55.20	78.85	26.28	
9	10	4,332	9,386	112,638	54.15	56.86	81.23	27.08	
10	11	4,462	9,668	116,021	55.78	58.57	83.67	27.89	
12	12	4,596	9,958	119,492	57.45	60.32	86.17	28.72	

NOTE:

1. Annual Hours 2080
2. Monthly and Annual rate are approximations

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2026-2027

Rank	Years from Start	Step	44 Hour Schedule						
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

EMS BATTALION CHIEF Z06	Start	1	3,715	8,048	96,581	42.21	44.32	63.32	21.11
	1	2	3,830	8,298	99,573	43.52	45.70	65.28	21.76
	2	3	3,945	8,548	102,573	44.83	47.07	67.25	22.42
	3	4	4,063	8,803	105,639	46.17	48.48	69.26	23.09
	4	5	4,185	9,067	108,810	47.56	49.93	71.33	23.78
	5	6	4,311	9,340	112,081	48.99	51.44	73.48	24.49
	6	7	4,440	9,620	115,442	50.46	52.98	75.68	25.23
	7	8	4,574	9,909	118,914	51.97	54.57	77.96	25.99
	8	9	4,711	10,206	122,475	53.53	56.21	80.29	26.76
	9	10	4,852	10,512	126,147	55.13	57.89	82.70	27.57
	10	11	4,997	10,828	129,931	56.79	59.63	85.18	28.39
	12	12	5,147	11,152	133,825	58.49	61.41	87.74	29.25

NOTE:

1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

Rank	Years from Start	Step	44 Hour Schedule						
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

DEPUTY CHIEF of EMS Z07	Minimum								
	Maximum								

NOTE:

FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage
Effective First Full Pay Period after October 1, 2026 for FY 2026-2027

EMT	10.0%
Paramedic	20.0%
EMS Supervisor	12.0%
EMS Manager	7.0%
EMS Battalion Chief	7.0%
Deputy Chief of EMS	5.0%
Telecommunicator	5.0%
Telecom Supervisor	5.0%
Telecom Manager	5.0%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

Start	1	3,715	8,048	96,581	46.43	75.66	69.65	23.22
1	2	3,830	8,298	99,573	47.87	75.66	71.81	23.94
2	3	3,945	8,548	102,573	49.31	75.66	73.97	24.66
3	4	4,063	8,803	105,639	50.79	75.66	76.18	25.39
4	5	4,185	9,067	108,810	52.31	75.66	78.47	26.16
5	6	4,311	9,340	112,081	53.89	75.66	80.83	26.94
6	7	4,440	9,620	115,442	55.50	75.66	83.25	27.75
7	8	4,574	9,909	118,914	57.17	75.66	85.76	28.59
8	9	4,711	10,206	122,475	58.88	75.66	88.32	29.44
9	10	4,852	10,512	126,147	60.65	75.66	90.97	30.32
10	11	4,997	10,828	129,931	62.47	75.66	93.70	31.23
12	12	5,147	11,152	133,825	64.34	75.66	96.51	32.17

NOTE:

1. Annual Hours 2080
2. Monthly and Annual rate are approximations

Years from Start	Step	40 Hour Schedule						
		Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF

Minimum		6,052	13,114	157,363	75.66			
Maximum		7,020	15,211	182,528	87.75			

NOTE:

1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

CITY OF FORT WORTH
Fire EMS Civil Service Classifications
Salary Schedule for FY 2026-2027

			44 Hour Schedule							
Rank	Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF	
Grade/Job Code										
TELECOMMUNICATOR										
Z10	Start	1	2,356	5,105	61,261	26.78	29.99	40.16	13.39	
	1	2	2,427	5,259	63,111	27.58	29.99	41.38	13.79	
	2	3	2,499	5,415	64,985	28.40	29.99	42.60	14.20	
	3	4	2,574	5,578	66,931	29.25	30.72	43.88	14.63	
	4	5	2,652	5,746	68,949	30.14	31.64	45.20	15.07	
	5	6	2,731	5,918	71,015	31.04	32.59	46.56	15.52	
	6	7	2,814	6,096	73,153	31.97	33.57	47.96	15.99	
	7	8	2,898	6,278	75,339	32.93	34.57	49.39	16.46	
	8	9	2,985	6,466	77,598	33.92	35.61	50.87	16.96	
	9	10	3,074	6,661	79,928	34.93	36.68	52.40	17.47	
	10	11	3,167	6,861	82,330	35.98	37.78	53.98	17.99	
	12	12	3,262	7,067	84,805	37.07	38.92	55.60	18.53	

			44 Hour Schedule							
TELECOMMUNICATIONS SUPERVISOR Z11	Start	1	2,639	5,718	68,613	29.99	33.59	44.98	14.99	
	1	2	2,719	5,890	70,684	30.89	33.59	46.34	15.45	
	2	3	2,811	6,090	73,081	31.94	33.59	47.91	15.97	
	3	4	2,895	6,272	75,267	32.90	34.54	49.34	16.45	
	4	5	2,982	6,460	77,525	33.88	35.58	50.83	16.94	
	5	6	3,071	6,655	79,856	34.90	36.65	52.35	17.45	
	6	7	3,163	6,853	82,234	35.94	37.74	53.91	17.97	
	7	8	3,258	7,059	84,709	37.02	38.87	55.53	18.51	
	8	9	3,356	7,271	87,255	38.14	40.04	57.20	19.07	
	9	10	3,457	7,489	89,874	39.28	41.24	58.92	19.64	
	10	11	3,560	7,714	92,564	40.46	42.48	60.68	20.23	
	12	12	3,667	7,946	95,351	41.67	43.76	62.51	20.84	

NOTE:
1. Annual Hours 2,288
2. Monthly and Annual rate are approximations

			40 Hour Schedule						
TELECOMMUNICATIONS MANAGER Z12	Start	1	2,687	5,822	69,860	33.59	35.27	50.38	16.79
	1	2	2,768	5,997	71,970	34.60	36.33	51.90	17.30
	2	3	3,147	6,820	81,834	39.34	41.31	59.02	19.67
	3	4	3,242	7,023	84,281	40.52	42.55	60.78	20.26
	4	5	3,339	7,235	86,814	41.74	43.82	62.61	20.87
	5	6	3,439	7,451	89,413	42.99	45.14	64.48	21.49
	6	7	3,542	7,675	92,099	44.28	46.49	66.42	22.14
	7	8	3,649	7,906	94,873	45.61	47.89	68.42	22.81
	8	9	3,758	8,143	97,712	46.98	49.33	70.47	23.49
	9	10	3,871	8,387	100,639	48.38	50.80	72.58	24.19
	10	11	3,987	8,640	103,674	49.84	52.34	74.77	24.92
	12	12	4,107	8,898	106,776	51.33	53.90	77.00	25.67

NOTE:
For FY 2027 - Across the Board Increases (ATBs) Pay Raise Percentage
Effective First Full Pay Period after October 1, 2026 for FY 2026-2027
EMT 10.0%
Paramedic 20.0%
EMS Supervisor 12.0%
EMS Manager 7.0%
EMS Battalion Chief 7.0%
Deputy Chief of EMS 5.0%
Telecommunicator 5.0%
Telcom Supervisor 5.0%
Telcom Manager 5.0%

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.
Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range
Assistant Chief and Deputy Chief salary ranges change according to the Across the Board Increases (ATB) Pay Raise Percentage as stated for the current Fiscal Year as stated above.

		40 Hour Schedule							
Years from Start	Step	Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF	
29.452500									
Start	1	2,356	5,105	61,261	29.45	32.99	44.18	14.73	
1	2	2,427	5,259	63,111	30.34	32.99	45.51	15.17	
2	3	2,499	5,415	64,985	31.24	32.99	46.86	15.62	
3	4	2,574	5,578	66,931	32.18	33.79	48.27	16.09	
4	5	2,652	5,746	68,949	33.15	34.81	49.72	16.57	
5	6	2,731	5,918	71,015	34.14	35.85	51.21	17.07	
6	7	2,814	6,096	73,153	35.17	36.93	52.75	17.58	
7	8	2,898	6,278	75,339	36.22	38.03	54.33	18.11	
8	9	2,985	6,466	77,598	37.31	39.17	55.96	18.65	
9	10	3,074	6,661	79,928	38.43	40.35	57.64	19.21	
10	11	3,167	6,861	82,330	39.58	41.56	59.37	19.79	
12	12	3,262	7,067	84,805	40.77	42.81	61.16	20.39	

		40 Hour Schedule							
Start	1	2,639	5,718	68,613	32.99	34.64	49.48	16.49	
1	2	2,719	5,890	70,684	33.98	35.68	50.97	16.99	
2	3	2,811	6,090	73,081	35.14	36.89	52.70	17.57	
3	4	2,895	6,272	75,267	36.19	38.00	54.28	18.09	
4	5	2,982	6,460	77,525	37.27	39.14	55.91	18.64	
5	6	3,071	6,655	79,856	38.39	40.31	57.59	19.20	
6	7	3,163	6,853	82,234	39.54	41.51	59.30	19.77	
7	8	3,258	7,059	84,709	40.73	42.76	61.09	20.36	
8	9	3,356	7,271	87,255	41.95	44.05	62.92	20.97	
9	10	3,457	7,489	89,874	43.21	45.37	64.81	21.60	
10	11	3,560	7,714	92,564	44.50	46.73	66.75	22.25	
12	12	3,667	7,946	95,351	45.84	48.13	68.76	22.92	

NOTE:
1. Annual Hours 2,080
2. Monthly and Annual rate are approximations

		40 Hour Schedule							
Start	1	2,687	5,821.67	69,860	33.59	35.27	50.38	16.79	
1	2	2,768	5,997	71,970	34.60	36.33	51.90	17.30	
2	3	3,147	6,820	81,834	39.34	41.31	59.02	19.67	
3	4	3,242	7,023	84,281	40.52	42.55	60.78	20.26	
4	5	3,339	7,235	86,814	41.74	43.82	62.61	20.87	
5	6	3,439	7,451	89,413	42.99	45.14	64.48	21.49	
6	7	3,542	7,675	92,099	44.28	46.49	66.42	22.14	
7	8	3,649	7,906	94,873	45.61	47.89	68.42	22.81	
8	9	3,758	8,143	97,712	46.98	49.33	70.47	23.49	
9	10	3,871	8,387	100,639	48.38	50.80	72.58	24.19	
10	11	3,987	8,640	103,674	49.84	52.34	74.77	24.92	
12	12	4,107	8,898	106,776	51.33	53.90	77.00	25.67	

City of Fort Worth
FY2027 Salary Schedule (by Job Title)

Police Pay Plan FY 2027

Key	Title	Base Pay Step 1	1st Year 2	2nd Year 3	3rd Year 4	4th Year 5	6th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10
X03	Police Officer	Base Pay 38.80	Base+1 40.74	Base+2 42.78	Base+3 44.91	Base+4 46.31	Base+5 47.47	Base+6 48.65	Base+7 49.87	Base+8 52.73	Base+9 55.46
					3rd Year 4	4th Year 5	6th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10
X04	Police Corporal 4 Years				Base Pay 49.40	Base +1 51.13	Base+2 52.40	Base+3 53.71	Base+4 55.05	Base+5 58.22	Base+6 61.22
							7th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10
X07	Police Sergeant 7 Years						Base Pay 57.78	Base+1 59.22	Base+2 60.70	Base+3 64.19	Base+4 67.46
									10th Year 8	12th Year 9	14th Year 10
X08	Police Lieutenant 10 Years								Base Pay 66.88	Base+1 70.72	Base+2 74.36
										13th Year 9	14th Year 10
X09	Police Captain 13 Years									Base Pay 78.01	Base+1 81.98

1. NOTES

FY 2025: Effective First Pay Period after 10/1/2024: Step 1-4: 12%; Step 5-8: 10%; Eliminate FY 24 Step 9; New Step 9 (FY24 Step 10); New Step 10 (FY24 Step 11); 5%; Corporal Detective: new Step 4

FY2026: Effective First Pay Period after 1/1/2026: Step 1-8: 3%; Step 9-10: 4%

FY2027: Effective First Pay Period after 1/1/2027: Step 1-8: 3%; Step 9-10: 5%

FY2028: Effective First Pay Period after 1/1/2028: Step 1-8: 3%; Step 9-10: 5%

Hourly Rates are shown rounded to the penny. Annual figures are based on the rounded hourly rates.