

Lockhart Fire Rescue

Civil Service Step Plan Effective October 1, 2025

Firefighter					
Year	0	1	3	5	7+
Annual Salary (2920)	\$ 59,950	\$ 62,141	\$ 65,113	\$ 68,055	\$ 69,616
Hourly	\$ 19.97	\$ 20.70	\$ 21.69	\$ 22.67	\$ 23.19
Engineer					
Year	0	3	6	9	12+
Annual Salary (2920)	\$ 66,614	\$ 68,055	\$ 71,057	\$ 72,528	\$ 73,999
Hourly	\$ 22.19	\$ 22.67	\$ 23.67	\$ 24.16	\$ 24.65
Captain					
Year	0	3	6	9	12+
Annual Salary (2920)	\$ 73,999	\$ 76,971	\$ 78,472	\$ 79,883	\$ 81,474
Hourly	\$ 24.65	\$ 25.64	\$ 26.14	\$ 26.61	\$ 27.14
Assistant Chief Operations					
Year	0	3	6	9	12+
Annual Salary (2080)	\$ 81,973	\$ 83,366	\$ 84,739	\$ 86,154	\$ 91,478
Hourly	\$ 39.41	\$ 40.08	\$ 40.74	\$ 41.42	\$ 43.98
*Shift Annual Pay (2920): 2756 Hours Base Plus 164 Overtime x 1.5 = 246 hrs + 2756 hrs = 3002 Straight Hours					