SCHERTZ | COMMUNITY SERVICE OPPORTUNITY

POLICE PAY SCHEDULE

Effective 10/1/2026

POLICE CADET

	Step 1
Hourly	$29.15
Annual	$60,630

POLICE OFFICER

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
Hourly	$31.41	$32.67	$33.97	$35.33	$36.75	$38.22	$39.75	$41.33	$42.99
Annual	$65,335	$67,948	$70,666	$73,493	$76,433	$79,490	$82,670	$85,976	$89,415

POLICE SERGEANT

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5
Hourly	$44.71	$46.50	$48.36	$50.29	$52.30
Annual	$92,992	$96,712	$100,580	$104,603	$108,788

POLICE LIEUTENANT

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	$54.39	$56.57	$58.83	$61.19
Annual	$113,139	$117,665	$122,371	$127,266

Annual amounts do not include overtime or any other types of pay (e.g. incentive, assignment, longevity, etc.).

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FIRE PAY SCHEDULE

Effective 10/1/2026

FIREFIGHTER

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
Hourly	$22.38	$23.27	$24.20	$25.17	$26.18	$27.23	$28.32	$29.45
Annual	$61,676	$64,143	$66,709	$69,377	$72,152	$75,038	$78,040	$81,161

DRIVER OPERATOR

***Fire Prevention Specialist**

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	$30.63	$31.85	$33.13	$34.45
Annual	$84,408	$87,784	$91,296	$94,947

FIRE LIEUTENANT

***Deputy Fire Marshal**

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly	$35.83	$37.26	$38.75	$40.30
Annual	$98,745	$102,695	$106,803	$111,075

FIRE CAPTAIN

	Step 1
Hourly	$41.92
Annual	$115,518

FIRE BATTALION CHIEF

***Fire Training and Safety Officer**

***Fire Marshal**

4% Steps	Step 1	Step 2	Step 3
Hourly	$41.92	$43.59	$45.34
Annual	$115,518	$120,139	$124,944

***Annual amounts do not include overtime or any other types of pay (e.g. incentive, assignment, longevity, etc.).*

***Annual amounts based on 2,756 hours/year.*

****Additional titles with rank. Hourly rate is determined by dividing Annual by 2,080 hours, plus a 12.6% differential.*

SCHERTZ | COMMUNITY SERVICE OPPORTUNITY

EMS PAY SCHEDULE

Effective 10/1/2026

EMT

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Hourly (24)	$17.44	$18.14	$18.86	$19.62	$20.40	$21.22	$22.07
Hourly (12)	$25.38	$26.40	$27.45	$28.55	$29.69	$30.88	$32.11
Annual	$58,075	$60,398	$62,814	$65,326	$67,940	$70,657	$73,483

PARAMEDIC
****MIH Paramedic**
****Clinical Educator**

4% Steps	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Hourly (24)	$22.58	$23.48	$24.42	$25.40	$26.42	$27.47
Hourly (12)	$32.84	$34.15	$35.52	$36.94	$38.42	$39.95
Annual	$75,145	$78,151	$81,277	$84,528	$87,909	$91,425

EMS LIEUTENANT
****Community Health Coordinator**
****Training Coordinator**

4% Steps	Step 1	Step 2	Step 3	Step 4
Hourly (24)	$28.57	$29.71	$30.90	$32.14
Hourly (12)	$41.55	$43.21	$44.94	$46.74
Annual	$95,082	$98,886	$102,841	$106,955

EMS BATTALION CHIEF

4% Steps	Step 1	Step 2	Step 3
Hourly (24)	$33.42	$34.76	$36.15
Hourly (12)	$48.61	$50.55	$52.58
Annual	$111,233	$115,682	$120,310

Annual amounts include scheduled overtime, but does not include or any other types of pay (e.g. incentive, assignment, longevity, etc.).
*****Additional titles with rank.***