

**The Woodlands Township
2025 Fire Suppression Pay Plan**

January 1, 2025 Hourly Rate Schedule						
Rank	Base Rate	HM/TR Incentive	AEMT	AEMT + TR/HM	EMT - P	EMT-P + TR/HM
		Base Rate + 4.5%	Base Rate + 5%	Base Rate + 9.5%	Base Rate + 10%	Base Rate + 14.5%
Probationary	\$ 24.40					
FF 1	\$ 25.62	\$ 26.77	\$ 26.90	\$ 28.05	\$ 28.18	\$ 29.33
FF 2	\$ 26.26	\$ 27.44	\$ 27.57	\$ 28.75	\$ 28.88	\$ 30.07
FF 3	\$ 26.92	\$ 28.13	\$ 28.26	\$ 29.47	\$ 29.61	\$ 30.82
FF 4	\$ 28.26	\$ 29.53	\$ 29.67	\$ 30.95	\$ 31.09	\$ 32.36
FF 5	\$ 29.67	\$ 31.01	\$ 31.16	\$ 32.49	\$ 32.64	\$ 33.98
DO 1	\$ 31.16	\$ 32.56	\$ 32.72	\$ 34.12	\$ 34.27	\$ 35.68
DO 2	\$ 31.94	\$ 33.37	\$ 33.53	\$ 34.97	\$ 35.13	\$ 36.57
DO 3	\$ 32.74	\$ 34.21	\$ 34.37	\$ 35.85	\$ 36.01	\$ 37.48
DO 4	\$ 34.37	\$ 35.92	\$ 36.09	\$ 37.64	\$ 37.81	\$ 39.36
LT 1	\$ 36.09	\$ 37.71	\$ 37.90	\$ 39.52	\$ 39.70	\$ 41.32
LT 2	\$ 36.99	\$ 38.66	\$ 38.84	\$ 40.51	\$ 40.69	\$ 42.36
LT 3	\$ 37.92	\$ 39.62	\$ 39.81	\$ 41.52	\$ 41.71	\$ 43.42
LT 4	\$ 39.81	\$ 41.61	\$ 41.80	\$ 43.60	\$ 43.79	\$ 45.59

BC 1	\$ 46.95
BC 2	\$ 49.30

January 1, 2025 Estimated Annual Rate Schedule*						
Rank	Base Rate	HM/TR Incentive	AEMT	AEMT + TR/HM	EMT - P	EMT-P + TR/HM
		Base Rate + 4.5%	Base Rate + 5%	Base Rate + 9.5%	Base Rate + 10%	Base Rate + 14.5%
Probationary	\$ 73,195.31					
FF 1	\$ 76,855.07	\$ 80,313.55	\$ 80,697.83	\$ 84,156.30	\$ 84,540.58	\$ 87,999.06
FF 2	\$ 78,776.45	\$ 82,321.39	\$ 82,715.27	\$ 86,260.21	\$ 86,654.09	\$ 90,199.04
FF 3	\$ 80,745.86	\$ 84,379.42	\$ 84,783.15	\$ 88,416.72	\$ 88,820.45	\$ 92,454.01
FF 4	\$ 84,783.15	\$ 88,598.40	\$ 89,022.31	\$ 92,837.55	\$ 93,261.47	\$ 97,076.71
FF 5	\$ 89,022.31	\$ 93,028.32	\$ 93,473.43	\$ 97,479.43	\$ 97,924.54	\$ 101,930.55
DO 1	\$ 93,473.43	\$ 97,679.73	\$ 98,147.10	\$ 102,353.40	\$ 102,820.77	\$ 107,027.07
DO 2	\$ 95,810.26	\$ 100,121.72	\$ 100,600.78	\$ 104,912.24	\$ 105,391.29	\$ 109,702.75
DO 3	\$ 98,205.52	\$ 102,624.77	\$ 103,115.80	\$ 107,535.04	\$ 108,026.07	\$ 112,445.32
DO 4	\$ 103,115.80	\$ 107,756.01	\$ 108,271.59	\$ 112,911.80	\$ 113,427.38	\$ 118,067.59
LT 1	\$ 108,271.59	\$ 113,143.81	\$ 113,685.16	\$ 118,557.39	\$ 119,098.74	\$ 123,970.97
LT 2	\$ 110,978.38	\$ 115,972.40	\$ 116,527.29	\$ 121,521.32	\$ 122,076.21	\$ 127,070.24
LT 3	\$ 113,752.83	\$ 118,871.71	\$ 119,440.48	\$ 124,559.35	\$ 125,128.12	\$ 130,247.00
LT 4	\$ 119,440.48	\$ 124,815.30	\$ 125,412.50	\$ 130,787.32	\$ 131,384.52	\$ 136,759.35

BC 1	\$ 140,862.13
BC 2	\$ 147,905.23

*Based on working 3000 regular equivalent hours with 20 pay periods on a 48/96 schedule.

Certification Pay			
Certification	Monthly	Pay Period	Hourly
TCFP Intermediate	\$ 50.00	\$ 30.00	\$ 0.21
TCFP Advanced	\$ 100.00	\$ 60.00	\$ 0.41
TCFP Master	\$ 150.00	\$ 90.00	\$ 0.62