

**City of Fort Smith
Non-Uniform
Pay Schedule - 2024
(effective: 04/01/2024)**

	<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>
Grade 30			
Annual	\$ 31,200.00	\$ 39,000.00	\$ 46,800.00
Bi-Weekly	\$ 1,200.00	\$ 1,500.00	\$ 1,800.00
Hourly	\$ 15.00	\$ 18.75	\$ 22.50
Grade 31			
Annual	\$ 33,321.60	\$ 41,662.40	\$ 49,982.40
Bi-Weekly	\$ 1,281.60	\$ 1,602.40	\$ 1,922.40
Hourly	\$ 16.02	\$ 20.03	\$ 24.03
Grade 32			
Annual	\$ 35,443.20	\$ 44,304.00	\$ 53,185.60
Bi-Weekly	\$ 1,363.20	\$ 1,704.00	\$ 2,045.60
Hourly	\$ 17.04	\$ 21.30	\$ 25.57
Grade 33			
Annual	\$ 37,585.60	\$ 46,966.40	\$ 56,368.00
Bi-Weekly	\$ 1,445.60	\$ 1,806.40	\$ 2,168.00
Hourly	\$ 18.07	\$ 22.58	\$ 27.10
Grade 34			
Annual	\$ 39,707.20	\$ 49,628.80	\$ 59,550.40
Bi-Weekly	\$ 1,527.20	\$ 1,908.80	\$ 2,290.40
Hourly	\$ 19.09	\$ 23.86	\$ 28.63
Grade 35			
Annual	\$ 41,828.80	\$ 52,291.20	\$ 62,732.80
Bi-Weekly	\$ 1,608.80	\$ 2,011.20	\$ 2,412.80
Hourly	\$ 20.11	\$ 25.14	\$ 30.16
Grade 36			
Annual	\$ 43,950.40	\$ 54,932.80	\$ 65,936.00
Bi-Weekly	\$ 1,690.40	\$ 2,112.80	\$ 2,536.00
Hourly	\$ 21.13	\$ 26.41	\$ 31.70
Grade 37			
Annual	\$ 46,072.00	\$ 57,595.20	\$ 69,118.40
Bi-Weekly	\$ 1,772.00	\$ 2,215.20	\$ 2,658.40
Hourly	\$ 22.15	\$ 27.69	\$ 33.23
Grade 38			
Annual	\$ 48,193.60	\$ 60,257.60	\$ 72,300.80
Bi-Weekly	\$ 1,853.60	\$ 2,317.60	\$ 2,780.80
Hourly	\$ 23.17	\$ 28.97	\$ 34.76

	<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>
Grade 39			
Annual	\$ 50,336.00	\$ 62,899.20	\$ 75,483.20
Bi-Weekly	\$ 1,936.00	\$ 2,419.20	\$ 2,903.20
Hourly	\$ 24.20	\$ 30.24	\$ 36.29
Grade 40			
Annual	\$ 53,518.40	\$ 66,892.80	\$ 80,267.20
Bi-Weekly	\$ 2,058.40	\$ 2,572.80	\$ 3,087.20
Hourly	\$ 25.73	\$ 32.16	\$ 38.59
Grade 41			
Annual	\$ 57,761.60	\$ 72,196.80	\$ 86,652.80
Bi-Weekly	\$ 2,221.60	\$ 2,776.80	\$ 3,332.80
Hourly	\$ 27.77	\$ 34.71	\$ 41.66
Grade 42			
Annual	\$ 62,004.80	\$ 77,521.60	\$ 93,017.60
Bi-Weekly	\$ 2,384.80	\$ 2,981.60	\$ 3,577.60
Hourly	\$ 29.81	\$ 37.27	\$ 44.72
Grade 43			
Annual	\$ 66,268.80	\$ 82,825.60	\$ 99,403.20
Bi-Weekly	\$ 2,548.80	\$ 3,185.60	\$ 3,823.20
Hourly	\$ 31.86	\$ 39.82	\$ 47.79
Grade 44			
Annual	\$ 70,512.00	\$ 88,150.40	\$ 105,768.00
Bi-Weekly	\$ 2,712.00	\$ 3,390.40	\$ 4,068.00
Hourly	\$ 33.90	\$ 42.38	\$ 50.85
Grade 45			
Annual	\$ 74,776.00	\$ 93,454.40	\$ 112,153.60
Bi-Weekly	\$ 2,876.00	\$ 3,594.40	\$ 4,313.60
Hourly	\$ 35.95	\$ 44.93	\$ 53.92
Grade 46			
Annual	\$ 79,019.20	\$ 98,779.20	\$ 118,518.40
Bi-Weekly	\$ 3,039.20	\$ 3,799.20	\$ 4,558.40
Hourly	\$ 37.99	\$ 47.49	\$ 56.98
Grade 47			
Annual	\$ 83,262.40	\$ 104,083.20	\$ 124,904.00
Bi-Weekly	\$ 3,202.40	\$ 4,003.20	\$ 4,804.00
Hourly	\$ 40.03	\$ 50.04	\$ 60.05

	<u>Entry</u>	<u>Midpoint</u>	<u>Maximum</u>
Grade 48			
Annual	\$ 87,526.40	\$ 109,387.20	\$ 131,268.80
Bi-Weekly	\$ 3,366.40	\$ 4,207.20	\$ 5,048.80
Hourly	\$ 42.08	\$ 52.59	\$ 63.11
Grade 49			
Annual	\$ 91,769.60	\$ 114,712.00	\$ 137,654.40
Bi-Weekly	\$ 3,529.60	\$ 4,412.00	\$ 5,294.40
Hourly	\$ 44.12	\$ 55.15	\$ 66.18
Grade 50			
Annual	\$ 96,012.80	\$ 120,016.00	\$ 144,019.20
Bi-Weekly	\$ 3,692.80	\$ 4,616.00	\$ 5,539.20
Hourly	\$ 46.16	\$ 57.70	\$ 69.24
Grade 51			
Annual	\$ 100,276.80	\$ 125,340.80	\$ 150,404.80
Bi-Weekly	\$ 3,856.80	\$ 4,820.80	\$ 5,784.80
Hourly	\$ 48.21	\$ 60.26	\$ 72.31
Grade 52			
Annual	\$ 104,520.00	\$ 130,644.80	\$ 156,769.60
Bi-Weekly	\$ 4,020.00	\$ 5,024.80	\$ 6,029.60
Hourly	\$ 50.25	\$ 62.81	\$ 75.37
Grade 53			
Annual	\$ 108,763.20	\$ 135,969.60	\$ 163,155.20
Bi-Weekly	\$ 4,183.20	\$ 5,229.60	\$ 6,275.20
Hourly	\$ 52.29	\$ 65.37	\$ 78.44

(Annual Amount based on 2080 hours per year)
(Bi-Weekly Amount based on 40 hours per week)

**City of Fort Smith
Uniform - Fire Department
Pay Schedule - 2024**
(effective: 04/01/2024)

Rank / Designation	Grade	Rate	<i>(Entry)</i>					
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
Probationary Firefighter & Firefighter *	F1	Hourly	\$13.74	\$14.43	\$15.15	\$15.91	\$16.71	\$17.55
		Annual	\$41,680.29	\$43,773.41	\$45,957.53	\$48,262.99	\$50,689.79	\$53,237.93
Driver *	F2	Hourly	\$18.86	\$19.80	\$20.79			
		Annual	\$57,211.81	\$60,063.30	\$63,066.47			
Captain * (non-exempt / hourly)	F3	Hourly	\$22.35	\$23.47	\$24.64			
		Annual	\$67,798.73	\$71,196.25	\$74,745.44			
Captain (exempt / salary)	F4	Bi-Weekly	\$2,607.64	\$2,738.32	\$2,874.82			
		Annual	\$67,798.73	\$71,196.25	\$74,745.44			
Fire Marshal & Training Officer	F5	Bi-Weekly	\$2,975.44	\$3,124.22	\$3,280.43			
		Annual	\$77,361.53	\$81,229.61	\$85,291.09			
Battalion Chief	F5_1	Bi-Weekly	\$2,975.44	\$3,124.22	\$3,280.43			
		Annual	\$77,361.53	\$81,229.61	\$85,291.09			
Division Chief	F6	Bi-Weekly	\$3,526.46	\$3,702.78				
		Annual	\$91,687.92	\$96,272.32				
Assistant Chief	F7	Bi-Weekly	\$4,160.08	\$4,368.08				
		Annual	\$108,161.95	\$113,570.05				

* Amount based on 2912 hours per year (243 hours overtime + 2,669 hours straight time)
All Step amounts include pay for holidays

City of Fort Smith
Uniform - Police Department
Pay Schedule - 2024
(effective: 04/01/2024)

Rank / Designation	Grade	Rate	<i>(Entry)</i>						
			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
Police Officer/ Corporal *	P1	Hourly	\$ 24.04	\$ 24.64	\$ 25.26	\$ 25.89	\$ 26.54	\$ 27.21	\$ 27.89
		Annual	\$ 50,003.20	\$ 51,251.20	\$ 52,540.80	\$ 53,851.20	\$ 55,203.20	\$ 56,596.80	\$ 58,011.20
			Step 8	Step 9	Step 10				
	Hourly	\$ 28.58	\$ 29.30	\$ 30.03					
	Annual	\$ 59,446.40	\$ 60,944.00	\$ 62,462.40					
Sergeant *	P2	Hourly	\$ 33.94	\$ 34.79	\$ 35.66	\$ 36.55	\$ 37.46		
		Annual	\$ 70,595.20	\$ 72,363.20	\$ 74,172.80	\$ 76,024.00	\$ 77,916.80		
			Step 1	Step 2	Step 3	Step 4	Step 5		
Lieutenant *	P3	Hourly	\$ 40.28	\$ 41.29	\$ 42.32	\$ 43.38			
		Annual	\$ 83,782.40	\$ 85,883.20	\$ 88,025.60	\$ 90,230.40			
			Step 1	Step 2	Step 3	Step 4			
Captain	P4	Bi-Weekly	\$ 3,643.92	\$ 3,735.02	\$ 3,828.39	\$ 3,924.10			
		Annual	\$ 94,741.92	\$ 97,110.47	\$ 99,538.23	\$ 102,026.69			
			Step 1	Step 2	Step 3	Step 4			
Deputy Chief	P5	Bi-Weekly	\$ 4,120.31	\$ 4,223.32	\$ 4,328.90				
		Annual	\$ 107,128.02	\$ 109,806.22	\$ 112,551.38				
			Step 1	Step 2	Step 3				

*Amount based on 2080 hours per year
 (All steps include pay for holidays)