



**Mission Fire Department – Civil Service  
Salary and Incentive Pay Plan  
2022 – 2023**



**Base Salary, Exhibit A**

|  |                      |
|--|----------------------|
| Probationary Fire Fighter                    | \$42,000.00 Annually |
| Probationary Fire Fighter (2+yrs experience) | \$45,000.00 Annually |
| Fire Fighter I                               | \$49,305.36 Annually |
| Engineer                                     | \$52,518.96 Annually |
| Lieutenant                                   | \$57,767.84 Annually |
| Captain                                      | \$63,123.84 Annually |
| Deputy Fire Chief                            | \$68,183.44 Annually |

**Longevity Pay, Exhibit B**

\$ 60.00 for Every Year of Service (Maximum allowed is \$1,200/year per TXLGC 141.032)

**Seniority Pay, Exhibit C**

|                 |                    |
|-----------------|--------------------|
| 3 – 4 Years     | \$ 2,500 Annually  |
| 5 – 7 Years     | \$ 4,500 Annually  |
| 8 – 10 Years    | \$ 7,000 Annually  |
| 11 – 12 Years   | \$ 8,500 Annually  |
| 13 – 14 Years   | \$ 10,500 Annually |
| 15 – 16 Years   | \$ 12,000 Annually |
| 17 – 18 Years   | \$ 13,000 Annually |
| 19 Years & Over | \$ 15,000 Annually |

**Certification Pay, Exhibit D**

|                            |                   |
|----------------------------|-------------------|
| Intermediate Certification | \$ 2,000 Annually |
| Advanced Certification     | \$ 3,000 Annually |
| Master Certification       | \$ 4,000 Annually |

**Education Pay, Exhibit E**

|  |                   |
|--|-------------------|
| 30 Earned Credit College Hours or More       | \$ 800 Annually   |
| 60 Earned Credit College Hours or More       | \$ 1,300 Annually |
| 90 Earned Credit College Hours or More       | \$ 1,800 Annually |
| Bachelor's Degree (Four-year College Degree) | \$ 2,400 Annually |

**Assignment Pay, Exhibit F**

|  |                   |
|--|-------------------|
| Special Operations Response Team<br>(Dive, Swift Water, Confined Space & High Angle) | \$ 1,500 Annually |
| Hazardous Materials Team   | \$ 1,500 Annually |
| Fire Prevention Law Enforcement  | \$ 1,500 Annually |
| Fire Prevention Division   | \$ 4,000 Annually |
| Training Officer   | \$ 4,000 Annually |
| Fire Marshal   | \$ 4,000 Annually |

**EMS Certification Pay, Exhibit G**

|                      |                   |
|----------------------|-------------------|
| ECA (EMR Equivalent) | \$ 500 Annually   |
| EMT                  | \$ 1,000 Annually |
| AEMT (Advanced EMT)  | \$ 1,500 Annually |
| Paramedic            | \$ 2,000 Annually |

**EMS Assignment Pay, Exhibit H**

|                        |                   |
|------------------------|-------------------|
| EMT                    | \$ 4,000 Annually |
| EMT Advanced           | \$ 5,000 Annually |
| EMT Paramedic          | \$ 6,000 Annually |
| EMS Administration Pay | \$ 3,000 Annually |

Civil Service Effective: 10/01/2004

Approved by City Council on 01/23/2023