

**ORDINANCE NO. \_\_\_\_\_**

**AN ORDINANCE PROVIDING FOR THE BASE SALARIES FOR CIVIL SERVICE EMPLOYEES OF THE MISSION FIRE DEPARTMENT; PROVIDING FOR EMPLOYEE INCENTIVE PAY FOR MEMBERS OF THE MISSION FIRE DEPARTMENT SUCH INCENTIVE PAY BEING LONGEVITY PAY, SENIORITY PAY, CERTIFICATION PAY, EDUCATIONAL PAY, AND ASSIGNMENT PAY; ESTABLISHING THE RATE OF PAY FOR SUCH INCENTIVE PAYS, ESTABLISHING THE CRITERIA FOR QUALIFICATIONS FOR SUCH PAY; PROVIDING FOR PUBLICATION; PROVIDING FOR SEVERABILITY, AND ORDAINING OTHER PROVISIONS RELATING TO THE SUBJECT MATTER THEREFORE.**

Whereas, the City Council in Ordinance 2963 established the civil service policies for the City of Mission and under such policies established certain classifications of employees within the Mission Fire Department and this ordinance establishes the base rate of pay for such classifications in the Fire Department and further establishes incentive pays for qualified members of the Mission Fire Department as of the effective date hereof.

**NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF MISSION, TEXAS, THAT,**

**SECTION 1:** The base salary for the Mission Fire Department classifications shall be as set out in Exhibit “A” as attached hereto and incorporated herein.

**SECTION 2:** There is hereby established for the Mission Fire Department, the following incentive pays, which shall be paid in amounts as set out in Exhibits “B”, “C”, “D”, “E”, and “F” hereof, upon the qualifications of any member of the Mission Fire Department so designated by the Chief as having qualified for such incentive pay and as provided for in the criteria established in Exhibits “B”, “C”, “D”, “E”, “F” “G” and “H”.

- (1) Exhibit “B” Longevity Pay
- (2) Exhibit “C” Seniority Pay
- (3) Exhibit “D” Certification Pay
- (4) Exhibit “E” Education Pay
- (5) Exhibit “F” Assignment Pay
- (6) Exhibit “G” EMS Certification Pay
- (7) Exhibit “H” EMS Assignment Pay

The City Council at its sole option may or may not extend such incentive pay programs beyond the current fiscal year, provided, however, any extension will be done by ordinance adopted prior to September 30, 2026. Should the City of Mission discontinue such incentive pay, the same shall not be considered a demotion under the Rules of Civil Service Procedure but a budget decision of the City of Mission, which shall be determined at the sole discretion of the City Council.

**SECTION 3:** This ordinance shall be effective on October 1, 2024, and shall be subject to amendment or repeal in accordance with the fiscal year for the City of Mission which shall expire on September 30, 2026.

**SECTION 4:** The City Secretary of the City Of Mission is hereby authorized and directed to publish such ordinance in a newspaper having circulation in Mission, Texas in Hidalgo County.

**SECTION 5:** If any part or parts of this Ordinance are found to be invalid or unconstitutional by a court having competent jurisdiction, then such invalidity or unconstitutionality shall not affect the remaining parts hereof and such remaining parts shall remain in full force and effect, and to that extent this Ordinance is considered severable.

**CONSIDERED, PASSED, AND APPROVED** this 9th day of September, 2025.

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Norie Gonzalez Garza,  
Mayor

ATTEST:

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Anna Carrillo, City Secretary