



**Mission Fire Department – Civil Service  
Salary and Incentive Pay Plan  
2025 – 2026**



**Base Salary, Exhibit A**

Probationary Fire Fighter	\$42,000.00 Annually
Probationary Fire Fighter (2+ yrs experience)	\$45,000.00 Annually
Fire Fighter I	\$52,217.36 Annually
Engineer	\$55,430.96 Annually
Lieutenant	\$60,679.84 Annually
Captain	\$66,035.84 Annually
Deputy Fire Chief	\$72,263.44 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 – 20 Years	\$ 15,000 Annually
21 – 22 Years	\$ 17,000 Annually
23 – 24 Years	\$ 19,000 Annually
25+ Years	\$ 21,000 Annually

**Certification Pay, Exhibit D**

Intermediate Certification	\$ 2,000 Annually
Advanced Certification	\$ 3,000 Annually
Master Certification	\$ 4,000 Annually
Fire Investigation Certification	\$ 2,000 Annually
Arson Investigation Certification	\$ 2,000 Annually
Fire Marshal Certification	\$ 2,000 Annually
Engineer Driver/Operator	\$ 250.00 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 (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	\$ 8,000 Annually
Training Officer	\$ 4,000 Annually
Fire Marshal	\$ 4,000 Annually
Honor Guard/Band	\$ 1,200 Annually
Logistics Chief	\$ 4,000 Annually
Operations Chief	\$ 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	\$ 3,000 Annually

Civil Service Effective: 10/01/2004

Approved by City Council on **09/09/2025**