



TRAVIS COUNTY EMERGENCY SERVICES DISTRICT 1

PAY SCALE APPROVED JANUARY 1, 2026													
GRADE	PROBATION	A	B	C	D	E	F	G	H	I	J	K	
YEAR(s)	0-11 MO	1 - 2 YRS	3 - 4 YRS	5 - 6 YRS	7 - 8 YRS	9 - 10 YRS	11 - 12 YRS	13 - 14 YRS	15 - 16 YRS	17 - 18 YRS	19 - 20 YRS	21+ YRS CAP	
FIREFIGHTER													
HOURLY	20.34	\$ 20.95	\$ 21.58	\$ 22.23	\$ 22.90	\$ 23.58	\$ 24.29	\$ 25.02	\$ 25.77	\$ 26.55	\$ 27.34	\$ 28.16	
ANNUAL	\$ 59,230.08	\$ 61,006.40	\$ 62,840.96	\$ 64,733.76	\$ 66,684.80	\$ 68,664.96	\$ 70,732.48	\$ 72,858.24	\$ 75,042.24	\$ 77,313.60	\$ 79,614.08	\$ 82,001.92	
DRIVER/OP													
HOURLY		\$ 21.76	\$ 22.42	\$ 23.09	\$ 23.78	\$ 24.50	\$ 25.23	\$ 25.99	\$ 26.77	\$ 27.57	\$ 28.40	\$ 29.25	
ANNUAL		\$ 63,365.12	\$ 65,287.04	\$ 67,238.08	\$ 69,247.36	\$ 71,344.00	\$ 73,469.76	\$ 75,682.88	\$ 77,954.24	\$ 80,283.84	\$ 82,700.80	\$ 85,176.00	
LIEUTENANT													
HOURLY		\$ 23.80	\$ 24.52	\$ 25.25	\$ 26.01	\$ 26.79	\$ 27.60	\$ 28.43	\$ 29.28	\$ 30.16	\$ 31.06	\$ 31.99	
ANNUAL		\$ 69,305.60	\$ 71,402.24	\$ 73,528.00	\$ 75,741.12	\$ 78,012.48	\$ 80,371.20	\$ 82,788.16	\$ 85,263.36	\$ 87,825.92	\$ 90,446.72	\$ 93,154.88	
FMO													
HOURLY		\$ 23.80	\$ 24.52	\$ 25.25	\$ 26.01	\$ 26.79	\$ 27.60	\$ 28.43	\$ 29.28	\$ 30.16	\$ 31.06	\$ 31.99	
ANNUAL		\$ 69,305.60	\$ 71,402.24	\$ 73,528.00	\$ 75,741.12	\$ 78,012.48	\$ 80,371.20	\$ 82,788.16	\$ 85,263.36	\$ 87,825.92	\$ 90,446.72	\$ 93,154.88	
CAPTAIN													
HOURLY		\$ 24.97	\$ 25.72	\$ 26.49	\$ 27.28	\$ 28.10	\$ 28.95	\$ 29.82	\$ 30.71	\$ 31.63	\$ 32.58	\$ 33.56	
ANNUAL		\$ 72,712.64	\$ 74,896.64	\$ 77,138.88	\$ 79,439.36	\$ 81,827.20	\$ 84,302.40	\$ 86,835.84	\$ 89,427.52	\$ 92,106.56	\$ 94,872.96	\$ 97,726.72	
BATT. CHIEF													
HOURLY		\$ 29.63	\$ 30.52	\$ 31.44	\$ 32.38	\$ 33.35	\$ 34.36	\$ 35.39	\$ 36.45	\$ 37.54	\$ 38.67	\$ 39.83	
ANNUAL		\$ 86,282.56	\$ 88,874.24	\$ 91,553.28	\$ 94,290.56	\$ 97,115.20	\$ 100,056.32	\$ 103,055.68	\$ 106,142.40	\$ 109,316.48	\$ 112,607.04	\$ 115,984.96	
DEPUTY FIRE MARSHAL													
HOURLY		\$ 34.97	\$ 36.02	\$ 37.10	\$ 38.21	\$ 39.36	\$ 40.54	\$ 41.76	\$ 43.01	\$ 44.30	\$ 45.63	\$ 47.00	
ANNUAL		\$ 72,737.60	\$ 74,921.60	\$ 77,168.00	\$ 79,476.80	\$ 81,868.80	\$ 84,323.20	\$ 86,860.80	\$ 89,460.80	\$ 92,144.00	\$ 94,910.40	\$ 97,760.00	
DIV. CHIEF 40 HR													
HOURLY		\$ 42.95	\$ 44.24	\$ 45.57	\$ 46.94	\$ 48.35	\$ 49.80	\$ 51.29	\$ 52.83	\$ 54.41	\$ 56.05	\$ 57.73	
ANNUAL		\$ 89,336.00	\$ 92,019.20	\$ 94,785.60	\$ 97,635.20	\$ 100,568.00	\$ 103,584.00	\$ 106,683.20	\$ 109,886.40	\$ 113,172.80	\$ 116,584.00	\$ 120,078.40	

Special Note: 2026 pay rates reflect a 3% general wage increase. Annual salaries are calculated based on standard scheduled hours and may include rounding differences