



TRAVIS COUNTY ESD NO. 5 - MANCHACA FIRE/RESCUE - Pay Scale

LONGEVITY PAY SYSTEM - FIREFIGHTERS - 2,990 HRS. PER YEAR

YEAR	START	1	2	3	4	5	6	7	8	9	10	11	12
Firefighter	21.14	21.99	22.87	23.78	24.73	25.72	26.36	26.89	27.43	28.11	28.68	29.25	30.42
	\$ 63,209	\$ 65,737	\$ 68,366	\$ 71,101	\$ 73,945	\$ 76,903	\$ 78,825	\$ 80,402	\$ 82,010	\$ 84,060	\$ 85,742	\$ 87,456	\$ 90,955
Engineer	26.50	27.03	27.57	28.26	28.83	29.40	30.14	30.74	31.35	32.14	32.78	33.44	34.44
	\$ 79,235	\$ 80,820	\$ 82,436	\$ 84,497	\$ 86,187	\$ 87,911	\$ 90,108	\$ 91,911	\$ 93,749	\$ 96,093	\$ 98,014	\$ 99,975	\$ 102,974
Lieutenant	31.20	31.20	31.82	32.62	32.62	33.27	34.10	34.10	34.79	35.66	35.66	35.66	36.37
	\$ 93,288	\$ 93,288	\$ 95,154	\$ 97,533	\$ 97,533	\$ 99,483	\$ 101,970	\$ 101,970	\$ 104,010	\$ 106,610	\$ 106,610	\$ 106,610	\$ 108,742
Captain-Ops/Admin									52.42	56.80	56.80	56.80	57.94
2080Hrs/Yr									\$ 109,034	\$ 118,144	\$ 118,144	\$ 118,144	\$ 120,507

Travis County ESD #5
Pay Scale

Approved
4/12/2024

YEAR	13	14	15	16	17	FrontLd	FF Tenured >12	EngTenure >12	Lt/Capt Tenure >12	23	24	
						Yearly COLA % Step Inc %	2 4	2 4	3			2
						4						
Firefighter	30.42	30.42	31.64	31.64	31.64	32.90	32.90	32.90	34.22	34.22	34.22	35.59
	\$ 90,955	\$ 90,955	\$ 94,593	\$ 94,593	\$ 94,593	\$ 98,376	\$ 98,376	\$ 98,376	\$ 102,312	\$ 102,312	\$ 102,312	\$ 106,404
Engineer	34.44	34.44	35.47	35.47	35.47	36.54	36.54	36.54	37.63	37.63	37.63	38.76
	\$ 102,974	\$ 102,974	\$ 106,063	\$ 106,063	\$ 106,063	\$ 109,245	\$ 109,245	\$ 109,245	\$ 112,522	\$ 112,522	\$ 112,522	\$ 115,898
Lieutenant	36.37	37.10	37.10	37.84	38.59	38.59	39.37	40.15	40.15	40.96	41.78	41.78
	\$ 108,742	\$ 110,917	\$ 110,917	\$ 113,135	\$ 115,398	\$ 115,398	\$ 117,706	\$ 120,060	\$ 120,060	\$ 122,461	\$ 124,911	\$ 124,911
Captain-Ops/Admi	57.94	59.09	59.09	60.28	61.48	61.48	62.71	63.97	63.97	65.25	66.55	66.55
2080Hrs/Yr	\$ 120,507	\$ 122,917	\$ 122,917	\$ 125,375	\$ 127,883	\$ 127,883	\$ 130,441	\$ 133,049	\$ 133,049	\$ 135,710	\$ 138,425	\$ 138,425