



TRAVIS COUNTY ESD NO. 5 - MANCHACA FIRE/RESCUE - Pay Scale --Effective 10/1/2025 - Approved 8/14/25
LONGEVITY PAY SYSTEM - FIREFIGHTERS - 2,990 HRS. PER YEAR

YEAR	START	1	2	3	4	5	6	7	8	9	10	11	12	13
Firefighter	22.80	23.80	24.85	26.00	26.45	26.75	27.60	27.96	28.30	29.15	29.56	29.92	30.82	30.82
	\$ 68,172	\$ 71,162	\$ 74,302	\$ 77,740	\$ 79,086	\$ 79,983	\$ 82,524	\$ 83,600	\$ 84,617	\$ 87,159	\$ 88,384	\$ 89,461	\$ 92,152	\$ 92,152
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	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	\$ 102,974
Lieutenant						33.27	34.10	34.10	34.79	35.66	35.66	35.66	36.37	36.37
						\$ 99,477	\$ 101,964	\$ 101,964	\$ 104,022	\$ 106,623	\$ 106,623	\$ 106,623	\$ 108,755	\$ 108,755
Captain-Ops/Admin									\$ 52.42	\$ 56.80	\$ 56.80	\$ 56.80	\$ 57.94	\$ 57.94
2080Hrs/Yr									\$ 109,034	\$ 118,144	\$ 118,144	\$ 118,144	\$ 120,507	\$ 120,507



YEAR	14	15	16	17	18	19	20	21	22	23	24
Firefighter	30.82	32.05	32.05	32.05	33.33	33.33	33.33	34.67	34.67	34.67	36.06
	\$ 92,152	\$ 95,838	\$ 95,838	\$ 95,838	\$ 99,671	\$ 99,671	\$ 99,671	\$ 103,658	\$ 103,658	\$ 103,658	\$ 107,805
Engineer	34.44	35.47	35.47	35.47	36.54	36.54	36.54	37.63	37.63	37.63	38.76
	\$ 102,974	\$ 106,063	\$ 106,063	\$ 106,063	\$ 109,245	\$ 109,245	\$ 109,245	\$ 112,522	\$ 112,522	\$ 112,522	\$ 115,898
Lieutenant	37.10	37.10	37.84	38.59	38.59	39.37	40.15	40.15	40.96	41.78	41.78
	\$ 110,930	\$ 110,930	\$ 113,149	\$ 115,384	\$ 115,384	\$ 117,716	\$ 120,049	\$ 120,049	\$ 122,470	\$ 124,920	\$ 124,920
Captain-Ops	\$ 59.09	\$ 59.09	\$ 60.28	\$ 61.48	\$ 61.48	\$ 62.71	\$ 63.97	\$ 63.97	\$ 65.25	\$ 66.55	\$ 66.55
2080Hrs/Yr	\$ 122,917	\$ 122,917	\$ 125,375	\$ 127,883	\$ 127,883	\$ 130,441	\$ 133,049	\$ 133,049	\$ 135,710	\$ 138,425	\$ 138,425