

City of Palestine Fire Department

Civil Service Ranges and Steps Effective October 1, 2022

	Step I	Step II	Step III	Step IV	Step V
Probationary	16.70	N/A	N/A	N/A	N/A
Firefighter	16.70	17.37	18.07	18.79	19.54
Driver	20.13	20.73	21.35	N/A	N/A
Lieutenant	21.99	22.65	23.33	N/A	N/A
Captain	24.03	24.75	25.50	N/A	N/A
Battalion Chief	26.26	27.05	27.86	N/A	N/A

Step increases occur as follows: (Service to the City)

Firefighter	16.70	Step 1	Entry level through two years.
	17.37	Step 2	After two years through four years.
	18.07	Step 3	After four years through six years.
	18.79	Step 4	After six years through eight years.
	19.54	Step 5	After eight years as Firefighter.
Driver	20.13	Step 1	Entry as Driver.
	20.73	Step 2	After two years as Driver.
	21.35	Step 3	After four years as Driver.
Lieutenant	21.99	Step 1	Entry as Lieutenant.
	22.65	Step 2	After two years as Lieutenant.
	23.33	Step 3	After four years as Lieutenant.

Captain	24.03	Step 1	Entry as Captain.
	24.75	Step 2	After two years as Captain.
	25.50	Step 3	After four years as Captain.
Batt. Chief	26.26	Step 1	Entry as Batt. Chief.
	27.05	Step 2	After two years as Batt. Chief.
	27.86	Step 3	After four years as Batt. Chief.

T.C.F.P. Fire Certification Pay:

Basic \$50 per month
Intermediate \$150 per month
Advanced \$250 per month
Master \$350 per month

T.D.H. Medical Certification pay:

Basic EMT \$40 per month
Intermediate \$100 per month
Paramedic \$250 per month

Peace Officer Certification Pay:

Basic \$50 per month
Intermediate \$150 per month
Advanced \$250 per month
Master \$350 per month

Plans Examiner assignment certification pay \$100 per month

Captain Instructor 2 assignments pay \$100 per month

College Incentive pay is \$1 per 3 semester hours

Bilingual pay is \$100 per month



- TMRS (Texas Municipal Retirement System) – Mandatory 6% contribution with 2:1 Match. Vested after 5 years, retirement 5 years and age 60 or 20 years.
- Optional 457b Retirement Plan (funded 100% by employee)
- Life Insurance provided by the City of Palestine (2x's your annual salary)
- Long Term Disability
- Employees Assistance Program (EAP).
- Direct Deposit
- Generous Vacation and Sick Leave Accrual.
- Medical Tiered Plans.
- Wellness Program.
- Pharmacy Program
- Dental Insurance.
- Vision Insurance (100% paid for by employee).
- 13 Kelly Days Per Year.
- 8 Vacation Days Per Year.
- Incentive Pay for Firefighter and EMS Certifications.
- Incentive Pay for College Hours.
- Longevity Pay.
- Tuition Assistance for College Courses
- Yearly Uniform Allowance.
- Compensation Time Accrual.