

City of College Station - Fire Pay Scale

Effective 10/5/2026

FD1A - Uncertified Firefighter (2080)			FD1B - Uncertified Firefighter - Partially Certified (2080)			Must obtain Texas Commission on Fire Protection (TCFP) Certification in Basic Structure Fire Suppression within eight (8) months
FD1A-0	\$29.62	\$61,609.60	FD1B-0	\$30.49	\$63,419.20	

FD1 - Certified Firefighter (FF and EMT)			\$5,000 Certification Bonus - Certified FF/Paramedic								
FD1-0	\$22.43	\$65,316.16	<div>Lateral credit for 1 - 4 years of service for certified external hires with TCFP Basic Structural Firefighter Certification and DSHS EMT Certification (firefighters hired in with 4+ years will hire in at step 4*)</div>								
FD1-1	\$22.89	\$66,655.68									
FD1-2	\$23.34	\$67,966.08									
FD1-3	\$23.69	\$68,985.28									
FD1-4	\$24.05	\$70,033.60									
FD1-5	\$24.41	\$71,081.92	FD2 -Apparatus Operator / Paramedic II			FD3 - Captain			FD3B - Captain (2080) & Deputy Fire Marshal		
FD1-6	\$24.78	\$72,159.36				FD3-0	\$34.95	\$101,774.40	FD3B-0	\$48.93	\$101,774.40
FD1-7	\$25.15	\$73,236.80	FD2-0	\$29.77	\$86,690.24	FD3-1	\$35.57	\$103,579.84	FD3B-1	\$49.80	\$103,584.00
FD1-8	\$25.53	\$74,343.36	FD2-1	\$30.14	\$87,767.68	FD3-2	\$36.17	\$105,327.04	FD3B-2	\$50.64	\$105,331.20
FD1-9	\$25.91	\$75,449.92	FD2-2	\$30.51	\$88,845.12	FD3-3	\$36.81	\$107,190.72	FD3B-3	\$51.53	\$107,182.40
FD1-10	\$26.31	\$76,614.72	FD2-3	\$30.89	\$89,951.68	FD3-4	\$37.46	\$109,083.52	FD3B-4	\$52.44	\$109,075.20
FD1-11	\$26.71	\$77,779.52	FD2-4	\$31.27	\$91,058.24	FD3-5	\$38.12	\$111,005.44	FD3B-5	\$53.37	\$111,009.60
FD1-12	\$27.11	\$78,944.32	FD2-5	\$31.67	\$92,223.04	FD3-6	\$38.78	\$112,927.36	FD3B-6	\$54.29	\$112,923.20
FD1-13	\$27.52	\$80,138.24	FD2-6	\$32.06	\$93,358.72	FD3-7	\$39.46	\$114,907.52	FD3B-7	\$55.24	\$114,899.20
FD1-14	\$27.93	\$81,332.16	FD2-7	\$32.47	\$94,552.64	FD3-8	\$40.15	\$116,916.80	FD3B-8	\$56.21	\$116,916.80
FD1-15	\$28.35	\$82,555.20	FD2-8	\$32.87	\$95,717.44	FD3-9	\$40.85	\$118,955.20	FD3B-9	\$57.19	\$118,955.20
			FD2-9	\$33.28	\$96,911.36	FD3-10	\$41.56	\$121,022.72	FD3B-10	\$58.18	\$121,014.40

Battalion Chief (2912) - Grade FD4						
	Min		Mid		Max	
	\$39.33	\$114,528.96	\$45.26	\$131,797.12	\$51.19	\$149,065.28
Battalion Chief (2080) & Fire Marshal- Grade FD4B						
	Min		Mid		Max	
	\$55.06	\$114,524.80	\$63.37	\$131,809.60	\$71.67	\$149,073.60