



Fire Collective Bargaining

CONFIDENTIAL

5/14/2026



Agenda

- Recap Union Proposal – 4/7/2026, 4/17/2026 OMB
- Estimated cost of Union Proposal OMB
- Estimated cost of City Proposal - 4/17/2026, 5/14/2026 OMB
- Specialty Teams OMB
- Comparative Analysis – ERI - Update HR
- Local 51



Union Proposal 4-7-2026

Item Summary:

1. Compensation increases 7.5% all 4 years
2. Increase PAP from 5% to 10%
3. Field Training Officer pay at 5% above normal pay
4. Bilingual Pay of \$500 per year
5. Medical Mentor Pay at 5% above normal salary while precepting
6. Communications Assignment Pay – 5% increase above normal pay when assigned to work shifts at Communications
7. Education Pay increase for all levels by \$50 per month
8. Longevity pay to increase to \$10 per month per year of service
9. Texas Commission on Fire protection Certification Pay increase by \$50 per month
10. Flight Medical and Critical Care Paramedics incentive pay of PAP (5%) plus (5%) for a total of 10% while working on a ground critical care transport unit and pay of PAP (5%) plus (10%) for a total of 15% while working as a paramedic on an aircraft transport unit (FIREStar)
11. Specialty Teams incentive pay increase from \$75/month to \$150/month; adding Critical Care paramedics and Peer Support members; stack a maximum of (2) teams for a potential maximum total of \$300 month; No cap on the number of specialty team members to be paid each shift
12. Increase working out of class pay (WOC) to 10%



Union Proposal Continued 4/17/2026

13. Consolidation of appendices G, H, I into a single drug and alcohol testing policy
14. Language changed from “days” to “calendar days”
15. Language clean up “Three points will be added to the score of an applicant taking a promotional exam who holds a locally credentialed paramedic certification”
16. Requesting change from 3 to 4 Assistant Chiefs
17. Requesting language change for entire article – Committee of 9 members for research into third-party vendor for test writing and testing facilities. Developing promotional testing process that involves rank specific testing and a standardized testing procedure and manual
18. Requesting the addition of a new paragraph addressing issues with promotions involving specialized assignments and 40-hour positions

Union Proposal Continued 5/5/2026

Extraboard and Overtime

1. New section “Comp Time” – creating a new section establishing the criteria for the use of comp time to compensate employees for work performance beyond their normal schedule
2. Section 10- increase of maximum compensatory time accrual and payout limits upon separation from 240 to 480 hours.



Union Proposal 4-7-2026

	9/1/2026	9/1/2027	9/1/2028	9/1/2029	Total Impact
COLA 7.5%	\$5,652,881	\$6,320,616	\$7,531,271	\$8,543,612	
Fire Step Increase 5%	3,028,731	4,063,689	4,688,247	5,159,423	
Incentive Pay/Earnings	4,726,235	569,150	579,813	594,723	
Variance	\$13,407,847	\$10,953,455	\$12,799,331	\$14,297,757	\$51,458,390
Benefits	\$3,244,568	\$3,277,378	\$3,720,479	\$4,094,211	
Variance	\$16,652,415	\$14,230,833	\$16,519,810	\$18,391,969	\$65,795,027

* Pending estimated impact of increase in compensatory time as proposed from 240 to 480 hours.





City Proposal – 4/17/2026

- Cost of Living Adjustment (COLA) from current 3% to 2% for each of the four (4) years
- Increase entry salary for Fire Fighter (which includes removing step 2 and start at step 3) or a 5% increase, Fire Suppression Technician (combining FS2 and FS3), Battalion Chief, Deputy Chief and Assistant Chief remove step 6 & 7 and start at step 8
- Add new step 11 to provide a 5% increase for the Firefighter, Fire Suppression Technician, Battalion Chief, Deputy Chief and Assistant Chief.
- Flight Medical Paramedics assignment pay of (5%) while working as a paramedic on an aircraft transport unit (FIREStar).





Proposal Comparison Increase from FY2027 – FY 2030

Union Proposal 4/7/2026		City Proposal 4/17/2026		Variance	
Steps/COLA	51,458,390	Steps/COLA	27,826,959	Steps/COLA	23,631,431
Benefits	14,336,637	Benefits	9,911,173	Benefits	4,425,464
Total	\$ 65,795,027	Total	\$ 37,738,132	Total	\$ 28,056,895



City's New Proposal - 5-14-2026

- Cost of Living Adjustment (COLA) from 2% to 2.5% for each of the four (4) years
- Increase entry salary for Fire Fighter (which includes removing step 2 and start at step 3) or a 5% increase, Fire Suppression Technician (combining FS2 and FS3), Battalion Chief, Deputy Chief and Assistant Chief remove step 6 & 7 and start at step 8
- Add new step 11 to provide a 5% increase for the Firefighter, Fire Suppression Technician, Lieutenant, Captain, Battalion Chief, Deputy Chief and Assistant Chief.
- Flight Medical Paramedics assignment pay of (5%) while working as a paramedic on an aircraft transport unit (FIREStar).

City Proposal – 5/14/2026

Proposal from 5/14/2026	FY2027	FY2028	FY2029	FY2030	
COLA – 2.5% + Step Changes	\$7,659,056	\$6,067,702	\$6,994,596	\$7,439,423	
Incentive Pay/Earnings	\$330,603	\$422,713	\$432,187	\$443,888	
Benefits	\$2,539,213	\$2,371,351	\$2,625,097	\$2,782,765	
Total	\$10,528,872	\$8,861,766	\$10,051,880	\$10,666,075	\$40,108,593
Cumulative Increase		\$19,390,637	\$29,442,517	\$40,108,593	

Proposed Pay scales –

Current												
FY 2026												
	3.00%											
		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	
FS1		50,640.55	53,176.89	55,831.88	58,631.13	61,557.63	64,636.76	67,868.55	71,261.97	74,824.22	78,565.43	
FS2		0.00	58,631.13	61,557.63	64,636.76	67,868.55	71,261.97	74,824.22	78,565.43	82,493.71	86,618.47	
FS3		0.00	61,557.63	64,636.76	67,868.55	71,261.97	74,824.22	78,565.43	82,493.71	86,618.47	90,949.52	
FS4		0.00	0.00	0.00	0.00	0.00	78,565.43	82,493.71	86,618.47	90,949.52	95,496.96	
FS5		0.00	0.00	0.00	0.00	0.00	86,618.47	90,949.52	95,496.96	100,271.75	105,284.94	
FS6		0.00	0.00	0.00	0.00	95,496.96	100,271.75	105,284.94	110,549.18	116,081.24	121,885.27	
FS7		0.00	0.00	0.00	0.00	0.00	105,284.94	110,549.18	116,081.24	121,885.27	127,970.56	
FS8		0.00	0.00	0.00	0.00	0.00	110,549.18	116,081.24	121,885.27	127,970.56	134,369.06	
FS9		0.00	0.00	0.00	0.00	0.00	121,885.27	127,970.56	134,369.06	141,087.54	148,141.90	
C11		47,205.17	49,236.76	51,427.16	53,605.62	55,790.07	58,021.72	60,585.20	63,614.43	66,795.17	0.00	
FY 2027												
	2.50%											
		Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Eliminate Step 2 and add Step 12	FS1	0.00	54,506.32	57,227.68	60,096.91	63,096.57	66,252.68	69,565.26	73,043.52	76,694.82	80,529.57	84,556.05
Eliminate Step 3 and add Step 12	FS2		0.00	63,096.57	66,252.68	69,565.26	73,043.52	76,694.82	80,529.57	84,556.06	88,783.93	93,223.13
Combine with FS2	FS3		0.00	63,096.57	66,252.68	69,565.26	73,043.52	76,694.82	80,529.57	84,556.06	88,783.93	93,223.13
Stays the same	FS4						0.00	84,556.06	88,783.93	93,223.25	97,884.38	102,778.60
Stays the same	FS5						0.00	93,223.25	97,884.38	102,778.54	107,917.06	113,312.92
Eliminate Step 6 and add Step 12	FS6					0.00	102,778.54	107,917.06	113,312.91	118,983.27	124,932.40	131,179.02
No changes	FS7						107,917.06	113,312.91	118,983.27	124,932.40	131,169.83	137,728.32
Eliminate Step 7 and add Step 12	FS8						0.00	118,983.27	124,932.40	131,169.83	137,728.28	144,614.70
Eliminate Step 7 and add Step 12	FS9						0.00	131,169.83	137,728.28	144,614.73	151,845.44	159,437.72
Stays the same	C11	48,385.30	50,467.68	52,712.84	54,945.76	57,184.82	59,472.26	62,099.83	65,204.79	68,465.05		



Proposed Pay scales

FY 2028												
	2.50%											
	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
FS1	0.00	55,868.97	58,658.37	61,599.33	64,673.98	67,909.00	71,304.40	74,869.61	78,612.19	82,542.81	86,669.95	
FS2	0.00	0.00	64,673.98	67,909.00	71,304.40	74,869.61	78,612.19	82,542.81	86,669.96	91,003.53	95,553.71	
FS3	0.00	0.00	64,673.98	67,909.00	71,304.40	74,869.61	78,612.19	82,542.81	86,669.96	91,003.53	95,553.71	
FS4	0.00	0.00	0.00	0.00	0.00	0.00	86,669.96	91,003.53	95,553.84	100,331.49	105,348.07	
FS5	0.00	0.00	0.00	0.00	0.00	0.00	95,553.84	100,331.49	105,348.00	110,614.99	116,145.74	
FS6	0.00	0.00	0.00	0.00	0.00	105,348.00	110,614.99	116,145.74	121,957.85	128,055.71	134,458.50	
FS7						110,614.99	116,145.74	121,957.85	128,055.71	134,449.07	141,171.53	
FS8	0.00	0.00	0.00	0.00	0.00	0.00	121,957.85	128,055.71	134,449.07	141,171.49	148,230.07	
FS9	0.00	0.00	0.00	0.00	0.00	0.00	134,449.07	141,171.49	148,230.10	155,641.58	163,423.66	
C11	49,594.93	51,729.37	54,030.66	56,319.40	58,614.44	60,959.07	63,652.33	66,834.91	70,176.68	0.00	0.00	
FY 2029												
	2.50%											
	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	
FS1	0.00	57,265.70	60,124.83	63,139.31	66,290.83	69,606.72	73,087.01	76,741.35	80,577.50	84,606.38	88,836.70	
FS2	0.00	0.00	66,290.83	69,606.72	73,087.01	76,741.35	80,577.50	84,606.38	88,836.71	93,278.62	97,942.55	
FS3	0.00	0.00	66,290.83	69,606.72	73,087.01	76,741.35	80,577.50	84,606.38	88,836.71	93,278.62	97,942.55	
FS4	0.00	0.00	0.00	0.00	0.00	0.00	88,836.71	93,278.62	97,942.68	102,839.78	107,981.77	
FS5	0.00	0.00	0.00	0.00	0.00	0.00	97,942.68	102,839.78	107,981.70	113,380.37	119,049.38	
FS6	0.00	0.00	0.00	0.00	0.00	107,981.70	113,380.37	119,049.38	125,006.79	131,257.11	137,819.96	
FS7						113,380.37	119,049.38	125,006.79	131,257.11	137,810.30	144,700.82	
FS8	0.00	0.00	0.00	0.00	0.00	0.00	125,006.79	131,257.11	137,810.30	144,700.78	151,935.82	
FS9	0.00	0.00	0.00	0.00	0.00	0.00	137,810.30	144,700.78	151,935.85	159,532.62	167,509.25	
C11	50,834.80	53,022.60	55,381.43	57,727.39	60,079.80	62,483.04	65,243.64	68,505.79	71,931.09	0.00	0.00	

Proposed Pay scales Continued

FY 2030											
	2.50%										
	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
FS1	0.00	58,697.34	61,627.95	64,717.80	67,948.10	71,346.89	74,914.18	78,659.89	82,591.94	86,721.54	91,057.62
FS2	0.00	0.00	67,948.10	71,346.89	74,914.18	78,659.89	82,591.94	86,721.54	91,057.62	95,610.59	100,391.12
FS3	0.00	0.00	67,948.10	71,346.89	74,914.18	78,659.89	82,591.94	86,721.54	91,057.62	95,610.59	100,391.12
FS4	0.00	0.00	0.00	0.00	0.00	0.00	91,057.62	95,610.59	100,391.25	105,410.77	110,681.31
FS5	0.00	0.00	0.00	0.00	0.00	0.00	100,391.25	105,410.77	110,681.25	116,214.88	122,025.62
FS6	0.00	0.00	0.00	0.00	0.00	110,681.25	116,214.88	122,025.61	128,131.96	134,538.53	141,265.46
FS7						116,214.88	122,025.61	128,131.96	134,538.53	141,255.56	148,318.34
FS8	0.00	0.00	0.00	0.00	0.00	0.00	128,131.96	134,538.53	141,255.56	148,318.30	155,734.21
FS9	0.00	0.00	0.00	0.00	0.00	0.00	141,255.56	148,318.30	155,734.25	163,520.94	171,696.98
C11	52,105.68	54,348.17	56,765.97	59,170.57	61,581.79	64,045.12	66,874.73	70,218.43	73,729.37	0.00	0.00

Specialty Teams

Team Names	Authorized Team Members	Actual Team Members
USAR	18	18
COMSAR (Wildland rescue)	30	40
Water Rescue	21	30
ARFF	30	30
Fire/Arson investigators	16	16
HazMat	45	45
Decon	36	36
Critical Care Paramedics*	0	12
Peer Support Members*	0	45
Total	196	272

*Not included in the current CBA

ERI – Economic Research Institute Geographic Assessor Data

- Comparative Analysis used to Index Cities to ensure an accurate comparison between cities
- Indexes El Paso to 9 other cities creating a geographic factor to adjust salaries
- Used as part of the Police Collective Bargaining process in the past contracts
- Ensures comparative analysis is fair and equitable

Rankings by Position Comparable Cities

	RANKINGS			
	FY 2026		FY 2027	
	Minimum	Maximum	Minimum	Maximum
Firefighter	6	4	6	3
Fire Sup Tech	9	4	7	3
Lieutenant	5	4	5	4
Captain	5	4	5	4
Battalion Chief	6	5	4	2
Deputy Chief	5	7	5	5
Assistant Chief	8	6	7	7

	RANKINGS			
	FY 2026		FY 2027	
	Minimum	Maximum	Minimum	Maximum
Firefighter	6	4	6	3
Fire Sup Tech	9	4	7	3
Lieutenant	5	4	4	3
Captain	5	4	5	3
Battalion Chief	6	5	4	2
Deputy Chief	5	7	5	5
Assistant Chief	8	6	7	7

Rankings – 2027*

**Removed Tucson as recommended*



COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIREFIGHTER					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	1,746	2,444	1,543	9	2,161	9
Austin	2027	1.210	2,615	4,415	2,161	5	3,649	1
Dallas	2026	1.171	2,900	3,784	2,476	2	3,231	4
El Paso	2027	1.000	2,086	3,236	2,086	6	3,236	3
Fort Worth	2026	1.125	2,684	3,731	2,386	3	3,317	2
Houston	2026	1.164	2,259	3,178	1,941	7	2,730	6
Phoenix	2026	1.234	2,094	2,947	1,697	8	2,388	8
San Antonio	2027	1.091	2,798	3,274	2,564	1	3,001	5
Corpus Christi	2027	1.067	2,454	2,879	2,299	4	2,698	7



COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIRE SUP TECH					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	\$2,281	\$3,194	2,017	9	2,824	8
Austin	2027	1.210	\$3,295	\$4,768	2,723	5	3,941	1
Dallas	2026	1.171	\$3,878	\$4,134	3,312	1	3,530	4
El Paso	2027	1.000	2,415	3,568	2,415	7	3,568	3
Fort Worth	2026	1.125	\$3,569	\$4,084	3,172	2	3,630	2
Houston	2026	1.164	\$3,182	\$3,278	2,734	4	2,816	9
Phoenix	2026	1.234	\$2,806	\$3,582	2,274	8	2,902	7
San Antonio	2027	1.091	\$3,382	\$3,579	3,100	3	3,280	5
Corpus Christi	2027	1.067	2,893	3,395	2,712	6	3,182	6



COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

NEW

Municipality	Pay Plan FY	Geographic Factor	LIEUTENANT					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	2,539	3,555	2,245	7	3,143	7
Austin	2027	1.210	3,843	5,150	3,176	5	4,256	1
Dallas	2026	1.171	4,237	4,563	3,618	1	3,896	4
El Paso	2027	1.000	3,252	3,953	3,252	4	3,953	3
Fort Worth	2026	1.125	4,035	4,482	3,587	2	3,984	2
Houston	2026	1.164	3,357	3,665	2,884	6	3,149	6
Phoenix	2026	1.234	--	--	--	--	--	--
San Antonio	2027	1.091	3,850	3,925	3,529	3	3,597	5
Corpus Christi	2027	1.067	--	--	--	--	--	--

*Updated to reflect City’s proposal on 5/14/2026



COMPARATIVE ANALYSIS - 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

NEW

Municipality	Pay Plan FY	Geographic Factor	CAPTAIN					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	2,826	3,957	2,499	9	3,499	7
Austin	2027	1.210	4,358	5,562	3,601	4	4,596	1
Dallas	2026	1.171	4,677	5,036	3,994	3	4,301	4
El Paso	2027	1.000	3,568	4,358	3,568	5	4,358	3
Fort Worth	2026	1.125	4,498	4,997	3,998	2	4,442	2
Houston	2026	1.164	3,724	4,067	3,200	6	3,494	8
Phoenix	2026	1.234	3,094	4,146	2,508	8	3,360	9
San Antonio	2027	1.091	4,384	4,470	4,018	1	4,097	5
Corpus Christi	2027	1.067	3,412	4,004	3,198	7	3,752	6

*Updated to reflect City's proposal on 5/14/2026





COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	BATTALION CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	3,501	4,902	3,096	9	4,334	8
Austin	2027	1.210	4,706	6,007	3,890	5	4,964	3
Dallas	2026	1.171	5,162	5,559	4,408	3	4,747	4
El Paso	2027	1.000	3,934	5,021	3,934	4	5,021	2
Fort Worth	2026	1.125	5,139	5,710	4,568	2	5,075	1
Houston	2026	1.164	4,264	4,650	3,663	7	3,995	9
Phoenix	2026	1.234	4,458	5,796	3,613	8	4,697	5
San Antonio	2027	1.091	5,002	5,100	4,585	1	4,674	6
Corpus Christi	2027	1.067	4,024	4,722	3,771	6	4,425	7



COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	DEPUTY CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	6,011	6,011	5,315	3	5,315	6
Austin	2027	1.210	5,083	6,007	4,201	7	4,964	8
Dallas	2026	1.171	6,290	6,773	5,371	2	5,784	4
El Paso	2027	1.000	4,554	5,535	4,554	5	5,535	5
Fort Worth	2026	1.125	5,764	6,686	5,124	4	5,943	2
Houston	2026	1.164	4,916	5,163	4,224	6	4,436	9
Phoenix	2026	1.234	4,904	6,376	3,974	8	5,167	7
San Antonio	2027	1.091	6,591	6,591	6,041	1	6,041	1
Corpus Christi	2027	1.067	3,803	6,232	3,564	9	5,841	3



COMPARATIVE ANALYSIS – 2027*

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	ASSISTANT FIRE CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Adj Min Rank	Adjusted Maximum	Adj Max Rank
Albuquerque	2026	1.131	6,311	6,311	5,580	5	5,580	8
Austin	2027	1.210	8,041	8,041	6,646	1	6,646	4
Dallas	2026	1.171	6,943	8,037	5,929	3	6,863	2
El Paso	2027	1.000	5,020	6,102	5,020	7	6,102	7
Fort Worth	2026	1.125	6,476	7,513	5,757	4	6,678	3
Houston	2026	1.164	6,012	6,314	5,165	6	5,425	9
Phoenix	2026	1.234	6,074	7,897	4,923	8	6,399	6
San Antonio	2027	1.091	7,106	7,106	6,514	2	6,514	5
Corpus Christi	2027	1.067	4,941	8,096	4,631	9	7,588	1



Mission

Deliver exceptional services to support a high quality of life and place for our community



Vision

Develop a vibrant regional economy, safe and beautiful neighborhoods and exceptional recreational, cultural and educational opportunities powered by a high performing government



Values

Integrity, Respect, Excellence, Accountability, People

Rankings – 2026



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIREFIGHTER					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	1,746	2,444	1,543	10	2,161	10
Austin	2026	1.210	2,539	4,286	2,099	5	3,543	1
Dallas	2026	1.171	2,900	3,784	2,476	1	3,231	3
El Paso	2026	1.000	1,948	3,022	1,948	6	3,022	4
Fort Worth	2026	1.125	2,684	3,731	2,386	3	3,317	2
Houston	2026	1.164	2,259	3,178	1,941	7	2,730	6
Phoenix	2026	1.234	2,094	2,947	1,697	9	2,388	8
San Antonio	2026	1.091	2,666	3,119	2,443	2	2,858	5
Tucson	2026	1.172	2,024	2,773	1,727	8	2,366	9
Corpus Christi	2026	1.067	2,359	2,768	2,211	4	2,594	7

Average*

\$2,058

El Paso vs Average*

-5.4%

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.





COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	FIRE SUP TECH					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,281	3,194	2,017	10	2,824	7
Austin	2026	1.210	3,199	4,629	2,643	5	3,826	1
Dallas	2026	1.171	3,878	4,134	3,312	1	3,530	3
El Paso	2026	1.000	2,255	3,331	2,255	9	3,331	4
Fort Worth	2026	1.125	3,569	4,084	3,172	2	3,630	2
Houston	2026	1.164	3,182	3,278	2,734	4	2,816	10
Phoenix	2026	1.234	2,806	3,582	2,274	8	2,902	8
San Antonio	2026	1.091	3,221	3,408	2,952	3	3,124	5
Tucson	2026	1.172	2,709	3,332	2,312	7	2,843	9
Corpus Christi	2026	1.067	2,782	3,264	2,607	6	3,059	6

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	LIEUTENANT					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,539	3,555	2,245	7	3,143	7
Austin	2026	1.210	3,731	5,000	3,083	4	4,132	1
Dallas	2026	1.171	4,237	4,563	3,618	1	3,896	3
El Paso	2026	1.000	3,022	3,673	3,022	5	3,673	4
Fort Worth	2026	1.125	4,035	4,482	3,587	2	3,984	2
Houston	2026	1.164	3,357	3,665	2,884	6	3,149	6
Phoenix	2026	1.234	--	--	--	--		
San Antonio	2026	1.091	3,667	3,738	3,361	3	3,426	5
Tucson	2026	1.172	--	--	--	--		
Corpus Christi	2026	1.067	--	--	--	--		

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	CAPTAIN					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	2,826	3,957	2,499	10	3,499	7
Austin	2026	1.210	4,231	5,400	3,497	4	4,463	1
Dallas	2026	1.171	4,677	5,036	3,994	2	4,301	3
El Paso	2026	1.000	3,331	4,049	3,331	5	4,049	4
Fort Worth	2026	1.125	4,498	4,997	3,998	1	4,442	2
Houston	2026	1.164	3,724	4,067	3,200	6	3,494	8
Phoenix	2026	1.234	3,094	4,146	2,508	9	3,360	9
San Antonio	2026	1.091	4,175	4,257	3,827	3	3,902	5
Tucson	2026	1.172	3,165	3,893	2,701	8	3,322	10
Corpus Christi	2026	1.067	3,281	3,850	3,075	7	3,608	6

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	BATTALION CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	3,501	4,902	3,096	10	4,334	8
Austin	2026	1.210	4,569	5,832	3,776	4	4,820	2
Dallas	2026	1.171	5,162	5,559	4,408	2	4,747	3
El Paso	2026	1.000	3,673	4,688	3,673	6	4,688	5
Fort Worth	2026	1.125	5,139	5,710	4,568	1	5,075	1
Houston	2026	1.164	4,264	4,650	3,663	7	3,995	10
Phoenix	2026	1.234	4,458	5,796	3,613	9	4,697	4
San Antonio	2026	1.091	4,764	4,857	4,367	3	4,452	7
Tucson	2026	1.172	4,369	5,330	3,728	5	4,548	6
Corpus Christi	2026	1.067	3,869	4,540	3,626	8	4,255	9

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	DEPUTY CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	6,011	6,011	5,315	3	5,315	6
Austin	2026	1.210	5,083	6,487	4,201	7	5,361	5
Dallas	2026	1.171	6,290	6,773	5,371	2	5,784	4
El Paso	2026	1.000	4,252	5,168	4,252	5	5,168	7
Fort Worth	2026	1.125	5,764	6,686	5,124	4	5,943	2
Houston	2026	1.164	4,916	5,163	4,224	6	4,436	10
Phoenix	2026	1.234	4,904	6,376	3,974	9	5,167	8
San Antonio	2026	1.091	6,591	6,591	6,041	1	6,041	1
Tucson	2026	1.172	4,712	5,749	4,021	8	4,905	9
Corpus Christi	2026	1.067	3,803	6,232	3,564	10	5,841	3

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.



COMPARATIVE ANALYSIS

ADJUSTED FOR GEOGRAPHIC DIFFERENTIALS CALCULATED RELATIVE TO EL PASO, TEXAS

Municipality	Pay Plan FY	Geographic Factor	ASSISTANT FIRE CHIEF					
			Base Minimum	Base Maximum	Adjusted Minimum	Rank	Adjusted Maximum	Rank
Albuquerque	2026	1.131	6,311	6,311	5,580	5	5,580	7
Austin	2026	1.210	8,041	8,041	6,646	1	6,646	4
Dallas	2026	1.171	6,943	8,037	5,929	3	6,863	2
El Paso	2026	1.000	4,688	5,698	4,688	8	5,698	6
Fort Worth	2026	1.125	6,476	7,513	5,757	4	6,678	3
Houston	2026	1.164	6,012	6,314	5,165	6	5,425	9
Phoenix	2026	1.234	6,074	7,897	4,923	7	6,399	8
San Antonio	2026	1.091	7,106	7,106	6,514	2	6,514	5
Tucson	2026	1.172	5,183	6,324	4,423	10	5,396	10
Corpus Christi	2026	1.067	4,941	8,096	4,631	9	7,588	1

* Source: Economic Research Institute (ERI) Geographic Assessor data as of 01/01/2026.