



FIRE DEPARTMENT • CITY OF VICKSBURG

POST OFFICE BOX 150
VICKSBURG, MISSISSIPPI 39181-0150

HARRY L. MARTIN, III, Fire Chief

July 30, 2026

To: Board of Mayor and Aldermen

From: *Harry L. Martin III*
Fire Chief Harry L. Martin, III

Re.: Request to Adjust Tier Payscale, Effective September 2, 2026

I respectfully request to add a payscale for Advanced EMTs, an hourly increase for paramedics, and stipends for EMTs and Advanced EMTs assigned to ambulance duty. Additionally, I request an increase for part-time paramedics.

Vicksburg Fire Department Salaries
Tier Pay System Adjustments, Effective September 2, 2026

		2912	Firefighter		Firefighter	2912
	Base	Annual hrs.	Advanced EMT	Annual	Paramedic	Annual hrs.
	Rate	Average	Assignment	Average	Certification	Average
Firefighter I	\$13.24	\$40,024.78			\$19.85	\$60,006.95
Firefighter II	\$13.57	\$41,022.38	\$17.38	\$52,540.09	\$20.19	\$61,034.77
Firefighter III	\$13.90	\$42,019.98	\$17.71	\$53,537.68	\$20.51	\$62,002.14
Firefighter IV	\$14.23	\$43,017.57	\$18.04	\$54,535.28	\$20.86	\$63,060.20
Lieutenant I	\$14.56	\$44,015.17	\$18.38	\$55,563.11	\$21.19	\$64,057.79
Lieutenant II	\$14.89	\$45,012.77	\$18.71	\$56,560.70	\$21.52	\$65,055.39
Lieutenant III	\$15.22	\$46,010.36	\$19.05	\$57,588.53	\$21.86	\$66,083.22
Lieutenant IV	\$15.55	\$47,007.96	\$19.38	\$58,586.13	\$22.19	\$67,080.81
Lieutenant V	\$15.88	\$48,005.56	\$19.72	\$59,613.95	\$22.53	\$68,108.64
Captain I	\$16.05	\$48,519.47	\$20.05	\$60,611.55	\$22.86	\$69,106.24
Captain II	\$16.21	\$49,003.15	\$20.39	\$61,639.38	\$23.20	\$70,134.06
Captain III	\$16.38	\$49,517.07	\$20.73	\$62,667.20	\$23.54	\$71,161.89
Captain IV	\$16.54	\$50,000.75	\$21.07	\$63,695.03	\$23.88	\$72,189.72
Captain V	\$16.90	\$51,089.04	\$21.41	\$64,722.86	\$24.22	\$73,217.54
Battalion Chief I	\$20.77	\$62,788.13	\$22.00	\$66,506.44	\$24.81	\$75,001.13
Battalion Chief II	\$21.08	\$63,725.26	\$22.50	\$68,017.95	\$25.31	\$76,512.64
Battalion Chief III	\$21.37	\$64,601.94	\$23.00	\$69,529.46	\$25.81	\$78,024.15
Battalion Chief IV	\$21.66	\$65,478.61	\$23.50	\$71,040.97	\$26.31	\$79,535.66
Battalion Chief V	\$21.96	\$66,385.52	\$24.00	\$72,552.48	\$26.81	\$81,047.17
* Rescue Assignment Stipend = \$1.50 per hour. Must meet all Rescue certification requirements.						
* Firefighter EMT Ambulance Assignment Stipend = \$1.00 per hour.						
* Advanced EMT Ambulance Assignment Stipend = \$1.00 per hour						
Non-Firefighter Paramedic (24-Hour Shift)			Paramedic I	\$18.00	\$59,904.00	
			Paramedic II	\$18.75	\$62,400.00	
Avg. total hrs. = 2,912			Paramedic III	\$19.50	\$64,896.00	
Non-Civil service Annual hrs. - 2080			Paramedic IV	\$20.25	\$67,392.00	
Premium hrs. = 832			Paramedic V	\$21.00	\$69,888.00	
			EMT I	\$13.53	\$45,027.84	
			EMT II	\$13.83	\$46,026.24	
			EMT III	\$14.13	\$47,024.64	
			EMT IV	\$14.43	\$48,023.04	
PILOT PROGRAM 2022			Paramedic I	\$22.00	\$59,488.00	
Non-Firefighter Paramedic (12-Hour Shift)			Paramedic II	\$22.75	\$61,516.00	
Avg. total hrs. = 2,496			Paramedic III	\$23.50	\$63,544.00	
Non-Civil service Annual hrs. - 2080			Paramedic IV	\$24.25	\$65,572.00	
Premium hrs. = 416			Paramedic V	\$25.00	\$67,600.00	
Will Work 24 Hours Per Pay Period (not to exceed 24 hours per week)			Paramedic Part-time	\$28.00/hour		
			EMT Part-time	\$15.00/hour		