

Sorted Alphabetically

Department	Link to Pay Plan	Last Update	Population (2023)	# of Firefighters	Sign-on Bonus	Entry 0-12 months	1 Year 12-24 months	2 Years 24-36 months	3 Years 36-48 months	4 Years 48-60 months	5 Years 60-72 months	6 Years 72-84 months	7 Years 84-96 months	8 Years 96-108 months	9 Years 108-120 months	10 Years 120-132 months	11 Years 132-144 months	12 Years 144-156 months	13 Years 156-168 months	14 Years 168-180 months	15 Years 180-192 months	16 Years 192-204 months	17 Years 204-216 months	18 Years 216-228 months	19 Years 228-240 months	20 Years 240+ months	5 Year Total	10 Year Total	15 Year Total	20 Year Total	Department	
Addison FD	Pay Plan	08-04-2025	17,100			\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$76,208.01	\$457,248.06	\$838,288.11	\$1,219,328.16	\$1,600,368.21	Addison FD	
Allen FD¹	Pay Plan	08-04-2025	111,620			\$93,343.72	\$97,233.04	\$101,284.41	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$105,335.79	\$607,868.54	\$1,134,547.49	\$1,661,226.44	\$2,187,905.39	Allen FD¹	
Anna FD	Pay Plan	08-04-2025	27,501			\$62,000.00	\$70,000.00	\$72,100.00	\$74,263.00	\$76,490.89	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$78,785.62	\$433,639.51	\$827,567.61	\$1,221,495.71	\$1,615,423.81	Anna FD	
Arlington FD	Pay Plan	08-04-2025	398,431			\$76,689.00	\$80,525.00	\$84,558.00	\$88,787.00	\$98,234.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$97,922.00	\$100,363.00	\$100,363.00	\$100,363.00	\$100,363.00	\$100,363.00	\$100,363.00	\$526,715.00	\$1,016,325.00	\$1,508,376.00	\$2,012,700.00	Arlington FD
Carrollton FD	Pay Plan	08-04-2025	132,918			\$77,812.52	\$85,178.85	\$89,437.66	\$93,909.25	\$96,726.09	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$99,627.95	\$542,692.32	\$1,040,832.07	\$1,538,971.82	\$2,037,111.57	Carrollton FD	
Coppell FD	Pay Plan	08-04-2025	41,404			\$82,500.00	\$85,800.00	\$89,232.00	\$92,801.00	\$96,513.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$100,374.00	\$547,220.00	\$1,049,090.00	\$1,550,960.00	\$2,052,830.00	Coppell FD	
Crowley FD	Pay Plan	08-04-2025	19,932			\$72,678.80	\$74,868.80	\$77,117.20	\$79,424.00	\$81,818.40	\$8,427.00	\$86,811.60	\$89,410.40	\$92,096.80	\$94,870.80	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$97,703.20	\$394,334.20	\$855,227.00	\$1,343,743.00	\$1,832,259.00	Crowley FD
Dallas FD	Pay Plan	08-04-2025	1,304,379			\$75,397.00	\$77,659.00	\$79,989.00	\$82,389.00	\$84,861.00	\$87,407.00	\$90,029.00	\$92,730.00	\$95,512.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$98,377.00	\$487,702.00	\$962,727.00	\$1,454,612.00	\$1,946,497.00	Dallas FD
Denton FD	Pay Plan	08-04-2025	158,349			\$80,916.16	\$84,999.20	\$89,082.24	\$93,165.28	\$97,248.32	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$101,337.60	\$546,748.80	\$1,053,436.80	\$1,560,124.80	\$2,066,812.80	Denton FD	
DFW Airport DPS	Pay Plan	08-04-2025				\$72,297.00	\$78,197.00	\$81,320.00	\$84,575.00	\$87,957.00	\$91,479.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$495,825.00	\$971,505.00	\$1,447,185.00	\$1,922,865.00	DFW Airport DPS	
Flower Mound FD	Pay Plan	08-04-2025	79,445			\$78,353.08	\$80,695.68	\$83,120.96	\$85,601.36	\$88,164.44	\$90,810.20	\$93,538.64	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$96,349.76	\$506,745.72	\$985,683.40	\$1,467,432.20	\$1,949,181.00	Flower Mound FD	
Fort Worth FD	Pay Plan	08-04-2025	978,468			\$67,757.00	\$71,104.00	\$74,661.00	\$78,404.00	\$84,783.00	\$88,999.00	\$88,999.00	\$88,999.00	\$88,999.00	\$91,608.00	\$91,608.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$94,190.00	\$465,708.00	\$915,921.00	\$1,386,871.00	\$1,857,821.00	Fort Worth FD	
Frisco FD¹	Pay Plan	08-04-2025	225,007			\$85,000.00	\$87,550.00	\$90,117.00	\$92,882.00	\$95,668.00	\$98,538.00	\$101,494.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$105,047.00	\$549,755.00	\$1,071,437.00	\$1,596,672.00	\$2,121,907.00	Frisco FD¹	
Garland FD		08-04-2025	243,470			\$77,575.00																					\$77,575.00	\$77,575.00	\$77,575.00	\$77,575.00	Garland FD	
Grand Prairie FD	Pay Plan	08-04-2025	193,835			\$80,062.00	\$82,465.00	\$86,588.00	\$90,929.00	\$95,486.00	\$100,261.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$102,767.00	\$535,791.00	\$1,049,626.00	\$1,563,461.00	\$2,077,296.00	Grand Prairie FD	
Highland Park DPS²		08-04-2025	8,642			\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$73,677.50	\$442,065.00	\$810,452.50	\$1,178,840.00	\$1,547,227.50	Highland Park DPS²	
Irving FD	Pay Plan	08-04-2025	254,373			\$85,632.00	\$89,916.00	\$94,416.00	\$99,132.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$104,088.00	\$577,272.00	\$1,097,712.00	\$1,618,152.00	\$2,138,592.00	Irving FD	
Keller FD	Pay Plan	08-04-2025	46,316			\$71,868.00	\$73,295.00	\$74,751.00	\$76,236.00	\$77,750.00	\$79,294.00	\$80,866.00	\$82,497.00	\$84,157.00	\$85,846.00	\$87,564.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$89,311.00	\$453,194.00	\$874,124.00	\$1,320,679.00	\$1,767,234.00	Keller FD	
Lake Cities FD	Pay Plan	08-04-2025				\$73,235.31	\$75,425.07	\$77,675.65	\$79,987.07	\$82,359.31	\$84,822.79	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$87,347.09	\$473,505.20	\$910,240.65	\$1,346,976.10	\$1,783,711.55	Lake Cites FD	
Lewisville FD	Pay Plan	08-04-2025	133,553			\$79,076.68	\$82,205.16	\$85,434.26	\$88,875.38	\$92,419.28	\$96,066.85	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$99,904.87	\$524,077.61	\$1,023,601.96	\$1,523,126.31	\$2,022,650.66	Lewisville FD	
McKinney FD	Pay Plan	08-04-2025	213,509			\$83,614.03	\$86,996.66	\$90,379.28	\$93,761.91	\$97,144.54	\$100,527.17	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$103,909.80	\$552,423.59	\$1,071,972.59	\$1,591,521.59	\$2,111,070.59	McKinney FD	
Mesquite FD	Pay Plan	08-04-2025	147,317			\$77,548.43	\$81,425.85	\$85,497.14	\$89,772.00	\$94,260.60	\$98,973.63	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$103,922.31	\$527,477.65	\$1,047,089.20	\$1,566,700.75	\$2,086,312.30	Mesquite FD	
Plano FD	Pay Plan	08-04-2025	290,190			\$80,862.00	\$90,456.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$105,898.00	\$594,910.00	\$1,124,400.00	\$1,653,890.00	\$2,183,380.00	Plano FD	
Princeton FD	Pay Plan	08-04-2025	28,027			\$73,972.89	\$76,192.07	\$78,477.83	\$80,832.17	\$83,257.14	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$85,754.85	\$478,486.95	\$907,261.20	\$1,336,035.45	\$1,764,809.70	Princeton FD	
Rockwall FD¹	Pay Plan	08-04-2025	52,918			\$69,916.56	\$73,089.12	\$76,782.14	\$80,640.56	\$84,664.32	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$88,897.54	\$473,990.24	\$918,477.94	\$1,362,965.64	\$1,807,453.34	Rockwall FD¹	
Rowlett FD	Pay Plan	08-04-2025	66,813			\$77,453.40	\$80,299.20	\$83,144.70	\$85,990.80	\$88,836.00	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$91,682.10	\$507,406.20	\$965,816.70	\$1,424,227.20	\$1,882,637.70	Rowlett FD	
Sachse FD	Pay Plan	08-04-2025	32,294			\$72,100.00	\$74,623.50	\$77,235.32	\$79,938.56	\$82,736.41	\$85,632.18	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$472,265.97	\$915,412.52	\$1,358,559.07	\$1,801,705.62	Sachse FD	
Sherman FD	Pay Plan	08-04-2025	47,473			\$49,479.96	\$54,578.16	\$55,332.60	\$56,087.04	\$56,780.52	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$58,424.28	\$330,682.56	\$622,803.96	\$914,925.36	\$1,207,046.76	Sherman FD	
Terrell FD</																																