Sorted Alphabetically

| Corted Alphabetic | , <u>,</u> | | | | | Fratura | 1 V | 0 V | 2 V | 4 Veere | F Vacus | C Va ava | 7 V | 0 V | 0 V2 2 1/2 | 10 Vaara | 11 V | 10 V | 12 Vaara | 14 Va ava | 15 Vanua | 16 Vanua | 17 V | 10 V | 10 V | 20 Vanus | | | | |
|--------------------------------|------------------|-------------|-------------------|-------|---------------|----------------------|------------------------|-------------------------|-------------------------|-------------------------|---|-------------------------|-------------------------|--------------------------|---------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|----------------------------|-------------------------|--------------|---|----------------|--|
| Department | Link to Pay Plan | Last Update | Population (2023) | Shift | 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 | 48/96 | | \$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 | 10-23-2025 | 111,620 | 24/48 | | \$97,528.75 | \$101,592.45 | \$105,825.47 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$110,058.49 | \$635,122.14 | \$1,185,414.59 | \$1,735,707.04 | \$2,285,999.49 Allen FD¹ |
| Anna FD | Pay Plan | 10-23-2025 | 27,501 | | | \$63,860.00 | \$72,100.00 | \$74,263.00 | \$76,490.89 | \$78,785.62 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$81,149.19 | \$446,648.70 | \$852,394.65 | \$1,258,140.60 | \$1,663,886.55 Anna FD |
| Arlington FD | Pay Plan | 10-04-2025 | 398,431 | 24/48 | | \$78,990.46 | \$82,941.52 | \$87,094.85 | \$91,451.04 | \$96,031.48 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$100,859.92 | \$103,374.15 | \$103,374.15 | \$103,374.15 | \$103,374.15 | \$103,374.15 | \$105,958.50 | \$537,369.27 | \$1,041,668.87 | \$1,548,482.70 | \$2,067,937.80 Arlington FD |
| Aubrey FD | Pay Plan | 10-24-2025 | 8,843 | | | \$75,997.68 | \$78,664.13 | \$80,629.27 | \$82,653.07 | \$84,706.20 | \$86,817.98 | \$88,988.43 | \$91,217.54 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$93,505.32 | \$489,468.33 | \$950,190.26 | \$1,417,716.86 | \$1,885,243.46 Aubrey FD |
| Carrollton FD | Pay Plan | 09-20-2025 | 132,918 | 48/96 | | \$79,571.08 | \$87,103.89 | \$91,458.95 | \$96,031.60 | \$98,912.10 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$101,879.55 | \$554,957.17 | \$1,064,354.92 | \$1,573,752.67 | \$2,083,150.42 Carrollton FD |
| Cleburne FD | Pay Plan | 12-03-2025 | 32,966 | | | \$71,377.13 | \$74,279.62 | \$77,643.75 | \$78,877.26 | \$82,778.61 | \$85,476.41 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$87,475.70 | \$470,432.78 | \$907,811.28 | \$1,345,189.78 | \$1,782,568.28 Cleburne FD |
| Colleyville FD | Pay Plan | 10-24-2025 | 26,012 | | | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$78,432.00 | \$470,592.00 | \$862,752.00 | \$1,254,912.00 | \$1,647,072.00 Colleyville FD |
| Coppell FD | Pay Plan | 10-23-2025 | 41,404 | 48/96 | | \$84,975.00 | \$88,374.00 | \$91,908.96 | \$95,585.03 | \$99,408.39 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$103,385.20 | \$563,636.58 | \$1,080,562.58 | \$1,597,488.58 | \$2,114,414.58 Coppell FD |
| Crowley FD | Pay Plan | 08-04-2025 | 19,932 | 24/48 | | \$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 | \$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 | \$487,702.00 | \$962,727.00 | \$1,454,612.00 | \$1,946,497.00 Dallas FD |
| Denton County ESD No. 1 | Pay Plan | 10-24-2025 | 42,000 | | | \$82,131.92 | \$85,265.70 | \$88,399.48 | \$91,533.27 | \$94,704.32 | \$97,875.38 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$101,046.42 | \$539,910.07 | \$1,045,142.17 | \$1,550,374.27 | \$2,055,606.37 Denton County ESD No. 1 |
| Denton FD | Pay Plan | 08-18-2025 | 158,349 | 24/48 | | \$86,022.56 | \$90,413.44 | \$94,804.32 | \$99,197.28 | \$103,588.16 | \$103,588.16 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$107,987.36 | \$577,613.92 | \$1,117,550.72 | \$1,657,487.52 | \$2,197,424.32 Denton FD |
| DeSoto FD | Pay Plan | 10-23-2025 | 55,740 | 24/48 | | \$85,207.86 | \$89,855.95 | \$94,782.94 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$100,005.52 | \$569,863.31 | \$1,069,890.91 | \$1,569,918.51 | \$2,069,946.11 DeSoto 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 |
| Duncanville FD | Pay Plan | 10-23-2025 | 39,203 | 48/96 | | \$71,757.00 | \$73,910.00 | \$76,127.00 | \$78,411.00 | \$86,252.00 | \$90,565.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$93,177.00 | \$477,022.00 | \$942,907.00 | \$1,408,792.00 | \$1,874,677.00 Duncanville FD |
| Ennis FD | Pay Plan | 08-12-2025 | 23,686 | | | \$67,218.00 | \$71,312.00 | \$73,451.00 | \$75,655.00 | \$77,924.00 | \$80,262.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$82,670.00 | \$445,822.00 | \$859,172.00 | \$1,272,522.00 | \$1,685,872.00 Ennis FD |
| Euless FD | Pay Plan | 10-24-2025 | 60,010 | | | \$78,677.00 | \$82,463.00 | \$87,002.00 | \$91,177.00 | \$96,662.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$101,250.00 | \$537,231.00 | \$1,043,481.00 | \$1,549,731.00 | \$2,055,981.00 Euless FD |
| Fairview FD ¹ | Pay Plan | 08-04-2025 | 10,790 | 48/96 | | \$79,616.99 | \$82,403.78 | \$85,286.66 | \$88,268.54 | \$91,361.90 | \$95,555.55 | \$97,866.50 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$101,291.83 | \$522,493.42 | \$1,025,527.24 | \$1,531,986.39 | \$2,038,445.54 Fairview FD ¹ |
| Flower Mound FD | Pay Plan | 10-23-2025 | 79,445 | 24/48 | | \$81,742.96 | \$84,195.38 | \$86,731.32 | \$89,321.96 | \$94,751.28 | \$97,589.96 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$100,511.32 | \$534,332.86 | \$1,036,889.46 | \$1,539,446.06 | \$2,042,002.66 Flower Mound FD |
| Fort Worth FD | Pay Plan | 08-04-2025 | 978,468 | 24/48 | | \$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 FD ¹ | Pay Plan | 08-04-2025 | 225,007 | 24/48 | | \$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 FD ¹ |
| Garland FD | Pay Plan | 08-04-2025 | 243,470 | | | \$77,575.00 | \$82,478.00 | \$86,740.00 | \$90,184.00 | \$90,184.00 | \$97,008.00 | \$97,008.00 | \$98,913.00 | \$98,913.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$100,214.00 | \$524,169.00 | \$1,019,431.00 | \$1,520,501.00 | \$2,021,571.00 Garland FD |
| Grand Prairie FD | Pay Plan | 08-04-2025 | 193,835 | 48/96 | | \$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 |
| Grapevine FD | Pay Plan | 10-24-2025 | 51,320 | 48/96 | | \$81,381.41 | \$85,456.47 | \$89,711.32 | \$94,205.87 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$98,910.17 | \$548,575.41 | \$1,043,126.26 | \$1,537,677.11 | \$2,032,227.96 Grapevine FD |
| Haltom City FD | | 08-07-2025 | 45,290 | | | \$78,813.00 | | | | | | | | | | | | | | | | | | | | | \$78,813.00 | \$78,813.00 | \$78,813.00 | \$78,813.00 Haltom City FD |
| Highland Park DPS ³ | | 08-04-2025 | 8,642 | 24/48 | | \$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 DPS ³ |
| Hurst FD | Pay Plan | 08-07-2025 | 39,304 | 48/96 | | \$82,487.81 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$90,342.35 | \$534,199.56 | \$985,911.31 | \$1,437,623.06 | \$1,889,334.81 Hurst FD |
| 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 | 09-27-2025 | 46,316 | 24/48 | | \$76,061.00 | \$77,576.00 | \$79,119.00 | \$80,692.00 | \$82,293.00 | \$83,953.00 | \$85,642.00 | \$87,360.00 | \$89,107.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$90,884.00 | \$479,694.00 | \$923,571.00 | \$1,377,991.00 | \$1,832,411.00 Keller FD |
| Lake Cities FD | Pay Plan | 10-23-2025 | 42,271 | 48/96 | | \$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 | 10-23-2025 | 133,553 | 24/48 | | \$82,034.00 | \$85,279.00 | \$88,660.00 | \$92,199.00 | \$95,875.00 | \$99,659.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$103,641.00 | \$543,706.00 | \$1,061,911.00 | \$1,580,116.00 | \$2,098,321.00 Lewisville FD |
| Little Elm FD | Pay Plan | 08-04-2025 | 100,000 | 48/96 | | \$78,759.05 | \$81,476.99 | \$84,194.93 | \$86,912.87 | \$89,630.82 | \$92,348.76 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$95,066.70 | \$513,323.42 | \$988,656.92 | \$1,463,990.42 | \$1,939,323.92 Little Elm FD |
| Mansfield FD | Pay Plan | 10-23-2025 | 80,803 | 48/96 | | \$81,000.00 | \$85,050.00 | \$89,303.00 | \$93,768.00 | \$98,456.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$103,379.00 | \$550,956.00 | \$1,067,851.00 | \$1,584,746.00 | \$2,101,641.00 Mansfield 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 |
| Midlothian FD | Pay Plan | 10-24-2025 | 44,104 | | | \$76,190.07 | \$79,237.67 | \$82,407.17 | \$85,703.46 | \$89,131.60 | \$92,696.86 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$96,404.74 | \$505,366.83 | , , | , ,, | \$1,951,437.93 Midlothian FD |
| North Richland Hills FD | Pay Plan | 08-04-2025 | 70,658 | 24/48 | | \$81,565.00 | \$84,828.00 | \$88,221.00 | \$90,868.00 | \$93,594.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$96,402.00 | \$535,478.00 | \$1,017,488.00 | \$1,499,498.00 | \$1,981,508.00 North Richland Hills FD |
| Plano FD | Pay Plan | 09-25-2025 | 290,190 | 24/72 | | \$80,862.00 | \$87,121.00 | \$93,380.00 | \$99,639.00 | \$105,898.00 | 7 , | ψ.σσ,σσσσσσ | \$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 | \$572,798.00 | \$1,102,288.00 | \$1,631,778.00 | \$2,161,268.00 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 | \$478,486.95 | \$907,261.20 | | \$1,764,809.70 Princeton FD |
| Prosper FD | Pay Plan | 10-23-2025 | 41,660 | 48/96 | | \$79,000.00 | \$81,370.00 | \$83,811.10 | \$86,325.43 | \$88,915.20 | \$91,582.65 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$94,330.13 | \$511,004.38 | \$982,655.03 | | \$1,925,956.33 Prosper FD |
| Richardson FD | | 08-07-2025 | 117,435 | 48/96 | | | | | | | | | | | | | | | | | | | | | | | \$0.00 | \$0.00 | \$0.00 | \$0.00 Richardson FD |
| Roanoke FD | Pay Plan | 08-07-2025 | 10,798 | 48/96 | | \$79,768.00 | \$79,768.00 | \$79,768.00 | \$79,768.00 | \$79,768.00 | 47.77.00.00 | Ψ. Σή. σσ.σσ | \$79,768.00 | | | . , | . , | | | | | \$79,768.00 | \$79,768.00 | \$79,768.00 | \$79,768.00 | \$79,768.00 | \$478,608.00 | 4011,110100 | . , , | ¥ 1,010,1=0100 1100110110 1 2 |
| Rockwall FD ¹ | Pay Plan | 10-23-2025 | 52,918 | 48/96 | | | \$76,743.58 | \$80,621.27 | \$84,672.59 | \$88,897.54 | 470,0 | , | \$93,342.42 | \$93,342.42 | | | , , . | | , , | , , , , , | , , | \$93,342.42 | , , , , , | \$93,342.42 | 7/- · · - | \$93,342.42 | \$497,374.79 | , | , , , | \$1,897,511.09 Rockwall FD ¹ |
| Rowlett FD | Pay Plan | 08-04-2025 | 66,813 | 48/96 | | \$77,453.40 | | \$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 | \$507,406.20 | \$965,816.70 | | \$1,882,637.70 Rowlett FD |
| Sachse FD | Pay Plan | 08-04-2025 | 32,294 | 24/48 | | \$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 | 4010,112102 | . , , | ¥ 1,00 1,1 00 10 2 |
| Saginaw FD | Pay Plan | 10-23-2025 | 24,450 | 48/96 | | \$72,120.00 | \$74,284.00 | \$76,512.00 | \$78,808.00 | \$81,172.00 | \$83,607.00 | \$86,115.00 | \$88,699.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | 7 - 1,0 - 1 - 1 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$91,360.00 | \$466,503.00 | | | \$1,828,997.00 Saginaw 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 | | ¥ -,=, |
| Southlake FD | Pay Plan | 08-07-2025 | 31,137 | | | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$81,989.95 | \$491,939.70 | \$901,889.45 | . , , | ¥1,121,100.00 000 |
| Terrell FD | Pay Plan | 08-04-2025 | 21,480 | 48/96 | | \$64,480.00 | \$67,381.60 | \$70,413.77 | \$73,582.39 | \$76,893.60 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$80,353.81 | \$433,105.17 | | | |
| The Colony FD | Pay Plan | 08-04-2025 | 45,471 | | | \$78,559.34 | \$80,918.91 | \$83,347.53 | \$85,848.19 | \$88,423.91 | \$91,077.68 | \$93,812.50 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$96,628.38 | \$508,175.56 | | | \$1,954,785.38 The Colony FD |
| University Park FD | Pay Plan | 08-07-2025 | 24,954 | | | \$79,595.00 | \$87,747.00 | \$92,130.00 | \$96,747.00 | \$96,747.00 | 420). | \$96,747.00 | \$96,747.00 | | \$96,747.00 | \$96,747.00 | \$96,747.00 | \$96,747.00 | \$96,747.00 | | ¥ / | \$96,747.00 | \$96,747.00 | \$96,747.00 | \$96,747.00 | \$96,747.00 | • | | | \$2,000,918.00 University Park FD |
| Waxahachhie FD | Pay Plan | 08-04-2025 | 47,201 | 48/96 | | \$79,548.40 | \$82,730.34 | \$86,039.55 | \$89,481.13 | \$93,060.38 | ¥ = 5,1 = = 11 = | | \$96,782.79 | \$96,782.79 | | | \$96,782.79 | \$96,782.79 | . , | | | \$96,782.79 | \$96,782.79 | | | | • | | | \$1,979,384.44 Waxahachie FD |
| Wylie FD | Pay Plan | 09-25-2025 | 61,078 | | | \$80,931.99 | \$94,059.02 | \$87,311.01 | \$90,694.39 | \$94,211.10 | \$97,871.11 | \$101,675.20 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$105,632.21 | \$545,078.62 | \$1,069,282.66 | \$1,597,443.71 | \$2,125,604.76 Wylie FD |

Sponsored Department

¹ = Lump Sum at top out. Lump sums may be based on performance or other factors.

³ = Highland Park DPS - Police or Fire certified pesonnel - Pay for Triple Certified (Police, Fire, and EMS) is higher than listed