

Sorted Alphabetically

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	\$1,735,707.16	\$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	\$100,859.92	\$100,859.92	\$100,859.92	\$100,859.92	\$100,859.92	\$100,859.92	\$537,369.27	\$1,041,668.87	\$1,548,482.70	\$2,067,937.80	Arlington FD		
Aubrey FD	Pay Plan	10-24-2025	8,443			\$75,997.68	\$78,664.13	\$80,629.27	\$83,657.07	\$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	\$950,126.86	\$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	\$1,782,568.25	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	\$84,227.00	\$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 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	\$2,069,946.51	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	\$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	\$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	\$82,670.00	\$445,822.00	\$859,172.00	\$1,272,522.00	\$1,685,872.00	Ennis FD		
Eules 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	Eules FD		
Fairview FD¹	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	\$1,025,527.42	\$1,531,986.39	\$2,038,445.54	Fairview FD¹		
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	\$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	\$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	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 FD¹		
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 DPS²		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 DPS²		
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	\$9															

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 personnel - Pay for Triple Certified (Police, Fire, and EMS) is higher than listed