Sorted by Starting Salary - High to Low

	D 1 :: (0000) 0:	- Entry	1 Year	2 Years	3 Years	4 Years	5 Years	6 Years	7 Years	8 Years	9 Years	10 Years	11 Years	12 Years	13 Years	14 Years	15 Years	16 Years	17 Years	18 Years	19 Years	20 Years		407/	457 7.1	22.4	
Department	Population (2023) Sign	U-12 months	12-24 months	24-36 months	36-48 months	48-60 months	60-72 months	72-84 months	84-96 months	96-108 months	108-120 months	120-132 months	132-144 months	144-156 months	156-168 months	168-180 months	180-192 months	192-204 months	204-216 months	216-228 months	228-240 months	240+ months	5 Year Total		15 Year Total		*
Allen FD¹	111,620	\$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	-		\$1,735,707.04		
Denton FD	158,349	\$86,022.56	\$90,413.44	\$94,804.32	\$99,197.28	\$103,588.16	\$103,588.16	\$107,987.36	1	\$107,987.36	\$107,987.36			. ,		\$107,987.36		. ,		\$107,987.36	. ,	\$107,987.36	-		\$1,657,487.52		
Irving FD	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	7 ,	\$104,088.00	. ,		, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$104,088.00	\$104,088.00 \$100,005.52	\$104,088.00	\$104,088.00 \$100,005.52			\$1,618,152.00 \$1,569,918.51		
DeSoto FD Frisco FD ¹	55,740 225,007	\$85,207.86 \$85,000.00	\$87.550.00	\$94,782.94	\$100,005.52	\$100,005.52		\$100,005.52 \$101.494.00		\$100,005.52			•			\$100,005.52 \$105,047.00					\$100,005.52 \$105,047.00				\$1,596.672.00		
Coppell FD	41,404	\$84,975.00	\$88.374.00	\$90,117.00	\$95,585.00	\$99,408.39	\$103 385 20	\$101,494.00		\$103,385.20	\$103,385.20					\$103,047.00			. ,		. ,		, ,	, , , ,	\$1,597,488.58	, , , ,	
Coppell FD	41,404	\$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	, ,			\$1,597,488.58		
McKinney FD	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					\$1,591,521.59	. , ,	P P
Hurst FD	39,304	\$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			\$1,437,623.06		• • • • • • • • • • • • • • • • • • • •
Denton County ESD No. 1	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	\$539,910.07	\$1,045,142.17	\$1,550,374.27	\$2,055,606.37	Denton County ESD No. 1
Lewisville FD	133,553	\$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	_ewisville FD
Southlake FD	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	\$1,311,839.20	\$1,721,788.95	Southlake FD
Flower Mound FD	79,445	\$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
North Richland Hills FD	70,658	\$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
Grapevine FD	51,320	\$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
Mansfield FD	80,803	\$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
Wylie FD	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	-		\$1,597,443.71		,
Plano FD	290,190	\$80,862.00	\$87,121.00	\$93,380.00	\$99,639.00	\$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	1 - 1 - 1 - 1 - 1	. , . ,	\$1,631,778.00		
Grand Prairie FD	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	. ,		\$1,563,461.00		
Roanoke FD	10,798	\$79,768.00	\$79,768.00	\$79,768.00	\$79,768.00	\$79,768.00	\$79,768.00	\$79,768.00								\$79,768.00				\$79,768.00		\$79,768.00			\$1,276,288.00		
Fairview FD ¹	10,790	\$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	, , , , , , ,	, , , , , , , , , , , , , , , , , , , ,	\$1,531,986.39	, , , , , , , , , , , , , , , , , , , ,	
University Park FD	24,954	\$79,595.00	\$87,747.00	\$92,130.00	\$96,747.00	\$96,747.00	\$96,747.00						\$96,747.00							. ,	, ,	\$96,747.00	-				Jniversity Park FD
Carrollton FD Waxahachhie FD	132,918 47,201	\$79,571.08 \$79,548.40	\$87,103.89	\$91,458.95	\$90,031.60	\$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 \$96.782.79	\$101,879.55	\$101,879.55	\$101,879.55	\$101,879.55	\$101,879.55	\$101,879.55			\$1,573,752.67 \$1,495,470.49		
Prosper FD	41,660	\$79,548.40	\$81,370.00	\$83.811.10	\$69,461.13	\$93,000.38	\$90,782.79	\$96,782.79	\$90,782.79	\$96,782.79	\$96,782.79	\$90,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79			\$1,454,305.68		
Arlington FD	398,431		\$82,941.52	\$87,094.85	\$91,451.04	\$96.031.48		¥ - 1, 1 - 1	, , , , , , , , , , , , , , , , , , , ,	· •	•	, , , , , , , , , , , , , , , , , , , ,				\$100,859.92					· · · ·				\$1,548,482.70		'
Haltom City FD	45,290	\$78,813.00	Q02,941.32	\$67,094.03	991,431.04	\$90,031.40	\$100,039.92	\$100,039.92	\$100,039.92	\$100,039.92	\$100,009.92	\$100,039.92	\$100,039.92	\$100,039.92	\$100,039.92	\$100,039.92	\$105,574.15	\$105,574.15	\$105,574.15	\$105,574.15	\$105,574.15	\$100,930.30			\$78,813.00		J
Little Elm FD	100,000	\$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		\$1,463,990.42		·
Euless FD	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			\$1,549,731.00		
The Colony FD	45,471	. ,	\$80,918.91	\$83,347.53	\$85,848.19	¥ - 0,0 - 0 - 0 - 0	\$91,077.68				•														\$1,471,643.48		
Garland FD	243,470	\$77,575.00	, ,	, , , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , ,	, , ,	, ,	, , , , , , , , , , , , , , , , , , , ,	,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, , , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , ,	• • • • • • • • • • • • • • • • • • • •	,	, , , , , , , , , , , , , , , , , , , ,	, , , , , , , , , , , , , , , , , , , ,	, ,,,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		, ,,,	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$77,575.00			\$77,575.00	,
Mesquite FD	147,317		\$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
Rowlett FD	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
Addison FD	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
Midlothian FD	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	\$987,390.53	\$1,469,414.23	\$1,951,437.93	Midlothian FD
Keller FD	46,316	\$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
Aubrey FD	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
Dallas FD	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
Princeton FD	28,027	. ,	\$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	, ,,	, ,	\$1,336,035.45		
Highland Park DPS ³	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				Highland Park DPS³
Lake Cities FD	42,271	. ,	\$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			\$1,346,976.10		
Rockwall FD¹	52,918	, ,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	\$76,743.58	\$80,621.27	\$84,672.59	\$88,897.54	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$93,342.42	\$497,374.79		\$1,430,798.99		
Crowley FD	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	\$394,334.20 \$495,825.00		\$1,343,743.00		· · · · · · · · · · · · · · · · · · ·
DFW Airport DPS Saginaw FD	24,450		\$78,197.00 \$74.284.00	\$81,320.00	\$84,575.00	\$87,957.00	\$91,479.00	\$95,136.00 \$86.115.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00	\$95,136.00 \$91.360.00	\$95,136.00 \$91,360.00	\$95,136.00 \$91.360.00	\$95,136.00 \$91.360.00	\$95,136.00 \$91,360.00	\$95,136.00 \$91.360.00	\$95,136.00	\$95,136.00 \$91.360.00	\$95,136.00	\$95,136.00 \$91,360.00	\$495,825.00		\$1,447,185.00 \$1,372,197.00		
Sachse FD	32,294	\$72,120.00	\$74,284.00	\$76,512.00	\$78,808.00	\$81,172.00	\$83,607.00	\$86,115.00	\$88,699.00	\$88,629.31	\$91,360.00	\$88,629.31	\$88,629.31	\$88,629.31	\$88,629.31	\$91,360.00	\$88,629.31	\$88,629,31	\$88.629.31	\$88,629,31	\$88.629.31	\$88.629.31	\$472,265.97	-	\$1,372,197.00		<u> </u>
Duncanville FD	39,203		\$74,023.30	\$77,233.32	\$79,936.30	\$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	1 7	\$93,177.00	\$93,177.00	\$93,177.00	\$93,177.00	\$93,177.00	\$93.177.00	\$472,203.97		\$1,408,792.00		
Fort Worth FD	978,468		\$73,910.00	\$74.661.00	\$78,411.00	\$84.783.00	\$88.999 00	\$88,999.00	\$88.999.00	\$88.999.00	\$93,177.00	\$93,177.00	\$93,177.00	\$94,190.00	\$93,177.00	\$93,177.00	\$94,190.00	\$94.190.00	\$94.190.00	\$93,177.00	\$94.190.00	\$94,190.00	\$465,708.00	, . ,	\$1,386,871.00		
Ennis FD	23,686		\$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	,,	. ,	. , ,	. , ,	
Terrell FD	21,480	\$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	. ,	\$1,236,643.27		
Anna FD	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		\$1,258,140.60		
Sherman FD	47,473		\$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
Richardson FD	117,435																						\$0.00	\$0.00	\$0.00	\$0.00	Richardson FD
		ponsored Department																									
		Imp Sum at top out. Lump s	sums may be ba	ased on performa	ance or other fac	ctors.																					
	2 111	abland Dayle DDO - Dallar	n Fine sentified	Design	n Triple Occided	I (Doline Fire -	d EMOV in letter	than lists d																			
	3 = Hiç	ghland Park DPS - Police or	r Fire certified p	pesonnel - Pay fo	or Triple Certified	ı (Police,Fire, and	a EIVIS) is higher	tnan listed																			