

Sorted by Starting Salary - High to Low																												
Department	Population (2023)	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
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	\$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
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	\$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
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	\$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
DeSoto FD	55,740		\$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
Frisco FD¹	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
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	\$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
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	\$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
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	\$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
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	\$90,342.35	\$534,199.56	\$985,911.31	\$1,437,623.06	\$1,889,334.81	Hurst FD
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	\$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	Lewisville 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	\$84,059.02	\$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
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	\$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
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	\$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
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	\$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	\$79,768.00	\$478,608.00	\$877,448.00	\$1,276,288.00	\$1,675,128.00	Roanoke FD
Fairview FD¹	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	\$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 FD¹
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	\$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	\$96,747.00	\$549,713.00	\$1,033,448.00	\$1,517,183.00	\$2,000,918.00	University Park FD
Carrollton FD	132,918		\$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
Waxahachhie FD	47,201		\$79,548.40	\$82,730.34	\$86,039.55	\$89,481.13	\$93,060.38	\$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	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$96,782.79	\$527,642.59	\$1,011,556.54	\$1,495,470.49	\$1,979,384.44	Waxahachhie FD
Prosper FD	41,660		\$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	\$1,454,305.68	\$1,925,956.33	Prosper FD
Arlington FD	398,431		\$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
Haltom City FD	45,290		\$78,813.00																					\$78,813.00	\$78,813.00	\$78,813.00	\$78,813.00	Haltom City FD
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	\$988,656.92	\$1,463,990.42	\$1,939,323.92	Little Elm FD
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	\$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
The Colony FD	45,471		\$78,559.34	\$80,918.91	\$83,347.53	\$85,848.19	\$88,423.91	\$91,077.68	\$93,812.50</																			