

	Sworn Positions								Non-Sworn Positions				
City	Position	Recruit	Officer	Corporal	Sergeant	Lieutenant	Assist Chief	Chief	Dispatch Supervisor	Dispatch	Records	Jail	
Saginaw	Start	41,258	58,054	64,005	74,094	77,798	90,062	109,471	47,761	41,258	41,258	41,258	
	Max		73,541	81,079	93,861	98,553	114,088	138,675	60,502	52,265	52,265	52,265	
	Steps	1	8	8	8	8	8	8	8	8	8	8	
Azle POP:13853	Start		59,116	68,434	79,220	87,341		122,897					
	Max		81,555	94,410	109,290	120,494		169,546					
	Steps												
	Min Diff		2%	7%	7%	12%		12%					
Benbrook POP:25178	Start	65,650	68,932	65,650	75,998	83,788	92,377	117,898		45,078			incentive 5k
	Max		79,898	87,977	101,845	112,284	123,794	157,995		60,409			
	Steps		7	7	7	7	7						
	Min Diff	59%	19%	3%	3%	8%	3%	8%		9%			
Burleson POP:49831	Start	61,436	69,360		85,000	95,880			63,338	55,003			lat-3y 77250, 5y 79567, 7y 81954, 9y 84954, 10+y 86945
	Max		82,819		98,454	107,914			84,450	69,477			10K hiring bonus
	Steps		12		8	8							
	Min Diff	49%	19%		15%	23%			33%	33%			
Colleyville POP:26707	Start	60,228	65,307		88,071	102,630	109,275	120,476					5k sign-on, 2500 sign on for non-sworn
	Max		84,050		98,247	113,920	158,600	174,857					
	Steps												
	Min Diff	46%	12%		19%	32%	21%	10%					
Corinth POP:23174	Start	55,993	61,609	66,726	84,635	107,348							
	Max		80,267	86,985	95,222	117,270							
	Steps		10	10	5	4							
	Min Diff	36%	6%	4%	14%	38%							
Grapevine POP:51491	Start	58,573	67,828		96,637	109,990	119,666	125,649	60,444	52,208			10k hiring incentive
	Max		91,208		102,523	113,297	173,516	207,322	84,614	78,515			(5k hire, 2500 fto, 2500 comp prob)
	Steps		8		3	2	3						lat up to step 6
	Min Diff	42%	17%		30%	41%	33%	15%	27%	27%			
Keller POP:47006	Start		64,327	73,189	89,425	108,202		112,530					incentive 2500, 2500 relocation
	Max		81,597	92,332	104,786	137,904		168,794					
	Steps		13	10	9	6							
	Min Diff		11%	14%	21%	39%		3%					
NRH POP:71231	Start		77,128		90,124	106,445	136,811		64,375	53,315			pays bonus for years service
	Max		83,422		101,376	114,749	145,185		87,385	66,668			1200 1yr, 1800 2yrs, 2400 3+yrs
	Steps		8		4	3							
	Min Diff		33%		22%	37%	52%		35%	29%			
	Start												
	Max												
	Steps												
	Min Diff												
	Start												
	Max												
	Steps												
	Min Diff												

Richland Hills POP:8785	Start	49,500	61,280		69,414	74,919	85,989		Lat 2y 63118, 3+ yrs 65012 Dry cleaning provided Biennial boot allowance
	Max		68,972		90,570	97,752	112,196		
	Steps		5						
	Min Diff	20%	6%		-6%	-4%	-5%		
	Max Diff		-6%		-4%	-1%	-2%		
Sachse POP:28457	Start	63,440	67,246		90,661	108,097	108,622	102,690	
	Max		85,529		101,981	118,040	152,094	165,610	
	Steps		8		4	3			
	Min Diff	54%	16%		22%	39%	21%	-6%	
	Max Diff		16%		9%	20%	33%	19%	
Watauga POP:23680	Start		63,686	79,847	91,613	105,114			10k hiring (2500 hire, 2500 FTO, 5k 1 year) Assoc- 300, Back 600, Master 900 Inter-300, adv 600, master 900 Fitness incentive 600/yr intensive 2y-65597, 3y 67564, 4y 69591, 5y 71679, 6y 73830, 7y 76044
	Max		76,044	87,251	100,109	114,860			
	Steps		10	4	4	4			
	Min Diff		10%	25%	24%	35%			
	Max Diff		3%	8%	7%	17%			
Hutto POP:30153	Start	60,647	62,466	66,246	81,697	93,977			
	Max		84,112	92,744	102,251	118,368			
	Steps		11	11	8	8			
	Min Diff	47%	8%	4%	10%	21%			
	Max Diff		14%	14%	9%	20%			
Lake Worth POP: 4737	Start		58,000				56,000	44,000	Assoc-50, Bach 75, Master 100 Defender outdoor membership +100 rds ammo no cost employee Lat upto Step 3 (61,532)
	Max		75,677				73,000	57,200	
	Steps								
	Min Diff		0%				17%	7%	
	Max Diff		3%				21%	9%	
Arlington POP:400032	Start		68,123				72,130	63,320	
	Max		86,931				108,196	93,479	
	Steps								
	Min Diff		17%				51%	53%	
	Max Diff		18%				79%	79%	
Deer Park POP:34991	Start	56,929	60,736						
	Max		82,492						
	Steps								
	Min Diff	38%	5%						
	Max Diff		12%						
Euless POP:62984	Start		70,857						
	Max		94,242						
	Steps								
	Min Diff		22%						
	Max Diff		28%						
Forney POP:25213	Start		63,622				51,444	42,178	
	Max		85,194				72,842	61,632	
	Steps								
	Min Diff		10%				8%	2%	
	Max Diff		16%				20%	18%	

Garland POP:249846	Start	67,205	72,144						52,853	46,176	
	Max		96,854						84,843	73,590	
	Steps		8								
	Min Diff	63%	24%						11%	12%	
	Max Diff		32%						40%	41%	
Grand Prairie POP:200240	Start		72,982						66,563	51,399	10k hiring, take home unit, tcole certs upto 125/mo, edu upto 150/mo, 20 vac days, crossfit membership
	Max		103,499						101,641	78,486	
	Steps										
	Min Diff		26%						39%	25%	
	Max Diff		41%						68%	50%	
Haltom City POP: 46805	Start		70,154						64,325	53,315	15 Pd holidays, 3 wk vac, 96 sick, 16 hr personal leave
	Max								87,385	66,668	
	Steps										
	Min Diff		21%						35%	29%	
	Max Diff								6%	2%	
Mansfield POP:75848	Start	68,000	73,000						70,000	55,000	Lat upto 93160
	Max		93,160						87,500	76,599	
	Steps										
	Min Diff	65%	26%						47%	33%	
	Max Diff		27%						45%	47%	
Murphy POP:21673	Start		59,500								Lat- Up to 3yr=62,475 Up to 6yr=65,599
	Max		75,939								
	Steps		6								
	Min Diff		2%								
	Max Diff		3%								
Roanoke POP:10405	Start	63,376	71,125						59,831	53,062	Lat- upto 93885 dry cleaning for uniforms
	Max		93,885						86,581	70,042	
	Steps										
	Min Diff	54%	23%						25%	29%	
	Max Diff		28%						43%	34%	
Fort Worth POP:954457	Start	40,044	66,601	89,336	100,963	116,854	134,779	152,234	79,921	47,898	
	Max		98,633	108,867	119,974	132,267	222,385	251,186	127,873	83,366	
	Steps		10	6	5	3					
	Min Diff	-3%	15%	40%	36%	50%	50%	39%	67%	16%	
	Max Diff		34%	34%	28%	34%	95%	81%	111%	60%	
QT gas Stations	Start		73,444								
	Diff +/-		27%								
Grayed out areas were not provided, or the positions did not exist within the responding agency											

Avg Min	59,309	65,764	70,015	85,208	98,644	108,790	117,023	61,220	50,351
Avg Max		83,161	90,283	100,555	106,681	144,231	174,021	82,970	67,468
These average exclude (FT Worth, Arlington, Garland, and Grand Prairie)									
Saginaw difference	44%	13%	9%	15%	27%	21%	7%	28%	22%
		13%	11%	7%	8%	26%	25%	37%	29%