

To the Mayor and Members of the City Council

April 18, 2023

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SUBJECT: POLICE PAY AND TURNOVER

The Fort Worth Police Department operates under Chapter 143 of the Texas Local Government Code (TLGC) which is commonly known as Civil Service. The TLGC allows the City of Fort Worth (City) to enter into a Meet and Confer Agreement with the recognized employee association's sole and exclusive bargaining agent, which is the Fort Worth Police Officer Association (POA).

The City and POA have agreed to four (4) Meet and Confer Labor Agreements (Agreement) since November 11, 2008. These Agreements are typically valid for four (4) years with a one-year evergreen extension period and primarily establish terms including pay rates, hours of work, and conditions of employment. The current Agreement was signed on September 1, 2020 and will expire on September 30, 2024. The evergreen period will extend the Agreement to September 30, 2025.

The current Agreement stipulated that FY 2023 included a two (2) percent across the board (ATB) pay increase for all sworn personnel as shown in the Base Salary Increase table below.

Base Salary Increase ¹	Year 1 (FY 2020-2021)	Year 2 (FY 2021-2022)	Year 3 (FY 2022-2023)	Year 4 (FY 2023-2024)	Total (All Years)
	4.00%	2.287%	2.00%	2.00%	10.287%

NOTE:

Percent increases apply to each pay step for all sworn ranks.

Human Resources (HR) surveyed 11 North Texas cities and 3 large Texas cities in order to compare pay data for all sworn ranks. These are the same cities that were agreed to by the City and the POA and are used for surveying the market during the Agreement negotiation process. The following market comparisons are provided:

- Table 1 - pay ranges (minimums, maximums) for each rank
- Table 2 - average base pay for each rank
- Table 3 and Chart 1 - lifetime base pay earnings for a Police Officer
- Table 4 - turnover for the Police Officer position

The pay data for the City of Fort Worth in the following tables and chart reflect the current FY2023 pay rates.



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Table 1: Comparison of Minimum and Maximum Salary Pay for Each Rank

	OFFICER		CORPORAL		SERGEANT		LIEUTENANT		CAPTAIN	
Minimum	Plano	\$78,029	Frisco	\$99,327	Plano	\$110,846	Grand Prairie	\$124,553	Richardson	\$136,704
	McKinney	\$76,527	McKinney	\$91,517	Frisco	\$110,644	Plano	\$123,744	Fort Worth	\$132,125
	Richardson	\$75,624	Fort Worth	\$89,339	Grand Prairie	\$107,947	Frisco	\$123,252	Dallas	\$128,651
	Denton	\$75,533	Austin	\$88,308	McKinney	\$106,507	Denton	\$121,776	San Antonio	\$125,047
	Frisco	\$75,480	San Antonio	\$85,670	Mesquite	\$105,735	McKinney	\$121,590	Houston	\$121,413
	Grand Prairie	\$74,982	Dallas	\$84,992	Irving	\$105,360	Richardson	\$120,384	Mesquite	-
	Irving	\$73,440	Houston	\$78,810	Denton	\$105,241	Irving	\$119,784	Irving	-
	Arlington	\$72,211	Arlington	-	Richardson	\$103,992	Arlington	\$119,685	Garland	-
	Garland*	\$72,144	Denton	-	Austin	\$102,993	Mesquite	\$119,649	Arlington	-
	Mesquite	\$68,293	Garland	-	Arlington	\$102,207	Austin	\$118,442	Austin	-
	Dallas	\$66,960	Grand Prairie	-	Fort Worth	\$100,965	Fort Worth	\$116,863	Denton	-
	Fort Worth	\$66,593	Irving	-	Dallas	\$98,051	San Antonio	\$108,979	Grand Prairie	-
	Austin	\$65,411	Mesquite	-	San Antonio	\$97,305	Dallas	\$108,230	Frisco	-
	San Antonio	\$61,178	Plano	-	Houston	\$94,644	Houston	\$105,380	McKinney	-
	Houston	\$58,697	Richardson	-	Garland	-	Garland	-	Plano	-
Maximum	Austin	109,382	Austin	\$119,226	Austin	\$129,957	Austin	\$149,450	Richardson	\$147,840
	Grand Prairie	103,499	Fort Worth	\$108,874	Fort Worth	\$119,968	Grand Prairie	\$137,321	Fort Worth	\$145,794
	Plano	102,468	Frisco	\$105,375	Grand Prairie	\$119,006	Plano	\$132,473	Houston	\$131,611
	Fort Worth	98,629	McKinney	\$102,501	Frisco	\$117,382	Denton	\$132,455	San Antonio	\$130,091
	Irving	98,388	Dallas	\$95,659	Plano	\$116,257	Fort Worth	\$132,257	Dallas	\$128,651
	McKinney	98,059	San Antonio	\$92,638	Irving	\$116,136	Irving	\$132,060	Irving	-
	Garland	96,854	Houston	\$86,295	McKinney	\$114,909	McKinney	\$131,979	Garland	-
	Denton	96,841	Arlington	-	Denton	\$114,443	Frisco	\$130,758	Mesquite	-
	Arlington	96,817	Denton	-	Arlington	\$112,683	Richardson	\$130,188	Arlington	-
	Richardson	96,600	Garland	-	Richardson	\$112,452	Arlington	\$125,669	Austin	-
	Frisco	95,506	Grand Prairie	-	Mesquite	\$111,022	Mesquite	\$125,632	Denton	-
	Mesquite	91,520	Irving	-	Dallas	\$105,590	Dallas	\$116,552	Grand Prairie	-
	Dallas	87,564	Mesquite	-	San Antonio	\$101,218	San Antonio	\$113,386	Frisco	-
	San Antonio	83,343	Plano	-	Houston	\$99,480	Houston	\$111,493	McKinney	-
	Houston	77,403	Richardson	-	Garland	-	Garland	-	Plano	-

NOTES: City does not have this rank: "-"

Based on the survey results, the City neither pays the highest or the lowest annual salary when comparing the minimum or maximum of the salary ranges for the various ranks in Police.

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**SUBJECT: POLICE PAY AND TURNOVER****Table 2: Comparison of Average Pay for Each Rank****AVERAGE BASE SALARY**

OFFICER			CORPORAL			SERGEANT		
CFW	Mkt Median	CFW % Diff	CFW	Mkt Median	CFW % Diff	CFW	Mkt Median	CFW % Diff
84,550	92,485	-9.4%	101,472	98,004	3.4%	117,781	111,417	5.4%
Grand Prairie	100,660		Frisco	105,375		Grand Prairie	118,101	
Plano	97,576		McKinney	102,502		Fort Worth	117,781	
McKinney	94,956		Austin	102,480		Austin	117,077	
Arlington	93,514		Fort Worth	101,472		Plano	115,175	
Richardson	92,711		Dallas	93,528		Frisco	115,126	
Frisco	92,588		Houston	83,481		McKinney	112,469	
Garland	92,485		San Antonio	80,810		Arlington	111,535	
Denton	90,296		Arlington	-		Richardson	111,298	
Mesquite	85,311		Denton	-		Mesquite	110,434	
Fort Worth	84,550		Garland	-		Denton	110,261	
Austin	83,804		Grand Prairie	-		Dallas	103,486	
Dallas	80,429		Irving	-		Houston	98,390	
San Antonio	71,095		Mesquite	-		San Antonio	90,869	
Houston	68,465		Plano	-		Garland	-	
Irving	-		Richardson	-		Irving	-	

LIEUTENANT			CAPTAIN		
CFW	Mkt Median	CFW % Diff	CFW	Mkt Median	CFW % Diff
131,219	128,515	2.1%	145,794	129,903	10.9%
Austin	138,332		Fort Worth	145,794	
Grand Prairie	133,272		Richardson	145,686	
Fort Worth	131,219		Houston	131,154	
Plano	130,836		Dallas	128,651	
Denton	130,319		San Antonio	116,533	
Richardson	130,188		Arlington	-	
Frisco	129,301		Austin	-	
McKinney	127,729		Denton	-	
Mesquite	125,632		Garland	-	
Arlington	124,711		Grand Prairie	-	
Dallas	112,449		Frisco	-	
Houston	110,490		Irving	-	
San Antonio	101,487		Mesquite	-	
Garland	-		McKinney	-	
Irving	-		Plano	-	

NOTES: City does not have this rank: "-"

Based on the survey results, the average base salary for Police Officers is below the market median base by approximately 9.4%. However, the City of Fort Worth offers a Police Training Academy to incoming Police recruits, thus the City trains its own Officers whereas other cities hire only trained and sworn officers. For the Corporal, Sergeant, and Lieutenant ranks, the average pay is slightly above the market

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median. For the Police Captain rank, the average base salary is approximately 10.9% above the market median. It should be noted that not all cities have a Police Captain rank.

Table 3: Comparison of 30-Year Lifetime Base Salary Earnings for a Police Officer

Police Officer	FORT WORTH	Plano	Irving	Frisco	Austin	McKinney	Denton	Arlington	Dallas	Houston	San Antonio	Mesquite	Garland	Grand Prairie	Richardson	14-City Median as of March, 2023	FW Diff from Median
Base Pay	\$68,593	\$76,029	\$73,440	\$75,480	\$85,411	\$76,527	\$75,533	\$72,211	\$66,960	\$58,697	\$61,178	\$68,293	\$72,144	\$74,982	\$75,624	\$72,828	-8.56%
1st Year	\$69,911	\$83,300	\$77,103	\$80,848	\$73,403	\$80,556	\$81,232	\$75,834	\$66,960	\$75,078	\$73,608	\$71,704	\$77,868	\$78,729	\$79,397	\$77,485	-9.78%
2nd Year	\$73,414	\$89,861	\$80,958	\$83,274	\$81,015	\$83,770	\$84,501	\$79,611	\$66,960	\$82,784	\$73,608	\$75,289	\$81,683	\$82,662	\$83,393	\$82,173	-10.66%
3rd Year	\$77,077	\$97,647	\$85,003	\$85,772	\$81,015	\$86,984	\$87,769	\$83,603	\$66,960	\$84,852	\$73,608	\$79,059	\$85,684	\$86,803	\$87,541	\$85,344	-9.69%
4th Year	\$80,926	\$97,647	\$89,241	\$88,345	\$81,015	\$90,197	\$87,769	\$87,788	\$68,785	\$84,852	\$73,608	\$83,001	\$88,872	\$91,152	\$91,978	\$88,067	-8.11%
5th Year	\$80,926	\$100,402	\$93,696	\$90,995	\$81,015	\$93,411	\$91,039	\$92,147	\$72,201	\$87,672	\$78,566	\$87,162	\$93,430	\$95,709	\$94,730	\$91,593	-11.65%
6th Year	\$82,943	\$100,402	\$98,371	\$94,635	\$86,685	\$96,625	\$91,039	\$92,147	\$75,815	\$88,871	\$78,566	\$91,520	\$93,430	\$100,494	\$94,730	\$92,789	-10.61%
7th Year	\$82,943	\$100,402	\$98,371	\$98,420	\$86,685	\$99,839	\$94,308	\$92,147	\$79,613	\$91,657	\$78,566	\$91,520	\$93,430	\$100,494	\$94,730	\$93,869	-11.64%
8th Year	\$85,013	\$100,402	\$98,371	\$98,420	\$86,685	\$103,053	\$94,308	\$92,147	\$83,587	\$91,657	\$78,566	\$91,520	\$93,430	\$100,494	\$94,730	\$93,869	-9.43%
9th Year	\$85,013	\$100,402	\$98,371	\$98,420	\$86,685	\$106,266	\$97,578	\$92,147	\$85,259	\$91,657	\$78,566	\$91,520	\$93,430	\$100,494	\$94,730	\$94,080	-9.64%
10th Year	\$87,136	\$101,091	\$98,371	\$98,420	\$92,754	\$106,266	\$97,578	\$92,147	\$86,965	\$99,004	\$80,136	\$91,520	\$97,376	\$100,494	\$94,730	\$97,477	-10.61%
11th Year	\$87,136	\$101,091	\$98,371	\$98,420	\$92,754	\$106,266	\$97,578	\$92,147	\$88,704	\$99,004	\$80,136	\$91,520	\$97,376	\$100,494	\$94,730	\$97,477	-10.61%
12th Year	\$89,313	\$101,091	\$98,371	\$98,420	\$92,754	\$106,266	\$100,244	\$92,147	\$88,704	\$99,004	\$80,136	\$91,520	\$99,860	\$100,494	\$94,730	\$98,396	-9.23%
13th Year	\$89,313	\$101,091	\$98,371	\$98,420	\$92,754	\$106,266	\$100,244	\$92,147	\$88,704	\$99,004	\$80,136	\$91,520	\$99,860	\$100,494	\$94,730	\$98,396	-9.23%
14th Year	\$93,772	\$101,091	\$98,371	\$98,420	\$99,246	\$106,266	\$100,244	\$92,147	\$88,704	\$99,004	\$80,136	\$91,520	\$99,860	\$100,494	\$94,730	\$98,712	-5.00%
15th Year	\$93,772	\$101,780	\$98,371	\$98,420	\$99,246	\$106,266	\$104,115	\$94,452	\$88,704	\$99,004	\$81,721	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
16th Year	\$98,629	\$101,780	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$94,452	\$88,704	\$110,376	\$81,721	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
17th Year	\$98,629	\$101,780	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$94,452	\$88,704	\$110,376	\$81,721	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
18th Year	\$98,629	\$101,780	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$94,452	\$88,704	\$110,376	\$81,721	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
19th Year	\$98,629	\$101,780	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$94,452	\$88,704	\$110,376	\$81,721	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
20th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
21st Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
22nd Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
23rd Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
24th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
Total 25 Years Earnings	\$2,212,861	\$2,475,188	\$2,368,491	\$2,370,912	\$2,334,878	\$2,511,226	\$2,422,117	\$2,276,864	\$2,061,924	\$2,415,607	\$1,974,455	\$2,203,393	\$2,366,341	\$2,449,460	\$2,312,529	\$2,367,416	-6.53%
25th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
26th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
27th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
28th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
29th Year	\$98,629	\$102,468	\$98,371	\$98,420	\$106,195	\$106,266	\$104,115	\$96,817	\$88,704	\$110,376	\$83,346	\$91,520	\$99,860	\$103,498	\$94,730	\$99,140	-0.52%
Years	\$2,706,006	\$2,987,530	\$2,860,347	\$2,863,013	\$2,865,854	\$3,042,558	\$2,942,693	\$2,760,947	\$2,505,445	\$2,967,484	\$2,391,187	\$2,660,994	\$2,865,643	\$2,966,949	\$2,786,178	\$2,863,118	-5.49%
30 Year Average	\$90,200	\$99,584	\$95,345	\$95,434	\$95,528	\$101,419	\$98,090	\$92,032	\$83,515	\$98,916	\$79,706	\$88,700	\$95,521	\$98,898	\$92,873	\$94,974	-5.22%
Earnings in \$M	\$2.71	\$2.99	\$2.86	\$2.86	\$2.87	\$3.04	\$2.94	\$2.76	\$2.51	\$2.97	\$2.39	\$2.66	\$2.87	\$2.97	\$2.79	\$2.86	
Rank	12	2	9	8	6	1	5	11	14	3	15	13	7	4	10		

NOTES:

- Based on earnings of commissioned Police Officers.
- Gray highlights indicate range maximum

Results from the survey show that over a 30-year career with the City of Fort Worth, a Police Officer can expect lifetime base salary earnings of approximately \$2.71 million which is 5.5% (or approximately \$157,111) less than when compared to the market median of about \$2.86 million. The City of Fort Worth ranks 12th out of the 14 cities surveyed when comparing 30-year lifetime base salary earnings for a Police Officer.

It should be noted that lifetime base salary earnings are typically higher for Police Officers in cities where the maximum of the pay range is reached earlier in their careers (also see comparison chart following).

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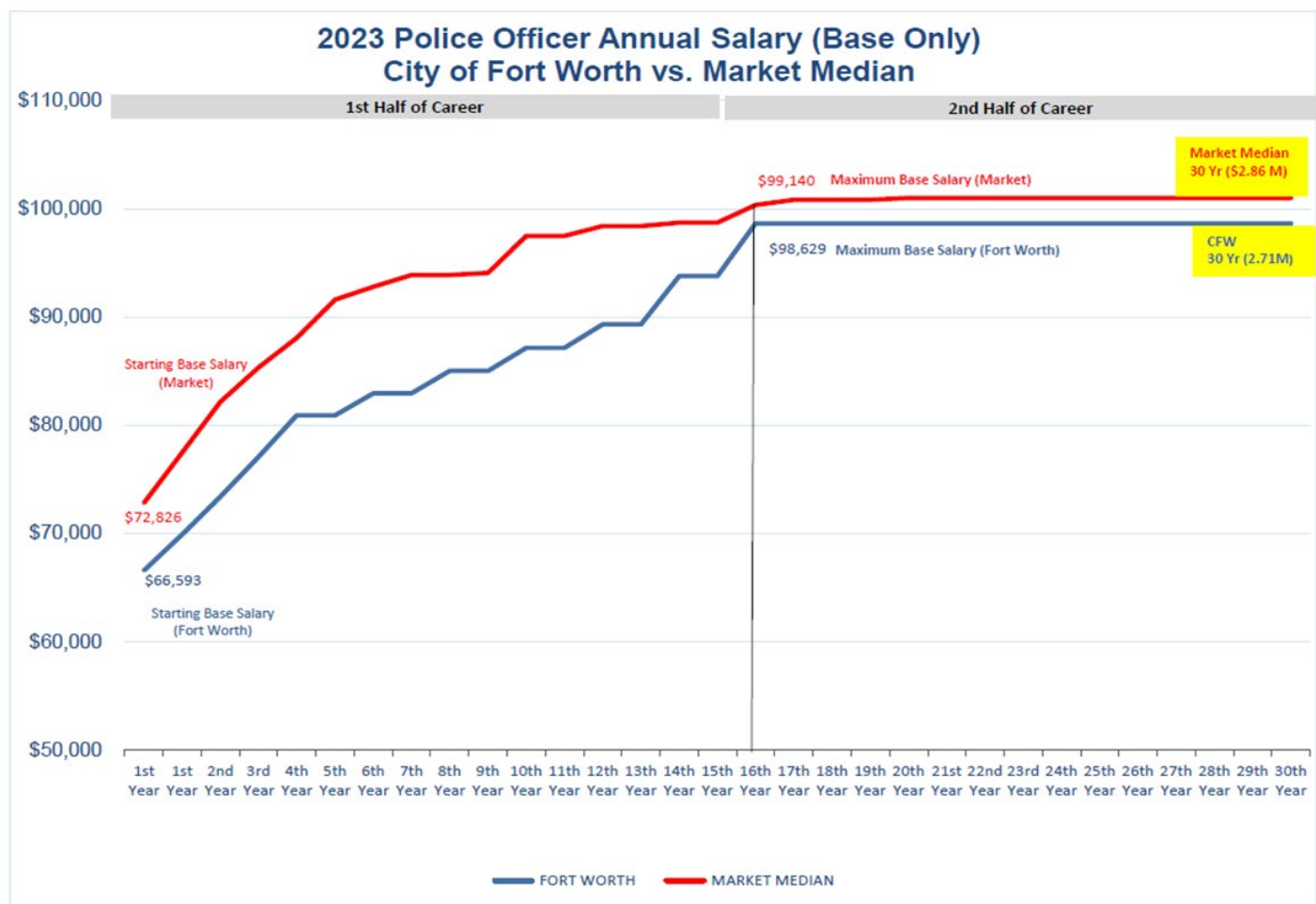
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Chart 1: Graphical Illustration of Market Comparison of Lifetime Earnings for a Police Officer



The chart above illustrates that the base salary for a City of Fort Worth Police Officer starts below the median starting base salary for the market and follows a similar growth trend with the market base salary for the first half of a Police Officer’s career. During the second half of a Police Officer’s career, beginning in the 16th year, the salary stays relatively constant and the City of Fort Worth is paying the approximate rate of the market median base salary (or 99.5%) though the end of a Police Officer’s 30-year career.

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Table 4: Comparison of Turnover for the Rank of Police Officer

CY 2022 Police Officer Turnover Report		
CFW	Mkt Median	CFW % Diff
4.16%	4.73%	-13.58%
Austin	8.25%	
Dallas	8.06%	
Richardson	7.80%	
Grand Prairie	6.90%	
Mesquite	5.71%	
Plano	4.91%	
Arlington	4.54%	
McKinney	4.37%	
Frisco	4.33%	
Fort Worth	4.16%	
Denton	3.73%	
San Antonio	1.60%	
Garland	1.29%	
Houston	-	
Irving	-	

NOTES: Cities did not respond: "-"

Results from the survey show that when comparing turnover rates for the rank of Police Officer (only), the City of Fort Worth ranks the fourth lowest of the listed cities. The City of Fort Worth has a relatively low turnover rate for the Police Officer rank at almost 14% below the market median.

In closing, as the City and the Police Officers Association approach the end of the current Meet and Confer Agreement, Human Resources will again survey the market for updated information at that time. The results will be shared with both the City and the Police Officers Association teams who will use the data to negotiate and determine the next agreement.

Please contact Human Resources Manager Harold Cates Harold.cates@fortworthtexas.gov with questions.

David Cooke
City Manager