



City of Southlake, Texas
FY 2011 Pay Structure for Public Safety Employees
Effective July 1, 2011

Classification Titles	Pay Group	Pay Basis	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Police Recruit		Monthly	\$3,385.20	\$3,487.12	\$3,590.86	\$3,698.24	\$3,809.26	\$3,923.92	\$4,042.22	\$4,162.34	\$4,287.92	\$4,417.14
Fire Recruit	301	Annual	\$40,622.40	\$41,845.44	\$43,090.32	\$44,378.88	\$45,711.12	\$47,087.04	\$48,506.64	\$49,948.08	\$51,455.04	\$53,005.68
		Bi-Weekly	\$1,562.40	\$1,609.44	\$1,657.32	\$1,706.88	\$1,758.12	\$1,811.04	\$1,865.64	\$1,921.08	\$1,979.04	\$2,038.68
		Hourly - Fire (2,912 Hrs)	\$13.95	\$14.37	\$14.80	\$15.24	\$15.70	\$16.17	\$16.66	\$17.15	\$17.67	\$18.20
		Hourly - Police (2080 Hrs)	\$19.53	\$20.12	\$20.72	\$21.34	\$21.98	\$22.64	\$23.32	\$24.01	\$24.74	\$25.48
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Municipal Court Officer												
Photo Enforcement Asst.		Monthly	\$4,231.50	\$4,358.90	\$4,488.12	\$4,622.80	\$4,762.94	\$4,904.90	\$5,052.32	\$5,203.38	\$5,359.90	\$5,520.06
FF/Paramedic	302	Annual	\$50,778.00	\$52,306.80	\$53,857.44	\$55,473.60	\$57,155.28	\$58,858.80	\$60,627.84	\$62,440.56	\$64,318.80	\$66,240.72
Police Officer		Bi-Weekly	\$1,953.00	\$2,011.80	\$2,071.44	\$2,133.60	\$2,198.28	\$2,263.80	\$2,331.84	\$2,401.56	\$2,473.80	\$2,547.72
Public Safety Officer		Hourly - Fire (2,912 Hrs)	\$17.44	\$17.96	\$18.50	\$19.06	\$19.62	\$20.21	\$20.82	\$21.44	\$22.09	\$22.75
Comm. Initiatives Officer		Hourly - Police (2080 Hrs)	\$24.41	\$25.15	\$25.89	\$26.67	\$27.48	\$28.30	\$29.15	\$30.02	\$30.92	\$31.85
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%
Fire Driver/Engineer		Monthly	\$5,081.44	\$5,232.50	\$5,390.84	\$5,552.82	\$5,718.44	\$5,889.52	\$6,066.06	\$6,248.06		
Assistant Fire Marshal	303	Annual	\$60,977.28	\$62,790.00	\$64,690.08	\$66,633.84	\$68,621.28	\$70,674.24	\$72,792.72	\$74,976.72		
Police Corporal		Bi-Weekly	\$2,345.28	\$2,415.00	\$2,488.08	\$2,562.84	\$2,639.28	\$2,718.24	\$2,799.72	\$2,883.72		
		Hourly - Fire (2,912 Hrs)	\$20.94	\$21.57	\$22.22	\$22.88	\$23.56	\$24.28	\$25.00	\$25.75		
		Hourly - Police (2080 Hrs)	\$29.32	\$30.19	\$31.10	\$32.04	\$32.99	\$33.98	\$35.00	\$36.05		
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%	3.0%		
Fire Lieutenant		Monthly	\$5,813.08	\$5,987.80	\$6,167.98	\$6,353.62	\$6,542.90	\$6,739.46	\$6,941.48			
Police Sergeant	304	Annual	\$69,756.96	\$71,853.60	\$74,015.76	\$76,243.44	\$78,514.80	\$80,873.52	\$83,297.76			
DPS Training Supervisor		Bi-Weekly	\$2,682.96	\$2,763.60	\$2,846.76	\$2,932.44	\$3,019.80	\$3,110.52	\$3,203.76			
Comm. Initiatives Supv		Hourly - Fire (2,912 Hrs)	\$23.96	\$24.68	\$25.42	\$26.18	\$26.96	\$27.77	\$28.61			
		Hourly - Police (2080 Hrs)	\$33.54	\$34.55	\$35.58	\$36.66	\$37.75	\$38.88	\$40.05			
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%			
Fire Marshal		Monthly	\$6,632.08	\$6,832.28	\$7,036.12	\$7,247.24	\$7,465.64	\$7,689.50	\$7,918.82			
Police Lieutenant	305	Annual	\$79,584.96	\$81,987.36	\$84,433.44	\$86,966.88	\$89,587.68	\$92,274.00	\$95,025.84			
		Bi-Weekly	\$3,060.96	\$3,153.36	\$3,247.44	\$3,344.88	\$3,445.68	\$3,549.00	\$3,654.84			
		Hourly - Fire (2,912 Hrs)	\$27.33	\$28.15	\$29.00	\$29.86	\$30.77	\$31.69	\$32.63			
		Hourly - Police (2080 Hrs)	\$38.26	\$39.42	\$40.59	\$41.81	\$43.07	\$44.36	\$45.69			
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%	3.0%			
Deputy Police Chief		Monthly	\$7,786.83	\$8,020.42	\$8,261.08	\$8,508.83	\$8,764.08	\$9,027.00				
Deputy Fire Chief	306	Annual	\$93,442.00	\$96,245.00	\$99,133.00	\$102,106.00	\$105,169.00	\$108,324.00				
		Bi-Weekly	\$3,593.92	\$3,701.73	\$3,812.81	\$3,927.15	\$4,044.96	\$4,166.31				
		Hourly - Fire (2,912 Hrs)	\$32.09	\$33.05	\$34.04	\$35.06	\$36.12	\$37.20				
		Hourly - Police (2080 Hrs)	\$44.9238	\$46.2716	\$47.6601	\$49.0894	\$50.5620	\$52.0789				
		Step Percentage		3.0%	3.0%	3.0%	3.0%	3.0%				