



**City of Southlake, Texas**  
**FY 2019 Pay Structure**  
**Sworn Public Safety Personnel**  
**Effective December 2, 2018**

Classification Titles	Grade	FLSA	Pay Basis	Min	Mid	Max
Firefighter/EMT	501	NE	Annual:	\$ 50,103.66	\$ 54,612.99	\$ 59,122.31
Firefighter Recruit		NE	Monthly:	\$ 4,175.31	\$ 4,551.08	\$ 4,926.86
Police Officer Recruit		NE	Bi-weekly:	\$ 1,927.06	\$ 2,100.50	\$ 2,273.94
			Hourly - Police (2080 hrs):	\$ 24.0883	\$ 26.2562	\$ 28.4242
			Hourly - Fire (2912 hrs):	\$ 17.2059	\$ 18.7545	\$ 20.3030
Municipal Court Officer	502	NE	Annual:	\$ 62,078.43	\$ 71,390.20	\$ 80,701.96
FF/Paramedic		NE	Monthly:	\$ 5,173.20	\$ 5,949.18	\$ 6,725.16
Photo Enforcement Officer		NE	Bi-weekly:	\$ 2,387.63	\$ 2,745.78	\$ 3,103.92
Police Officer		NE	Hourly - Police (2080 hrs):	\$ 29.8454	\$ 34.3222	\$ 38.7990
School Resource Officer		NE	Hourly - Fire (2912 hrs):	\$ 21.3181	\$ 24.5159	\$ 27.7136
Fire Prevention Officer	NE					
Fire Inspector	503	NE	Annual:	\$ 83,123.02	\$ 87,279.17	\$ 91,435.32
Fire Driver / Engineer		NE	Monthly:	\$ 6,926.92	\$ 7,273.26	\$ 7,619.61
Police Corporal		NE	Bi-weekly:	\$ 3,197.04	\$ 3,356.89	\$ 3,516.74
			Hourly - Police (2080 hrs):	\$ 39.9630	\$ 41.9611	\$ 43.9593
			Hourly - Fire (2912 hrs):	\$ 28.5450	\$ 29.9722	\$ 31.3995
Fire Lieutenant	504	NE	Annual:	\$ 94,178.38	\$ 98,887.30	\$ 103,596.22
Police Sergeant		NE	Monthly:	\$ 7,848.20	\$ 8,240.61	\$ 8,633.02
			Bi-weekly:	\$ 3,622.25	\$ 3,803.36	\$ 3,984.47
			Hourly - Police (2080 hrs):	\$ 45.2781	\$ 47.5420	\$ 49.8059
				\$ 32.3415	\$ 33.9586	\$ 35.5756
Battalion Chief	505	NE	Annual:	\$ 106,704.11	\$ 112,039.31	\$ 117,374.52
Police Captain		SAL	Monthly:	\$ 8,892.01	\$ 9,336.61	\$ 9,781.21
			Bi-weekly:	\$ 4,104.00	\$ 4,309.20	\$ 4,514.40
			Hourly - Police (2080 hrs):	\$ 51.3001	\$ 53.8651	\$ 56.4301
			Hourly - Fire (2912 hrs):	\$ 36.6429	\$ 38.4750	\$ 40.3072

NE: Non-Exempt

SAL: Salaried / Exempt