



**City of Southlake, Texas**  
**FY 2023 Pay Structure**  
**Sworn Public Safety Personnel**  
**Effective 11/27/2022**

Classification Titles	Grade	FLSA	Pay Basis	Min	Mid	Max
Firefighter/EMT	501	NE	Annual:	\$ 62,083.02	\$ 68,291.32	\$ 74,499.62
Firefighter Recruit		NE	Monthly:	\$ 5,173.59	\$ 5,690.94	\$ 6,208.30
Police Officer Recruit		NE	Bi-weekly:	\$ 2,387.81	\$ 2,626.59	\$ 2,865.37
			Hourly - Police (2080 hrs):	\$ 29.8476	\$ 32.8324	\$ 35.8171
			Hourly - Fire (2912 hrs):	\$ 21.3197	\$ 23.4517	\$ 25.5837
FF/Paramedic	502	NE	Annual:	\$ 76,920.86	\$ 84,884.35	\$ 92,847.84
Fire Prevention Officer		NE	Monthly:	\$ 6,410.07	\$ 7,073.70	\$ 7,737.32
Front Desk Officer		NE	Bi-weekly:	\$ 2,958.49	\$ 3,264.78	\$ 3,571.07
Municipal Court Officer		NE	Hourly - Police (2080 hrs):	\$ 36.9812	\$ 40.8098	\$ 44.6384
Police Officer		NE	Hourly - Fire (2912 hrs):	\$ 26.4151	\$ 29.1498	\$ 31.8846
School Resource Officer		NE				
Fire Driver / Engineer	503	NE	Annual:	\$ 95,633.28	\$ 100,414.94	\$ 105,196.60
Fire Inspector		NE	Monthly:	\$ 7,969.44	\$ 8,367.91	\$ 8,766.38
Police Corporal		NE	Bi-weekly:	\$ 3,678.20	\$ 3,862.11	\$ 4,046.02
			Hourly - Police (2080 hrs):	\$ 45.9775	\$ 48.2764	\$ 50.5753
			Hourly - Fire (2912 hrs):	\$ 32.8411	\$ 34.4832	\$ 36.1252
Fire Lieutenant	504	NE	Annual:	\$ 108,352.50	\$ 113,770.13	\$ 119,187.75
Police Sergeant		NE	Monthly:	\$ 9,029.38	\$ 9,480.84	\$ 9,932.31
			Bi-weekly:	\$ 4,167.40	\$ 4,375.77	\$ 4,584.14
			Hourly - Police (2080 hrs):	\$ 52.0925	\$ 54.6972	\$ 57.3018
			Hourly - Fire (2912 hrs):	\$ 37.2090	\$ 39.0694	\$ 40.9299
Battalion Chief	505	NE	Annual:	\$ 122,763.38	\$ 128,901.55	\$ 135,039.72
Police Captain		SAL	Monthly:	\$ 10,230.28	\$ 10,741.80	\$ 11,253.31
			Bi-weekly:	\$ 4,721.67	\$ 4,957.75	\$ 5,193.84
			Hourly - Police (2080 hrs):	\$ 59.0209	\$ 61.9719	\$ 64.9229
			Hourly - Fire (2912 hrs):	\$ 42.1578	\$ 44.2656	\$ 46.3735

NE: Non-Exempt

SAL: Salaried / Exempt