



POLICE DEPARTMENT

The Keller Police Department is a community-driven, state and nationally accredited organization committed to excellence and partnering with the community to make Keller a better place to live, visit and conduct business.

The Police Officer Step Pay Plan is as follows:

Step	Hourly Rate	Annual Equivalent
1	\$28.31	\$58,884.80
2	\$28.88	\$60,070.40
3	\$29.46	\$61,276.80
4	\$30.05	\$62,504.00
5	\$30.65	\$63,752.00
6	\$31.26	\$65,020.80
7	\$31.89	\$66,331.20
8	\$32.53	\$67,662.40
9	\$33.18	\$69,014.40
10	\$33.84	\$70,387.20
11	\$34.52	\$71,801.60
12	\$35.21	\$73,236.80
13	\$35.91	\$74,692.80

The Lateral Officer pay will be based on TCOLE experience and internal equity.

Incentives: \$2,500 sign-on for lateral officers

\$2,500 relocation for selected candidates living > 75 miles from Keller Police Department

330 RUFÉ SNOW DRIVE • P.O. BOX 770 • KELLER, TEXAS 76244 • (817)431-1510 Fax (817)431-9388

Web: <http://www.kellerpd.com> • info@kellerpd.com



CITY OF FORT WORTH LATERAL ENTRY OFFICER



\$5,469/monthly* or \$65,624/annually*, for 3-5 years' experience
\$5,741/monthly* or \$68,890/annually*, for 6+ years' experience

LEO class #6 starts Monday, July 8, 2019

APPLICATIONS ACCEPTED: March 18, 2019 - March 29, 2019

APPLY ON-LINE ONLY @: <http://fortworthtexas.gov/hr>

Requirements:

- At the time of application, each applicant must be actively employed as a full-time paid police officer for a municipal, county or state law enforcement agency. **
- Applicant must have a total of 3 years of active service for one or more municipal, county, or state law enforcement agencies that has at least 30 sworn police officers and handles a full array of urban police work (i.e., respond to all types of calls for law enforcement services).
- Applicants who work or worked for an agency that has fewer than 30 sworn police officers will be evaluated on a case-by-case basis.
- School or university law enforcement and Military police **do not** qualify for the Lateral Entry Officer (LEO) Academy.
- Each applicant will be required to pass a background investigation, medical examination, psychological examination, polygraph examination and a physical agility test (PAT)
- The Physical Agility test must be passed with a time not greater than 2 minutes and 34 seconds. The PAT will be administered from April 8th to April 11, 2019 between 7am -7pm.

Citizenship: Must be a U.S. Citizen at the time application.

Age: Applicants must be no less than 20 years, 6 months old and have not reached their 46th birthday at the time they apply.

License: Must present a valid driver's license and possess an acceptable driving record.

Veteran: Veterans must have received an Honorable discharge. A copy of your DD214-4 will be required.

Education: Must have a high school diploma or a GED.

Compensation in Addition to Base Pay

Longevity Pay: \$4 per month per the number of years of service with the City of Fort Worth, up to 25 years.

Education Incentive pay: Up to \$300 per month, depending on certification and/or degree held.

Uniforms: Periodic uniform maintenance allowance provided.

Bilingual pay: Up to \$125 per month upon successful completion of the Language Proficient Tests.

Benefits: 1) Three weeks paid vacation	4) Fifteen days sick leave	7) Retirement fund
2) Eight paid holiday	5) Seven days family sick leave	8) Credit Union
3) Personal paid holidays	6) Military leave	9) Health and life insurance

FOR MORE INFORMATION PLEASE CALL: 817-392-5575 or contact;

Bob Bolen Public Safety Complex
505 W. Felix Street
Fort Worth, TX 76115
Website: backgroundunit@fortworthtexas.gov

Human Resources Department
200 Texas Street
Fort Worth, TX 76102
Website: <http://fortworthtexas.gov/hr/>

*Approximate Amounts

** All out-of-state applicants being considered for the LEO Academy must complete the TCOLE Out-of-State Application process in conjunction with the hiring process. You must meet the minimum qualifications and complete the TCOLE Out-of-State Application process to qualify for the Fort Worth Police Department LEO Academy. Please contact TCOLE at (512) 936-7700 to find out more information about what is required for their application. Applicants can also apply for the City of Fort Worth Police Department Trainee Academy, if they are not eligible for the LEO Academy.



City of North Richland Hills
Police Pay Plan
Effective 10/01/2019

STEP PLAN										
Grade	Position	Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
220	105	Police Officer	\$59,756	\$62,146	\$64,631	\$67,217	\$69,906	\$72,703	\$75,610	\$78,635
Grade	Position	Title	Step 1	Step 2	Step 3	Step 4				
240	255	Police Sergeant	\$84,952	\$88,349	\$91,884	\$95,559				
Grade	Position	Title	Step 1	Step 2	Step 3					
250	345	Police Lieutenant	\$100,004	\$104,003	\$108,165					

Notes:

1. All changes to employee compensation and benefits are subject to annual authorization by the City Council through the budget approval process.
2. Merit or step increases may be authorized with acceptable performance evaluations.
3. A step increase does not entitle an employee to any future increase in pay.
4. Due to rounding, formula variations, and software variations figures on this pay plan may vary slightly from the figures utilized by the payroll system.

CITY OF BURLESON - PUBLIC SAFETY PAY STEP PLAN
FY 2019-2020 - Effective 10/1/19
Police and Fire Dept - Sworn Staff

POSITION(S)	1
Public Safety Recruit	\$ 66,500.00
Duration	Until Sworn

POSITION(S)	1	2	3	4	5	6	7	8	9	10	11	12
Police Officer												
Firefighter	\$ 61,500.00	\$ 62,883.75	\$ 64,298.63	\$ 65,745.35	\$ 67,224.62	\$ 68,737.18	\$ 70,283.76	\$ 71,866.15	\$ 73,482.12	\$ 75,135.46	\$ 76,826.01	\$ 78,555.00
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between steps	8.85%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%	2.25%

(If a recruit)

POSITION(S)	1	2	3	4	5	6	7	8
Apparatus Operator								
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between steps	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%

POSITION(S)	1	2	3	4	5	6	7	8
Fire Inspector								
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between steps	2.75%	2.75%	2.53%	2.50%	2.00%	2.00%	2.00%	2.00%

POSITION(S)	1	2	3	4	5	6	7	8
Sergeant								
Lieutenant	\$ 85,000.00	\$ 87,125.00	\$ 89,085.31	\$ 90,956.10	\$ 92,775.23	\$ 94,630.73	\$ 96,523.35	\$ 98,454.00
Duration	1 year	1 year	1 year	1 year	1 year	1 year	1 year	1 year
Increase between steps	2.50%	2.25%	2.10%	2.00%	2.00%	2.00%	2.00%	2.00%

POSITION(S)	1	2	3	4	5	6
Battalion Chief						
Duration	1 year	1 year	1 year	1 year	1 year	1 year
Increase between steps	2.00%	2.00%	2.00%	2.00%	2.00%	2.00%

Officer in Charge Pay

Police Department	
Long Term Assignment: Assignment pay paid bi-weekly at a flat rate the equivalent of 10% of person's assigned base step	
Short Term Assignment: Assignment pay paid at 10% of person's assigned base step for the hours worked as Officer in Charge	

Fire Department Temporary Assignment Matrix					
Position	Public Safety Step Pay	OK Duty Position	Public Safety Step Pay		
Firefighter	1-7	Apparatus Operator			1
Firefighter	8-9	Apparatus Operator			2
Firefighter	10	Apparatus Operator			3
Firefighter	11	Apparatus Operator			4
Firefighter	12	Apparatus Operator			5
Apparatus Operator	1-5	Fire Lieutenant			1
Apparatus Operator	6-7	Fire Lieutenant			2
Apparatus Operator	8	Fire Lieutenant			3
Fire Lieutenant	1-5	Battalion Chief			1
Fire Lieutenant	6-8	Battalion Chief			2



City of Southlake, Texas
FY 2020 Pay Structure
Sworn Public Safety Personnel
Effective December 1, 2019

Classification Titles	Grade	FLSA	Pay Basis	Min	Mid	Max
Firefighter/EMT	501	NE	Annual:	\$ 52,157.91	\$ 56,130.87	\$ 60,103.84
Firefighter Recruit		NE	Monthly:	\$ 4,346.49	\$ 4,677.57	\$ 5,008.65
Police Officer Recruit		NE	Bi-weekly:	\$ 2,006.07	\$ 2,158.88	\$ 2,311.69
			Hourly - Police (2080 hrs):	\$ 25.0759	\$ 26.9860	\$ 28.8961
			Hourly - Fire (2912 hrs):	\$ 17.9114	\$ 19.2757	\$ 20.6401
Municipal Court Officer	502	NE	Annual:	\$ 64,623.65	\$ 74,317.19	\$ 84,010.74
FF/Paramedic		NE	Monthly:	\$ 5,385.30	\$ 6,193.10	\$ 7,000.89
Front Desk Officer		NE	Bi-weekly:	\$ 2,485.52	\$ 2,858.35	\$ 3,231.18
Police Officer		NE	Hourly - Police (2080 hrs):	\$ 31.0691	\$ 35.7294	\$ 40.3898
School Resource Officer		NE	Hourly - Fire (2912 hrs):	\$ 22.1922	\$ 25.5210	\$ 28.8498
Fire Prevention Officer		NE				
Fire Inspector	503	NE	Annual:	\$ 86,531.06	\$ 90,857.61	\$ 95,184.17
Fire Driver / Engineer		NE	Monthly:	\$ 7,210.92	\$ 7,571.47	\$ 7,932.01
Police Corporal		NE	Bi-weekly:	\$ 3,328.12	\$ 3,494.52	\$ 3,660.93
			Hourly - Police (2080 hrs):	\$ 41.6015	\$ 43.6815	\$ 45.7616
			Hourly - Fire (2912 hrs):	\$ 29.7153	\$ 31.2011	\$ 32.6869
Fire Lieutenant	504	NE	Annual:	\$ 98,039.69	\$ 102,941.68	\$ 107,843.66
Police Sergeant		NE	Monthly:	\$ 8,169.97	\$ 8,578.47	\$ 8,986.97
			Bi-weekly:	\$ 3,770.76	\$ 3,959.30	\$ 4,147.83
			Hourly - Police (2080 hrs):	\$ 47.1345	\$ 49.4912	\$ 51.8479
			Hourly - Fire (2912 hrs):	\$ 33.6675	\$ 35.3509	\$ 37.0342
Battalion Chief	505	NE	Annual:	\$ 111,078.97	\$ 116,632.92	\$ 122,186.87
Police Captain		SAL	Monthly:	\$ 9,256.58	\$ 9,719.41	\$ 10,182.24
			Bi-weekly:	\$ 4,272.27	\$ 4,485.88	\$ 4,699.49
			Hourly - Police (2080 hrs):	\$ 53.4034	\$ 56.0735	\$ 58.7437
			Hourly - Fire (2912 hrs):	\$ 38.1453	\$ 40.0525	\$ 41.9598

NE: Non-Exempt

SAL: Salaried / Exempt

City of Sachse
FY19-20 Police Pay Plan
 Effective 10/14/19

POSITION	FREQUENCY	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Police Recruit	Annual Monthly Biweekly Hourly	\$57,512.00 \$4,792.67 \$2,212.00 \$27.65							
Police Officer	Annual Monthly Biweekly Hourly	\$60,756.80 \$5,063.07 \$2,336.80 \$29.21	\$62,587.20 \$5,215.60 \$2,407.20 \$30.09	\$64,459.20 \$5,371.60 \$2,479.20 \$30.99	\$66,393.60 \$5,532.80 \$2,553.60 \$31.92	\$68,390.40 \$5,699.20 \$2,630.40 \$32.88	\$70,449.60 \$5,870.80 \$2,709.60 \$33.87	\$72,571.20 \$6,047.60 \$2,791.20 \$34.89	\$74,755.20 \$6,229.60 \$2,875.20 \$35.94
Police Sergeant	Annual Monthly Biweekly Hourly	\$79,560.00 \$6,630.00 \$3,060.00 \$38.25	\$83,740.80 \$6,978.40 \$3,220.80 \$40.26	\$88,150.40 \$7,345.87 \$3,390.40 \$42.38	\$92,788.80 \$7,732.40 \$3,568.80 \$44.61				
Police Lieutenant	Annual Monthly Biweekly Hourly	\$96,919.84 \$8,076.65 \$3,727.69 \$46.60	\$102,020.88 \$8,501.74 \$3,923.88 \$49.05	\$107,390.40 \$8,949.20 \$4,130.40 \$51.63					

GRADE	POSITION	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
PS01	***FIREFIGHTER	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	53,347.84 4,445.65 2,051.84 25.65 18.32	56,026.88 4,668.91 2,154.88 26.94 19.24	58,822.40 4,901.87 2,262.40 28.28 20.20	61,763.52 5,146.96 2,375.52 29.69 21.21	64,850.24 5,404.19 2,494.24 31.18 22.27	68,082.56 5,673.55 2,618.56 32.73 23.38	70,120.96 5,843.41 2,696.96 33.71 24.08	72,217.60 6,018.13 2,777.60 34.72 24.80	
PS02A	***PARAMEDIC RECRUIT	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	57,424.64 4,785.39 2,208.64 27.61 19.72	57,715.84 4,809.65 2,219.84 27.75 19.82							
PS02B	**POLICE RECRUIT	NE	ANN. MO. BI-WKLY HOURLY	57,428.80 4,785.73 2,208.80 27.61								
PS02	**FF/EMT	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	56,638.40 4,719.87 2,178.40 27.23 19.45	59,463.04 4,955.25 2,287.04 28.59 20.42	62,433.28 5,202.77 2,401.28 30.02 21.44	65,607.36 5,467.28 2,523.36 31.54 22.53	68,839.68 5,736.64 2,647.68 33.10 23.64	72,275.84 6,022.99 2,779.84 34.75 24.82	74,459.84 6,204.99 2,863.84 35.80 25.57	76,702.08 6,391.84 2,950.08 36.88 26.34	
PS03	**FF/PARAMEDIC **SUPPORT SRV TECH POLICE OFFICER	NE NE NE	ANN. MO. BI-WKLY POL HRLY FIRE HRLY	60,299.20 5,024.93 2,319.20 28.99 20.71	63,336.00 5,278.00 2,436.00 30.45 21.74	66,497.60 5,541.47 2,557.60 31.97 22.84	69,825.60 5,818.80 2,685.60 33.57 23.98	73,320.00 6,110.00 2,820.00 35.25 25.17	76,980.80 6,415.07 2,960.80 37.01 26.43	79,289.60 6,607.47 3,049.60 38.12 27.23	81,660.80 6,805.07 3,140.80 39.26 28.05	
PS04	SR POLICE OFFICER	NE	ANN. MO. BI-WKLY HOURLY						84,302.40 7,025.20 3,242.40 40.53	86,819.20 7,234.93 3,339.20 41.74	89,419.20 7,451.60 3,439.20 42.99	
PS04A	**DRIVER/ENGINEER	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	76,148.80 6,345.73 2,928.80 36.61 26.15	79,963.52 6,663.63 3,075.52 38.44 27.46	83,952.96 6,996.08 3,228.96 40.36 28.83	88,175.36 7,347.95 3,391.36 42.39 30.28	90,825.28 7,568.77 3,493.28 43.67 31.19				
PS04B	FIRE INSPECTOR/INVESTIGATOR Revised Sept 1 2019	NE	ANN. MO. BI-WKLY HOURLY						85,550.40 7,129.20 3,290.40 41.13	88,108.80 7,342.40 3,388.80 42.36	90,750.40 7,562.53 3,490.40 43.63	93475.20 7789.60 3595.20 44.94

GRADE	POSITION	FLSA	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
PS01	***FIREFIGHTER	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	53,347.84 4,445.65 2,051.84 25.65 18.32	56,026.88 4,668.91 2,154.88 26.94 19.24	58,822.40 4,901.87 2,262.40 28.28 20.20	61,763.52 5,146.96 2,375.52 29.69 21.21	64,850.24 5,404.19 2,494.24 31.18 22.27	68,082.56 5,673.55 2,618.56 32.73 23.38	70,120.96 5,843.41 2,696.96 33.71 24.08	72,217.60 6,018.13 2,777.60 34.72 24.80	
PS02A	***PARAMEDIC RECRUIT	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	57,424.64 4,785.39 2,208.64 27.61 19.72	57,715.84 4,809.65 2,219.84 27.75 19.82							
PS02B	**POLICE RECRUIT	NE	ANN. MO. BI-WKLY HOURLY	57,428.80 4,785.73 2,208.80 27.61								
PS02	**FF/EMT	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	56,638.40 4,719.87 2,178.40 27.23 19.45	59,463.04 4,955.25 2,287.04 28.59 20.42	62,433.28 5,202.77 2,401.28 30.02 21.44	65,607.36 5,467.28 2,523.36 31.54 22.53	68,839.68 5,736.64 2,647.68 33.10 23.64	72,275.84 6,022.99 2,779.84 34.75 24.82	74,459.84 6,204.99 2,863.84 35.80 25.57	76,702.08 6,391.84 2,950.08 36.88 26.34	
PS03	**FF/PARAMEDIC **SUPPORT SRV TECH POLICE OFFICER	NE NE NE	ANN. MO. BI-WKLY POL HRLY FIRE HRLY	60,299.20 5,024.93 2,319.20 28.99 20.71	63,336.00 5,278.00 2,436.00 30.45 21.74	66,497.60 5,541.47 2,557.60 31.97 22.84	69,825.60 5,818.80 2,685.60 33.57 23.98	73,320.00 6,110.00 2,820.00 35.25 25.17	76,980.80 6,415.07 2,960.80 37.01 26.43	79,289.60 6,607.47 3,049.60 38.12 27.23	81,660.80 6,805.07 3,140.80 39.26 28.05	
PS04	SR POLICE OFFICER	NE	ANN. MO. BI-WKLY HOURLY						84,302.40 7,025.20 3,242.40 40.53	86,819.20 7,234.93 3,339.20 41.74	89,419.20 7,451.60 3,439.20 42.99	
PS04A	**DRIVER/ENGINEER	NE	ANN. MO. BI-WKLY 80 HOUR RATE FIRE HOURLY	76,148.80 6,345.73 2,928.80 36.61 26.15	79,963.52 6,663.63 3,075.52 38.44 27.46	83,952.96 6,996.08 3,228.96 40.36 28.83	88,175.36 7,347.95 3,391.36 42.39 30.28	90,825.28 7,568.77 3,493.28 43.67 31.19				
PS04B	FIRE INSPECTOR/INVESTIGATOR Revised Sept 1 2019	NE	ANN. MO. BI-WKLY HOURLY						85,550.40 7,129.20 3,290.40 41.13	88,108.80 7,342.40 3,388.80 42.36	90,750.40 7,562.53 3,490.40 43.63	93475.20 7789.60 3595.20 44.94

FY20 City of Grapevine
Pay Schedule for Public Safety Step Employees
All Pay Plans are subject to change annually due to Council-approved budget.

GRADE	POSITION	FLSA		STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
PS05	POLICE SERGEANT	NE	ANN. MO. BI-WKLY HOURLY						94,744.00 7,895.33 3,644.00 45.55	97,572.80 8,131.07 3,752.80 46.91	100,505.60 8,375.47 3,865.60 48.32		
PS06	**FIRE CAPTAIN ASSISTANT FIRE MARSHAL	NE	ANN. MO. BI-WKLY AFM HRLY CPT HRLY					99,486.40 8,290.53 3,826.40 47.83 34.16	102,460.80 8,538.40 3,940.80 49.26 35.19	105,539.20 8,794.93 4,059.20 50.74 36.25			
PS06A	POLICE LIEUTENANT	NE	ANN. MO. BI-WKLY HOURLY						107,827.20 8,985.60 4,147.20 51.84	111,072.00 9,256.00 4,272.00 53.40			
PS08	**FIRE BATTALION CHIEF FIRE DIVISION CHIEF - EMS FIRE DIVISION CHIEF - PROF DEV TRAIN FIRE DIVISION CHIEF - FIRE MARSHAL	NE	ANN. MO. BI-WKLY BAT CHIEF HRLY DIV CHIEF HRLY				106,899.52 8,908.29 4,111.52 36.71 51.40	112,257.60 9,354.80 4,317.60 38.55 53.97	115,635.52 9,636.29 4,447.52 39.71 55.59	119,100.80 9,925.07 4,580.80 40.90 57.26			
PS08A	POLICE CAPTAIN TECHNICAL SERV CAPTAIN	EX EX	ANN. MO. BI-WKLY					120,469.70 10,039.14 4,633.45	124,083.70 10,340.31 4,772.45	127,806.12 10,650.51 4,915.62			

Paramedic Recruits will not be employed in that capacity more than 12 months and consequently will never move from Step A to Step B as a Recruit.

*Movement from Firefighter to FF/EMT or FF/Paramedic, or from Paramedic Recruit to FF/Paramedic, or from Police Recruit to Police Officer is a reclassification due to receipt of a certification; it is not a promotion which alters the employee's anniversary date.

The starting pay for newly promoted supervisors shall generally be set on the lowest step of the range of the promoted position which is a minimum of 5% above the highest paid subordinate.

Employees hired during FY19 may be placed on steps A or B in accordance with Fire department guidelines.

Employees hired during FY19 may be placed on steps A, B or C in accordance with Police department guidelines.

**NOTE - Fire steps are based on 2912 hrs/year

PAY GROUP	PAY BASIS	Job Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
PD1R	A-2080 hours M B H	Police Recruit	\$ 51,792.00 \$ 4,316.00 \$ 1,992.00 \$24.90									
PD1	A-2080 hours M B H	Police Officer	\$ 56,971.20 \$ 4,747.60 \$ 2,191.20 \$ 27.39	\$ 58,676.80 \$ 4,889.73 \$ 2,256.80 \$ 28.21	\$ 60,424.00 \$ 5,035.33 \$ 2,324.00 \$ 29.05	\$ 62,233.60 \$ 5,186.13 \$ 2,393.60 \$ 29.92	\$ 64,084.80 \$ 5,340.40 \$ 2,464.80 \$ 30.81	\$ 65,998.40 \$ 5,499.86 \$ 2,538.40 \$ 31.73	\$ 67,974.40 \$ 5,664.53 \$ 2,614.40 \$ 32.68	\$ 70,012.80 \$ 5,834.40 \$ 2,692.80 \$ 33.66	\$ 72,092.80 \$ 6,007.73 \$ 2,772.80 \$ 34.66	\$ 74,235.20 \$ 6,186.26 \$ 2,855.20 \$ 35.69
PD2	A-2080 hours M B H	Police Corporal	\$ 61,692.80 \$ 5,141.06 \$ 2,372.80 \$ 29.66	\$ 63,523.20 \$ 5,293.60 \$ 2,443.20 \$ 30.54	\$ 65,416.00 \$ 5,451.33 \$ 2,516.00 \$ 31.45	\$ 67,371.20 \$ 5,614.26 \$ 2,591.20 \$ 32.39	\$ 69,388.80 \$ 5,782.40 \$ 2,668.80 \$ 33.36	\$ 71,468.80 \$ 5,955.73 \$ 2,748.80 \$ 34.36	\$ 73,611.20 \$ 6,134.26 \$ 2,831.20 \$ 35.39	\$ 75,816.00 \$ 6,318.00 \$ 2,916.00 \$ 36.45	\$ 78,083.20 \$ 6,506.93 \$ 3,003.20 \$ 37.54	\$ 80,412.80 \$ 6,701.06 \$ 3,092.80 \$ 38.66
PD3	A-2080 hours M B H	Police Sergeant	\$ 78,228.80 \$ 6,519.06 \$ 3,008.80 \$ 37.61	\$ 80,558.40 \$ 6,713.20 \$ 3,098.40 \$ 38.73	\$ 82,971.20 \$ 6,914.26 \$ 3,191.20 \$ 39.89	\$ 85,446.40 \$ 7,120.53 \$ 3,286.40 \$ 41.08	\$ 88,004.80 \$ 7,333.73 \$ 3,384.80 \$ 42.31					
PD4	A-2080 hours M B H	Police Lieutenant	\$ 90,875.20 \$ 7,572.93 \$ 3,495.20 \$ 43.69	\$ 93,600.00 \$ 7,800.00 \$ 3,600.00 \$ 45.00	\$ 96,408.00 \$ 8,034.00 \$ 3,708.00 \$ 46.35	\$ 99,299.20 \$ 8,274.93 \$ 3,819.20 \$ 47.74						

Progression within the Pay Group in future fiscal years is contingent upon budget funding approved by City Council.

A = Annual
M = Monthly
B = Biweekly
H = Hourly



Public Safety Pay Plan FY2020

Grade	Job Title	Pay Basis	Minimum	Midpoint	Maximum
301	Police Recruit	Annual	\$ 55,141		
		Monthly	\$ 4,595.08		
		Biweekly	\$ 2,120.81		
		Hourly	\$ 26.5101		
305	Police Officer	Annual	\$ 59,781	\$ 68,360	\$ 76,939
		Monthly	\$ 4,981.75	\$ 5,696.67	\$ 6,411.58
		Biweekly	\$ 2,299.27	\$ 2,629.23	\$ 2,959.19
		Hourly	\$ 28.7409	\$ 32.8654	\$ 36.9899
308	Police Sergeant	Annual	\$ 84,651	\$ 89,542	\$ 94,432
		Monthly	\$ 7,054.25	\$ 7,461.79	\$ 7,869.33
		Biweekly	\$ 3,255.81	\$ 3,443.90	\$ 3,632.00
		Hourly	\$ 40.6976	\$ 43.0490	\$ 45.4000
310	Police Lieutenant	Annual	\$ 98,645	\$ 104,071	\$ 109,496
		Monthly	\$ 8,220.42	\$ 8,672.54	\$ 9,124.67
		Biweekly	\$ 3,794.04	\$ 4,002.71	\$ 4,211.38
		Hourly	\$ 47.4255	\$ 50.0341	\$ 52.6423



CLASSIFICATION PLAN FISCAL YEAR 2019-20

CITY OF WATAUGA, TEXAS

STEP PLAN - POLICE DEPARTMENT



JOB CODE	POSITION	FLSA	PAY FREQUENCY	PAY STEPS									
				STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
GRADE: CS1													
PD 05-105	Police Officer Includes assignments to Patrol, Criminal Investigations, Traffic Enforcement, School Resource Officer, K9 & Training	NE	Annual	\$ 56,584	\$ 58,282	\$ 60,030	\$ 61,831	\$ 63,686	\$ 65,597	\$ 67,565	\$ 69,591	\$ 71,679	\$ 73,830
			Monthly	\$ 4,715.35	\$ 4,856.81	\$ 5,002.52	\$ 5,152.59	\$ 5,307.17	\$ 5,466.38	\$ 5,630.38	\$ 5,799.29	\$ 5,973.27	\$ 6,152.46
			Hourly (2080)	\$ 27.20	\$ 28.02	\$ 28.86	\$ 29.73	\$ 30.62	\$ 31.54	\$ 32.48	\$ 33.46	\$ 34.46	\$ 35.49
			Hourly (2223)	\$ 25.45	\$ 26.22	\$ 27.00	\$ 27.81	\$ 28.65	\$ 29.51	\$ 30.39	\$ 31.31	\$ 32.24	\$ 33.21
GRADE: CS2													
PD 05-128	Police Corporal Includes assignment to Patrol and Criminal Investigations	NE	Annual	\$ 77,521	\$ 79,847	\$ 82,242	\$ 84,709						
			Monthly	\$ 6,460.08	\$ 6,653.89	\$ 6,853.50	\$ 7,059.11						
			Hourly (2080)	\$ 37.27	\$ 38.39	\$ 39.54	\$ 40.73						
			Hourly (2223)	\$ 34.87	\$ 35.92	\$ 37.00	\$ 38.11						
GRADE: CS3													
PD 05-103	Police Sergeant Includes assignment to Patrol, Traffic Enforcement, Professional Standards and Criminal Investigations	NE	Annual	\$ 88,945	\$ 91,613	\$ 94,362	\$ 97,193						
			Monthly	\$ 7,412.08	\$ 7,634.45	\$ 7,863.48	\$ 8,099.38						
			Hourly (2080)	\$ 42.76	\$ 44.04	\$ 45.37	\$ 46.73						
			Hourly (2223)	\$ 40.01	\$ 41.21	\$ 42.45	\$ 43.72						
GRADE: CS4													
PD 05-102	Police Lieutenant	NE	Annual	\$ 102,052	\$ 105,114	\$ 108,267	\$ 111,515						
			Monthly	\$ 8,504.33	\$ 8,759.46	\$ 9,022.25	\$ 9,292.91						
			Hourly (2080)	\$ 49.06	\$ 50.54	\$ 52.05	\$ 53.61						
			Hourly (2223)	\$ 45.91	\$ 47.28	\$ 48.70	\$ 50.16						

Certification Pay

Certification

TCOLE Intermediate	\$ 300.00	\$ 11.54
TCOLE Advanced	\$ 600.00	\$ 23.08
TCOLE Master	\$ 900.00	\$ 34.62

Amount

Annual	Bi-Weekly
\$ 300.00	\$ 11.54
\$ 600.00	\$ 23.08
\$ 900.00	\$ 34.62

Advanced Degree

Associate College Degree	\$ 300.00	\$ 11.54
Bachelor College Degree	\$ 600.00	\$ 23.08
Master College Degree	\$ 900.00	\$ 34.62

Amount

Annual	Bi-Weekly
\$ 300.00	\$ 11.54
\$ 600.00	\$ 23.08
\$ 900.00	\$ 34.62

Annual pay is non cumulative

Effective October 1, 2019

CITY OF BENBROOK, TEXAS
CLASSIFICATION AND COMPENSATION MATRIX
FISCAL YEAR 2020-21

GRADE	CLASSIFICATION	ANNUAL PAY STEPS						
		1	2	3	4	5	6	7
49	City Manager	152,650.96	160,283.50	168,297.68	176,712.56	185,548.19	194,825.60	204,566.88
44	Assistant City Manager	119,606.83	125,587.17	131,866.53	138,459.85	145,382.84	152,651.99	160,284.59
43	Police Chief	113,911.26	119,606.83	125,587.17	131,866.53	138,459.85	145,382.84	152,651.99
43	Fire Chief	113,911.26	119,606.83	125,587.17	131,866.53	138,459.85	145,382.84	152,651.99
42	Public Services Director	108,487.29	113,911.66	119,607.24	125,587.60	131,866.98	138,460.33	145,383.35
42	Finance Director	108,487.29	113,911.66	119,607.24	125,587.60	131,866.98	138,460.33	145,383.35
40	EDC Director	98,400.35	103,320.37	108,486.39	113,910.71	119,606.24	125,586.55	131,865.88
40	City Secretary	98,400.35	103,320.37	108,486.39	113,910.71	119,606.24	125,586.55	131,865.88
38	Police Commander	89,252.99	93,715.64	98,401.42	103,321.49	108,487.57	113,911.94	119,607.54
38	Assistant Fire Chief	89,252.99	93,715.64	98,401.42	103,321.49	108,487.57	113,911.94	119,607.54
38	City Engineer	89,252.99	93,715.64	98,401.42	103,321.49	108,487.57	113,911.94	119,607.54
36	Police Lieutenant	80,954.75	85,002.49	89,252.62	93,715.25	98,401.01	103,321.06	108,487.11
36	Information Technology Director	80,954.75	85,002.49	89,252.62	93,715.25	98,401.01	103,321.06	108,487.11
35	EMS Chief	77,099.90	80,954.89	85,002.64	89,252.77	93,715.41	98,401.18	103,321.24
34	City Planner	73,428.43	77,099.90	80,954.89	85,002.64	89,252.77	93,715.41	98,401.18
34	Fire Captain	73,428.43	77,099.90	80,954.89	85,002.64	89,252.77	93,715.41	98,401.18
34 A	Fire Captain	64,841.83	68,083.92	71,488.11	75,062.52	78,815.65	82,756.43	86,894.25
34	Police Sergeant	73,428.43	77,099.90	80,954.89	85,002.64	89,252.77	93,715.41	98,401.18
33	Chief Building Official	69,931.92	73,428.51	77,099.94	80,954.93	85,002.68	89,252.81	93,715.45
32	Accounting Supervisor	66,601.71	69,931.79	73,428.38	77,099.80	80,954.79	85,002.53	89,252.66
32	Assistant IT Director	66,601.71	69,931.79	73,428.38	77,099.80	80,954.79	85,002.53	89,252.66
32	Street Maintenance Superintendent	66,601.71	69,931.79	73,428.38	77,099.80	80,954.79	85,002.53	89,252.66
32	Park Maintenance Superintendent	66,601.71	69,931.79	73,428.38	77,099.80	80,954.79	85,002.53	89,252.66
32	Police Administrative Manager	66,601.71	69,931.79	73,428.38	77,099.80	80,954.79	85,002.53	89,252.66
31	Police Detective/Corporal	63,429.62	66,601.10	69,931.15	73,427.71	77,099.10	80,954.05	85,001.76
31	Fire Lieutenant	63,429.62	66,601.10	69,931.15	73,427.71	77,099.10	80,954.05	85,001.76
31 A	Fire Lieutenant	56,023.58	58,824.76	61,766.00	64,854.30	68,097.01	71,501.86	75,076.95
30	Police Services Supervisor	60,409.38	63,429.84	66,601.34	69,931.40	73,427.97	77,099.37	80,954.34
30	Public Works Inspector	60,409.38	63,429.84	66,601.34	69,931.40	73,427.97	77,099.37	80,954.34
29	Fleet Maintenance Superintendent	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29	Management Analyst	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29	Marketing Coordinator	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29	EDC Management Analyst	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29	Police Officer	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29	Fire Fighter/Paramedic	57,532.79	60,409.43	63,429.90	66,601.40	69,931.47	73,428.04	77,099.44
29 A	Fire Fighter/Paramedic	50,930.52	53,477.04	56,150.89	58,958.44	61,906.36	65,001.68	68,251.76
27	Property Custodian	52,183.56	54,792.74	57,532.37	60,408.99	63,429.44	66,600.91	69,930.96
27	Assistant City Planner	52,183.56	54,792.74	57,532.37	60,408.99	63,429.44	66,600.91	69,930.96
27	Community Development Coordinator	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
27	Building Maintenance Superintendent	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
27	Streets/Parks Crewleader	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
27	Combination Inspector	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
27	Senior Police Communications Specialist	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
27	Municipal Court Manager	52,183.58	54,792.76	57,532.40	60,409.02	63,429.47	66,600.95	69,930.99
26	Deputy City Secretary	49,698.82	52,183.76	54,792.95	57,532.60	60,409.23	63,429.69	66,601.17
26	EMS Billing Manager	49,698.82	52,183.76	54,792.95	57,532.60	60,409.23	63,429.69	66,601.17
25	Code Compliance Officer	47,332.48	49,699.10	52,184.05	54,793.26	57,532.92	60,409.57	63,430.04
24	Fleet Maintenance Mechanic	45,078.28	47,332.19	49,698.80	52,183.74	54,792.93	57,532.57	60,409.20
24	Police Communications Specialist	45,078.28	47,332.19	49,698.80	52,183.74	54,792.93	57,532.57	60,409.20
24	Deputy Court Clerk	45,078.24	47,332.15	49,698.76	52,183.70	54,792.88	57,532.53	60,409.15
23	Animal Control Officer	42,932.54	45,079.16	47,333.12	49,699.78	52,184.77	54,794.00	57,533.70
23	Administrative Clerk	42,932.52	45,079.15	47,333.10	49,699.76	52,184.75	54,793.98	57,533.68
23	Permit Clerk	42,932.54	45,079.16	47,333.12	49,699.78	52,184.77	54,794.00	57,533.70
23	Field Service Worker, Senior	42,932.54	45,079.16	47,333.12	49,699.78	52,184.77	54,794.00	57,533.70
22	Fire Fighter/EMT	40,888.03	42,932.43	45,079.05	47,333.00	49,699.65	52,184.63	54,793.86
22 A	Fire Fighter/EMT	36,119.28	37,925.25	39,821.51	41,812.59	43,903.22	46,098.38	48,403.30
22	Accounting Clerk/Deputy Court Clerk	40,888.03	42,932.43	45,079.05	47,333.00	49,699.65	52,184.63	54,793.86
22	Field Service Worker	40,888.03	42,932.43	45,079.05	47,333.00	49,699.65	52,184.63	54,793.86