



**City of Southlake, Texas**  
**FY 2025 Pay Structure**  
**Sworn Public Safety Personnel**

| Classification Titles   | Grade | FLSA | Pay Basis                   | Min           | Mid           | Max           |
|-------------------------|-------|------|-----------------------------|---------------|---------------|---------------|
| Firefighter/EMT         | 501   | NE   | Annual:                     | \$ 66,174.29  | \$ 72,791.72  | \$ 79,409.15  |
| Firefighter Recruit     |       | NE   | Monthly:                    | \$ 5,514.52   | \$ 6,065.98   | \$ 6,617.43   |
| Police Officer Recruit  |       | NE   | Bi-weekly:                  | \$ 2,545.17   | \$ 2,799.68   | \$ 3,054.20   |
|                         |       |      | Hourly - Police (2080 hrs): | \$ 31.81      | \$ 35.00      | \$ 38.18      |
|                         |       |      | Hourly - Fire (2912 hrs):   | \$ 22.72      | \$ 25.00      | \$ 27.27      |
| FF/Paramedic            | 502   | NE   | Annual:                     | \$ 81,989.95  | \$ 90,478.23  | \$ 98,966.52  |
| Fire Inspector          |       | NE   | Monthly:                    | \$ 6,832.50   | \$ 7,539.85   | \$ 8,247.21   |
| Fire Prevention Officer |       | NE   | Bi-weekly:                  | \$ 3,153.46   | \$ 3,479.93   | \$ 3,806.40   |
| Front Desk Officer      |       | NE   | Hourly - Police (2080 hrs): | \$ 39.42      | \$ 43.50      | \$ 47.58      |
| Municipal Court Officer |       | NE   | Hourly - Fire (2912 hrs):   | \$ 28.16      | \$ 31.07      | \$ 33.99      |
| Police Officer          | 503   | NE   | Annual:                     | \$ 101,935.51 | \$ 107,032.29 | \$ 112,129.06 |
| School Resource Officer |       | NE   | Monthly:                    | \$ 8,494.63   | \$ 8,919.36   | \$ 9,344.09   |
| Fire Driver / Engineer  |       | NE   | Bi-weekly:                  | \$ 3,920.60   | \$ 4,116.63   | \$ 4,312.66   |
| Fire Arson Investigator |       | NE   | Hourly - Police (2080 hrs): | \$ 49.01      | \$ 51.46      | \$ 53.91      |
| Police Corporal         |       | NE   | Hourly - Fire (2912 hrs):   | \$ 35.01      | \$ 36.76      | \$ 38.51      |
| Fire Lieutenant         | 504   | NE   | Annual:                     | \$ 115,492.93 | \$ 121,267.58 | \$ 127,042.23 |
| Police Sergeant         |       | NE   | Monthly:                    | \$ 9,624.41   | \$ 10,105.63  | \$ 10,586.85  |
|                         |       |      | Bi-weekly:                  | \$ 4,442.04   | \$ 4,664.14   | \$ 4,886.24   |
|                         |       |      | Hourly - Police (2080 hrs): | \$ 55.53      | \$ 58.30      | \$ 61.08      |
|                         |       |      | Hourly - Fire (2912 hrs):   | \$ 39.66      | \$ 41.64      | \$ 43.63      |
| Battalion Chief         | 505   | NE   | Annual:                     | \$ 130,853.49 | \$ 137,396.17 | \$ 143,938.84 |
| Fire Marshal            |       | SAL  | Monthly:                    | \$ 10,904.46  | \$ 11,449.68  | \$ 11,994.90  |
| Police Captain          |       |      | Bi-weekly:                  | \$ 5,032.83   | \$ 5,284.47   | \$ 5,536.11   |
|                         |       |      | Hourly - Police (2080 hrs): | \$ 62.91      | \$ 66.06      | \$ 69.20      |
|                         |       |      | Hourly - Fire (2912 hrs):   | \$ 44.94      | \$ 47.18      | \$ 49.43      |

*\*Effective November 24, 2024 for sworn police personnel, effective November 27, 2024 for sworn fire shift personnel.*

NE: Non-Exempt

SAL: Salaried / Exempt