



**City of North Richland Hills
Sworn Fire Pay Plan
Effective 04/01/2023**

STEP PLAN

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3	Step 4
4000	9000	1975	211	Fire Cadet/EMT	\$ 65,087			
4000	9000	2030	215	Recruit/EMT II	\$ 70,400			
4000	9000	2040	221	Firefighter/Paramedic	\$ 76,144	\$ 79,189	\$ 82,357	\$ 84,005
3000	9000	2010	230	Fire Prevention Specialist II*	\$ 88,812	\$ 92,363		
4000	9000	1810	231	Driver Engineer	\$ 88,812	\$ 92,363		
3000	9000	1140	240	Assistant Fire Marshal*	\$ 99,262	\$ 103,232	\$ 107,362	\$ 111,655
3000	9000	1985	241	Fire Logistics Captain*				
4000	9000	1980	241	Fire Captain	\$ 99,262	\$ 103,232	\$ 107,362	\$ 111,655
3000	9000	1860	250	EMS Division Chief	\$ 117,238	\$ 121,929	\$ 124,919	
3000	9000	2000	250	Fire Marshal Division Chief				
3000	9000	3650	250	Training Division Chief				
4000	9000	1960	251	Battalion Chief	\$ 117,238	\$ 121,929	\$ 124,919	
3000	9000	1950	260	Fire Assistant Chief	\$ 133,663	\$ 136,336	\$ 139,063	\$ 141,845
								\$ 144,681

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 and software variations figures on this pay plan may vary slightly from the figures utilized by the payroll system.



City of North Richland Hills
 Sworn Police Pay Plan
 Effective 04/01/2023

STEP PLAN

Group/BU	Location	Job Class	Grade	Title	Step 1
6000	8000		218	Police Cadet	\$ 65,930

Group/BU	Location	Job Class	Grade	Title	Step 1
6000	8000		219	Police Recruit	\$ 71,309

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3	Step 4
6000	8000	3020	220	Police Officer	\$ 77,128	\$ 80,214	\$ 83,422	\$ 86,759

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3	Step 4
6000	8000	3070	240	Police Sergeant	\$ 93,729	\$ 97,477	\$ 101,376	\$ 105,431

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3
6000	8000	3010	250	Police Lieutenant	\$ 110,703	\$ 115,132	\$ 119,339

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3	Step 4
6000	8000	3000	270	Police Captain*	\$ 125,305	\$ 127,812	\$ 130,368	\$ 132,975

*Appointed

Group/BU	Location	Job Class	Grade	Title	Step 1	Step 2	Step 3	Step 4
6000	8000	2990	280	Police Assistant Chief*	\$ 142,283	\$ 145,129	\$ 148,032	\$ 150,992

*Appointed

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 and software variations figures on this pay plan may vary slightly from the figures utilized by the payroll system.



City of North Richland Hills
Public Safety - Communications
Effective 10/01/2022

Group/BU	Location	Job Class	Grade	Title		Minimum	Mid	Maximum
1000	8000	1790	310	Dispatcher	Annual	\$ 53,315	\$ 59,992	\$ 66,668
7000	8000	1800	311	Dispatcher - PT	Hourly	\$ 25.63	\$ 28.84	\$ 32.05

Group/BU	Location	Job Class	Grade	Title		Minimum	Mid	Maximum
1000	8000	1500	320	Communications Supervisor	Annual	\$ 64,375	\$ 75,880	\$ 87,385
					Hourly	\$ 30.95	\$ 36.48	\$ 42.01

Group/BU	Location	Job Class	Grade	Title		Minimum	Mid	Maximum
2000	8000	3170	330	Public Safety Communication Manager	Annual	\$ 81,304	\$ 96,572	\$ 111,840

NOTES:

1. Due to rounding and software variations figures on this pay plan may vary slightly from the figures utilized by the payroll system.