CITY OF NORTH RICHLAND HILLS PUBLIC SAFETY EMPLOYEES PAY PLAN Effective January 1, 2013

Grade	Job Code	Title	Steps (Annual Rate)				Open (Annual Rate)	
			1	2	3	4		Maximum
220	00105	Police Officer	\$50,188	\$52,196	\$54,283	\$56,455		\$64,749
Grade	Job Code	Title	Open (Annual Rate)					
					Minimum		Mid-Point	Maximum
240	00255	Police Sergeant			\$70,	814	\$75,627	\$80,439
250	00345	Police Lieutenant			\$84,	461	\$88,036	\$91,614

NOTES:

- 1. Annual step/merit authorized with acceptable performance evaluations.
- 2. Employees progress to the minimum of higher classification or a 5% increase upon promotion.
- 3. Due to rounding, formula variations, and software variations figures on this pay plan may vary slightly from the figures utilized by the payroll system.
- 4. The following lateral pay scale will apply to lateral entry officers with certification:
 - 2-3 years' experience Step 2 -- \$52,196
 - 3-4 years' experience Step 3 -- \$54,283
 - 4+ years' experience Step 4 -- \$56,455