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

Grade	Job Code	Title	Steps (Annual Rate)				Open (Annual Rate)	
			1	2	3	4		Maximum
220	00105	Police Officer	\$51,192	\$53,239	\$55,369	\$57,584		\$66,044
Grade	Job Code	Title	Open (Annual Rate)					
					Minimum		Mid-Point	Maximum
240	00255	Police Sergeant		\$71,522		522	\$76,383	\$81,243
250	00345	Police Lieutenant			\$85,	306	\$88,918	\$92,530

## NOTES:

- 1. Annual step/merit authorized with acceptable performance evaluations.
- 2. Employees progress to the minimum of higher classification 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 -- \$53,239
  - 3-4 years' experience Step 3 -- \$55,369
  - 4+ years' experience Step 4 -- \$57,584