



# City of San Antonio, Texas

## Police Compensation Analysis

### Texas City Survey Update

February 2026

---

PFM Group Consulting  
LLC

---

1735 Market Street  
42<sup>nd</sup> Floor  
Philadelphia, PA 19103

---

700 North Saint Mary's  
Street  
Suite 1400  
San Antonio, TX 78205



## Overview

- City of San Antonio police officer cash compensation levels are generally consistent with other large cities in Texas. Relative to a comparison group of the seven largest cities in Texas:
  - When analyzing base pay alone, San Antonio lags other large Texas cities at some career junctures
  - San Antonio’s relative position, however, improves markedly when using a more holistic perspective of cash compensation that includes longevity, pay premiums and standard allowances, and accounts for regional labor market differences
  - Further, from a total cost of compensation perspective – that is, accounting for the dollars the City spends on police officer health, retirement, and other benefits – the City of San Antonio’s relative position rises to the top three among the large Texas cities analyzed
- Relative to officers in other large Texas cities, San Antonio police officers derive a large proportion of their earnings from payments outside of base pay. Relative to the comparison group, San Antonio:
  - Provides the most generous longevity pay structure, topping out at 18% of base pay at 30 years
  - Is the only city to offer a pay premium for “basic” certification (**\$600** per year) and nearly every officer receives some level of certification pay (up to **\$2,880** annually for Masters certification)
  - Funds among the most generous combination of education and certification pays
  - Offers the most generous premium for clothing allowance
  - As a result, average total cash compensation for uniformed police employees in San Antonio was **\$117,033** (median **\$112,968**) in FY2025



## Overview *Continued*

- Over and above this cash compensation, San Antonio also has among the highest level of contributions toward active and retiree healthcare premiums, supplemental benefits (dental, vision, legal), and pensions
- In total, as of 9/30/2025, San Antonio' cash compensation + major benefits costs ranks above the Texas city median at all career junctures – including 20 YOS (normal retirement eligibility) – even though the San Antonio region has a lower wage, lower cost local economy than five of the seven benchmarked Texas cities
- When cash compensation is adjusted for regional labor market differences, San Antonio's competitiveness strengthens further, ranking 3<sup>rd</sup> or higher of 8 at all career junctures



## Contents

- Texas City Survey Update
- San Antonio Police Compensation
- Trends
- Appendix

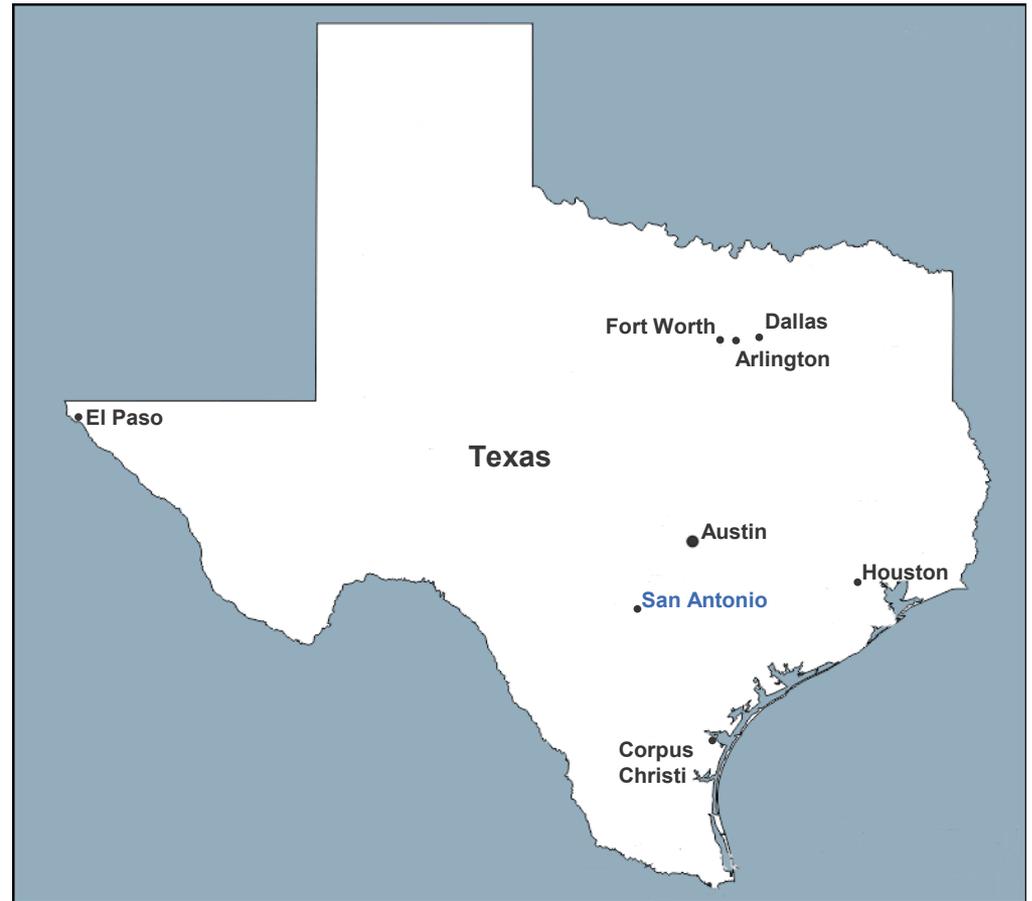


# Texas City Survey Update



## Survey

- To develop perspective on the current competitiveness of San Antonio police officer compensation, PFM surveyed the following seven (7) major Texas cities:
  - Arlington
  - Austin
  - Corpus Christi
  - Dallas
  - El Paso
  - Fort Worth
  - Houston
  - **San Antonio**
- Including San Antonio, six of these eight cities (Austin, Dallas, El Paso, Fort Worth, Houston) are among the 25 largest in the nation by population





## Survey Context

### *Demographic and Economic Rankings*

- Even within the same state – especially a state as large as Texas – regional differences can be found across cities and their labor markets
- While San Antonio’s population and bond ratings rank above the survey group median, other factors such as per capita income, household income, median home values, and monthly owner housing cost (an indicator for cost of living) all fall below the median of the comparison group

	Population (2024)	Per Capita Income (2024)	Median Household Income (2024)	Median Home Value (2024)	Median Monthly Owner Cost - Housing (2024)	Bond Rating S&P
<b>San Antonio</b>	<b>1,526,621</b>	<b>\$35,099</b>	<b>\$66,176</b>	<b>\$260,900</b>	<b>\$1,824</b>	<b>AAA</b>
Arlington	403,657	\$36,161	\$74,388	\$337,800	\$2,220	AAA
Austin	993,771	\$66,973	\$90,430	\$571,000	\$2,801	AAA
Corpus Christi	317,314	\$34,994	\$66,967	\$234,000	\$1,927	AA
Dallas	1,326,093	\$46,605	\$74,323	\$340,400	\$2,339	AA-
El Paso	681,724	\$29,977	\$59,932	\$209,600	\$1,544	AA
Fort Worth	1,014,376	\$40,415	\$82,503	\$330,500	\$2,261	AA
Houston	2,387,910	\$42,181	\$64,361	\$301,200	\$2,415	AA
<b>San Antonio Rank</b>	<b>2 of 8</b>	<b>6 of 8</b>	<b>6 of 8</b>	<b>6 of 8</b>	<b>7 of 8</b>	<b>1 of 8 (tie)</b>
<b>Median</b>	<b>993,771</b>	<b>\$40,415</b>	<b>\$74,323</b>	<b>\$330,500</b>	<b>\$2,261</b>	<b>AA</b>
<b>Variance</b>	<b>53.6%</b>	<b>-13.2%</b>	<b>-11.0%</b>	<b>-21.1%</b>	<b>-19.3%</b>	

Source: U.S. Census Bureau, American Community Survey, One-Year Estimates (2024, most recent available Census one-year estimates) & Standard & Poor’s



## Survey Context: U.S. Locality Pay and Area Pay Gaps

- To adjust for employees living in higher wage markets, the federal government has established locality pay differentials, which pays federal workers at different rates depending on location assignment
- Locality pay differentials are based on data regarding regional wage levels outside of federal employment, across occupations drawn from detailed federal Bureau of Labor Statistics (BLS) National Compensation Survey data
- In turn, these non-federal regional wage levels are compared to federal General Schedule (GS) pay within a Metropolitan Statistical Area (MSA) to develop locality pay adjustments. Cost-of-living is not used as the basis for adjustment
- The federal government only provides a locality pay differential to its employees within areas with a “pay gap” – that is, the difference between base GS rates and non-federal pay for the same levels of work – that significantly exceeds the “Rest of the United States” (RUS) over a prolonged period of time\*
- Underlying these numbers, the federal government publishes pay levels for a broader set of regions, where pay gaps may exist, but not for a long enough period of time or to as significant of a degree to warrant a formal locality pay adjustment. The pay gaps for these regions are reflected in this report as indicators of the area wage differences across labor markets

*\* All other regions of the Country that do not receive locality pay differentials are designated as “Rest of the United States” (RUS). Federal employees located in RUS areas receive the same base rate of pay*



## Texas City Area Pay Index

- Using this federal government “area pay gap” analysis as described on the preceding slide, we have calculated an area wage index that aligns overall non-federal salaries in the San Antonio labor market with the average pay levels (adjusted for occupational mix) in the regions where the other large Texas cities are located. Based on this federal data and analysis, the San Antonio region is found to feature somewhat higher wages than the El Paso and Corpus Christi regions, and to trail the Austin, Dallas-Ft. Worth-Arlington MSA (Arlington, Dallas, and Ft. Worth) and Houston general labor markets

	Locality Area (MSA)	Area Wage Index (San Antonio as Base)
<b>San Antonio</b>	<b>San Antonio, TX</b>	<b>100.0</b>
Arlington	Dallas-Ft. Worth, Arlington TX	106.8
Austin	Austin-Round Rock, TX	103.7
Corpus Christi	Corpus Christi, TX	91.4
Dallas	Dallas-Ft. Worth, Arlington TX	106.8
El Paso	El Paso, TX	87.2
Fort Worth	Dallas-Ft. Worth, Arlington TX	106.8
Houston	Houston-The Woodlands, TX	107.0
<b>San Antonio Rank</b>		<b>6 of 8</b>
<b>Texas Multi-City Median</b>		<b>106.8</b>
<b>San Antonio Labor Market Relative to Texas Median</b>		<b>-6.4%</b>

- In some subsequent slides, cash compensation for police in each of these cities is shown both on an unadjusted, actual basis, and also on an adjusted basis, weighted for regional labor market differences using the area wage index shown above as derived from federal labor market analysis



# **San Antonio Police Compensation**



## Survey Methodology

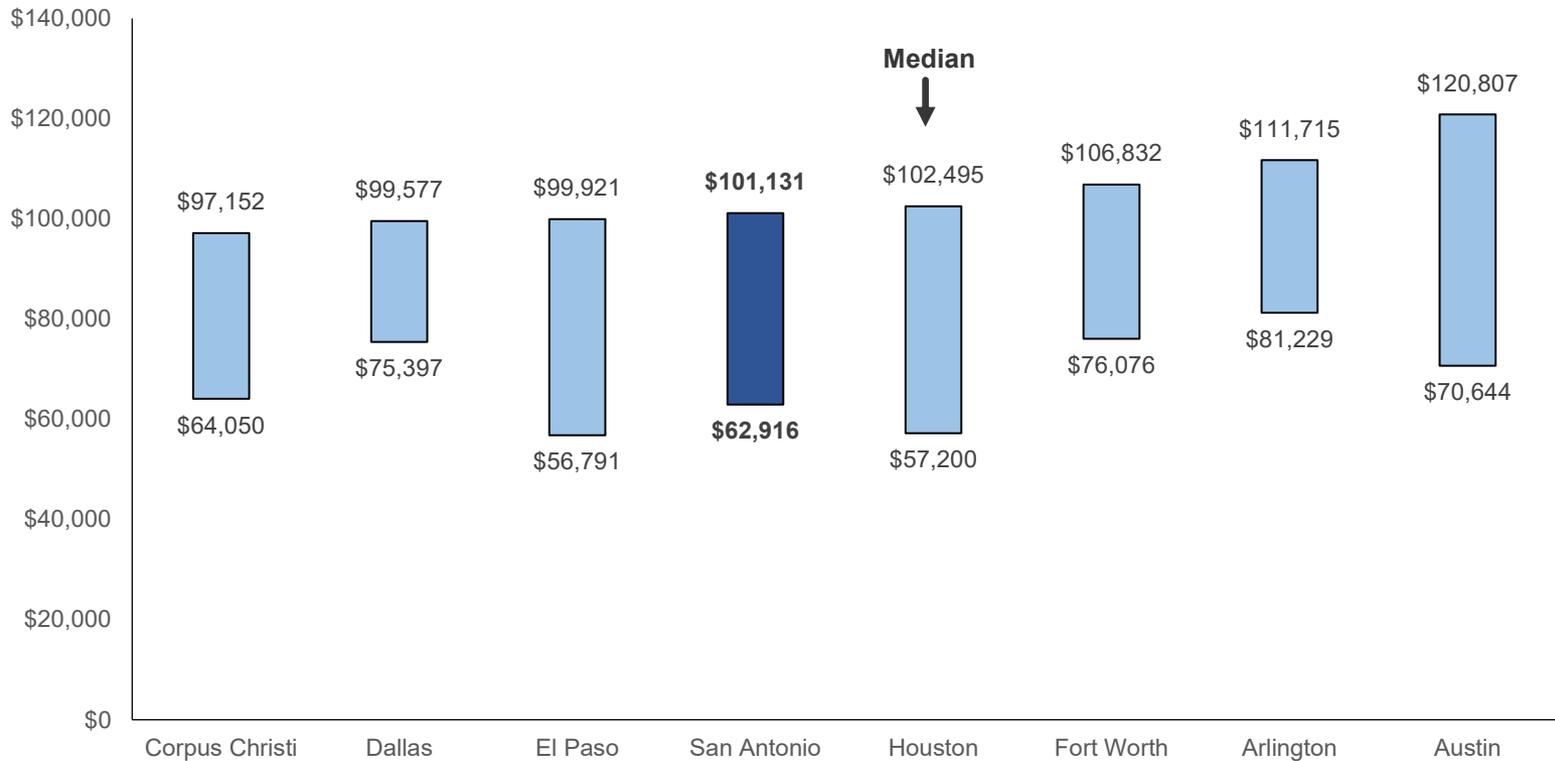
- To evaluate relative compensation, PFM collected and reviewed key documents (e.g., pay plans, collective bargaining agreements, pension actuarial valuations). In addition to our document analysis, PFM has asked detailed follow-up questions to clarify compensation practices, and has sought verification of analysis
- Active employee healthcare costs are included based on the actual Per Employee Per Year (PEPY) cost as of each jurisdiction's FY 2025 based on a separate survey completed by the City's benefits consultant
- Unless otherwise noted, all other analysis was conducted to compare typical police compensation as of **September 30, 2025** – the end of the last fiscal year



# Pay Range

*Base + Longevity as of 9/30/2025*

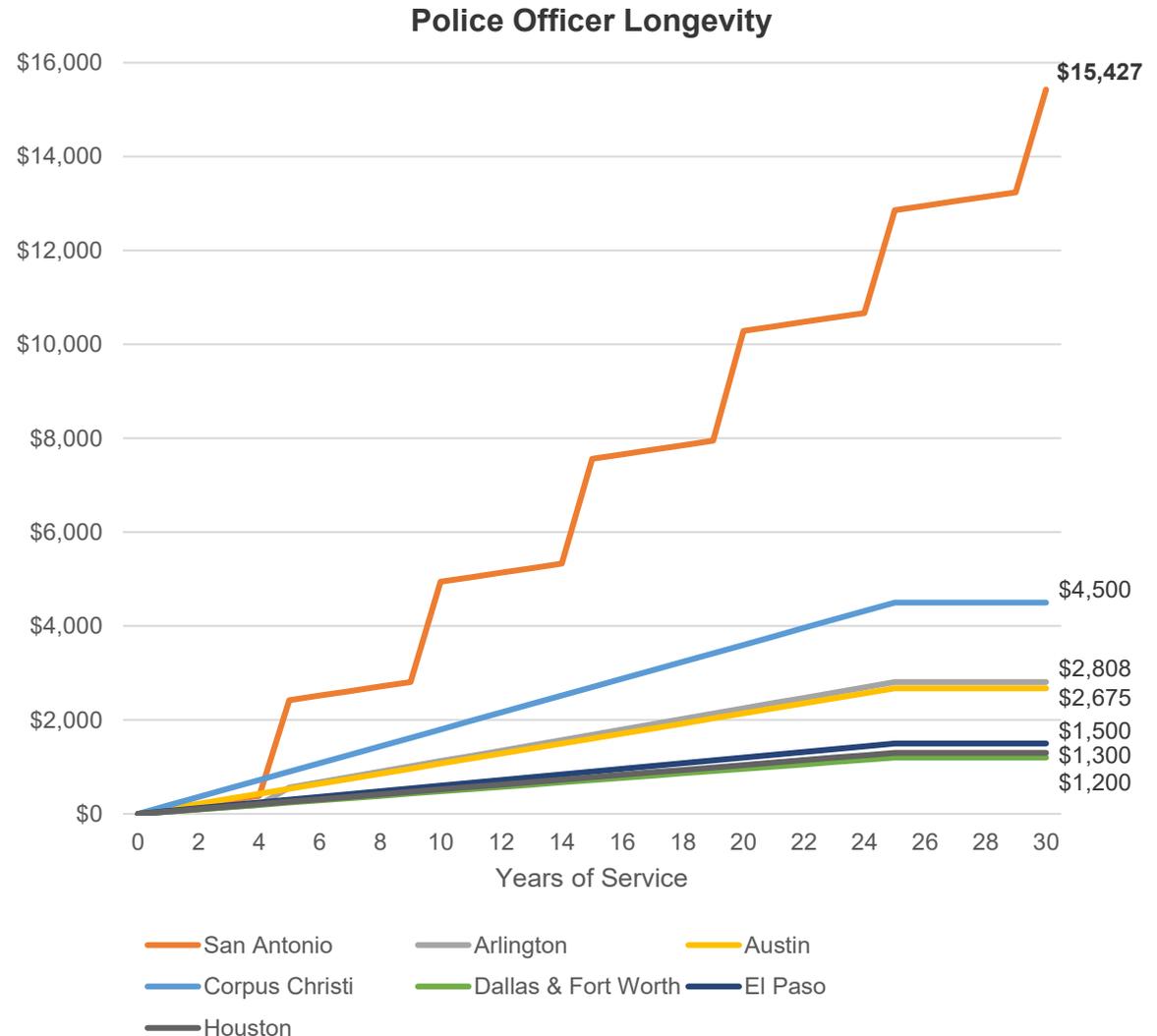
- At maximum base + longevity – even without including premium pay or benefits – San Antonio police officer pay falls just below the median of the comparison group





## Longevity Pay

- In addition to base pay, San Antonio provides the most generous longevity pay formula for uniformed police officers in the comparison group
- San Antonio police officer longevity can reach a maximum of \$15,427; the next highest level in the comparison group is Corpus Christi at \$4,500
- Because San Antonio longevity is calculated primarily as a percentage of base pay, promotional ranks receive higher longevity amounts than shown in the chart to the right





# Premium Pays

## Longevity, Shift Differential, and Clothing Allowance (Police Officers)

	Longevity	Shift Differential	Clothing Allowance
San Antonio	3% every 5 years of service YOS up to 18%. In years when not a multiple of five, officers receive an additional \$96 per YOS	\$350 per month for officers permanently assigned to shifts beginning after 12PM	\$2,240 per year
Arlington	\$4 per month per YOS; maximum of 25 YOS	6% of base rate per pay period for shifts that start between 1PM and 5AM for at least 2 consecutive pay periods	\$600 per year
Austin	\$107 per YOS; maximum of 25 years	\$300 (evening shifts) or \$350 (night shifts) per month when shifts make up greater than 50% of time in a 28 calendar day cycle	\$500 per year
Corpus Christi	\$15 per month per YOS; maximum of 25 YOS	\$50 per month for shift which ends between 6PM and 12AM; \$75 per month for shift which ends between 12:01AM and 8AM; \$50 per month for a weekend shift which is between 10PM-9:59PM Friday thru Sunday	\$720 per year
Dallas	\$4 per month per YOS; maximum of 25 YOS	3.5% of base when at least half of shift is between 6PM and 6AM; 6.5% for first watch	None
El Paso	\$5 per month per YOS; maximum of 25 YOS	6% of base for hours worked between 6PM and 6AM	None
Fort Worth	\$4 per month per YOS; maximum of 25 YOS	6% of base for hours worked between 6PM and 6AM	\$325 per year
Houston	\$2.00 per pay period per YOS; maximum of 25 YOS	\$100 bi-weekly for a regular work schedule between 12AM and 7AM; \$100 bi-weekly for two regular weekend shift; \$50 bi-weekly for one regular weekend shift	\$2,002 per year



# Premium Pay Comparisons

## Education & Certification Pay (Police Officers)

	Educational Premium Pay		Certification Premium Pay		Pay for Both?
San Antonio	65 to 230+ Credit Hours:	\$720- \$2,880	Basic:	\$600	Yes
	Associates Degree:	\$2,580	Intermediate:	\$1,920	
	Bachelors Degree:	\$3,780	Advanced:	\$2,400	
	Masters Degree:	\$4,020	Master:	\$2,880	
	Doctorate or Equivalent:	\$4,200			
Arlington	Less than 30 Credit Hours:	\$0	None		N/A
	30-59 Credit Hours:	\$300			
	60-89 Credit Hours:	\$600			
	90+ Credit Hours:	\$900			
	Degree:	\$1,320			
Austin	60 College Credit hours:	\$1,200	Basic:	\$0	No
	Associates Degree:	\$1,200	Intermediate:	\$0	
	Bachelors Degree:	\$2,640	Advanced:	\$0	
	Masters Degree:	\$3,600	Master:	\$1,800	
Corpus Christi*	Max w/out Associates:	\$852	Basic:	\$0	Yes
	Associates Degree:	\$1,440	Intermediate:	\$900	
	Bachelors Degree:	\$1,500	Advanced:	\$1,200	
	Masters Degree:	\$1,860	Master:	\$1,800	
Dallas	Max w/out Bachelors:	\$2,880	Basic:	\$0	Yes
	Bachelors Degree:	\$3,600	Intermediate:	\$600	
			Advanced:	\$4,800	
			Master:	\$7,200	
El Paso	Associates Degree:	\$900	Basic:	\$0	Yes
	Bachelors Degree:	\$2,400	Intermediate:	\$1,000	
	Masters Degree:	\$3,000	Advanced:	\$1,500	
			Master:	\$2,000	
Fort Worth	60 College Credit hours:	\$720	Basic:	\$0	Yes
	Associates Degree:	\$720	Intermediate:	\$360	
	Bachelors Degree:	\$2,160	Advanced:	\$720	
	Masters Degree:	\$2,880	Master:	\$2,880	
	Doctorate:	\$3,600			
Houston	Bachelors Degree:	\$3,640	Level One (1-5 YOS)	\$1,400	Yes
	Masters Degree:	\$6,240	Level Two (6-11 YOS)	\$3,361	
	Doctorate:	\$8,840	Level Three (12+ YOS)	\$8,282	

\* Corpus Christi has education pay ranges for degree seeking employees based on number of completed credit hours



# San Antonio Cash Compensation

## Prevalence of Pay Premiums

Premium	Description	% of Employees Receiving Premiums	
		Police Officer	All Other Ranks
Certification	Certified by Texas Commission on Law Enforcement	100.0%	100.0%
Basic Certification	\$600 per year	41.3%	6.4%
Intermediate Certification	\$1,920 per year	14.0%	0.7%
Advanced Certification	\$2,400 per year	17.3%	6.9%
Master Certification	\$2,880 per year	27.4%	85.9%
Clothing Allowance	\$2,240 per uniformed police employee per year	100.0%	100.0%
Overtime	1.5X regular rate	95.6%	96.0%
Shift Differential	\$350 per month for officers permanently assigned to shifts beginning after 12PM	72.9%	59.5%
Education	Associate's Degree: \$215 per month Bachelor's Degree: \$315 per month Master's Degree: \$335 per month	60.0%	81.4%
Leave Payout	May sell up to 120 hours of leave	38.2%	82.2%
Court Time	1.5X pay with 3 hour minimum	36.5%	36.0%
Stand By	\$157 per month of active assignment	22.5%	26.9%
Language Skills	\$600 per year	19.1%	22.1%
FTO Pay	\$265 per month for FTO Instructors	17.1%	23.4%
Call Back	1.5X pay for call back time	6.9%	18.9%
Special Duty Certification/Assignment	Additional Pay for Special Assignments	3.3%	2.5%
Other	Other	0.6%	0.9%
Claims	Pay for legal settlements	0.1%	0.0%
Higher Class	When working in a higher classification, employee paid at the higher classification's rate of pay	0.0%	4.4%
Car Allowance	\$300 per month to LTs and above	0.0%	0.6%

Note: Analysis excludes employees with less than one year of service and on unpaid leave during part of the year.

Source: City of San Antonio



# San Antonio Cash Compensation

## Average Cash Compensation by Rank – FY2025

- Police Officer cash compensation in FY2025 averaged **\$102,303**
- Across all uniformed police employees, total cash compensation averaged **\$117,033** (median of **\$112,968**) in FY2025

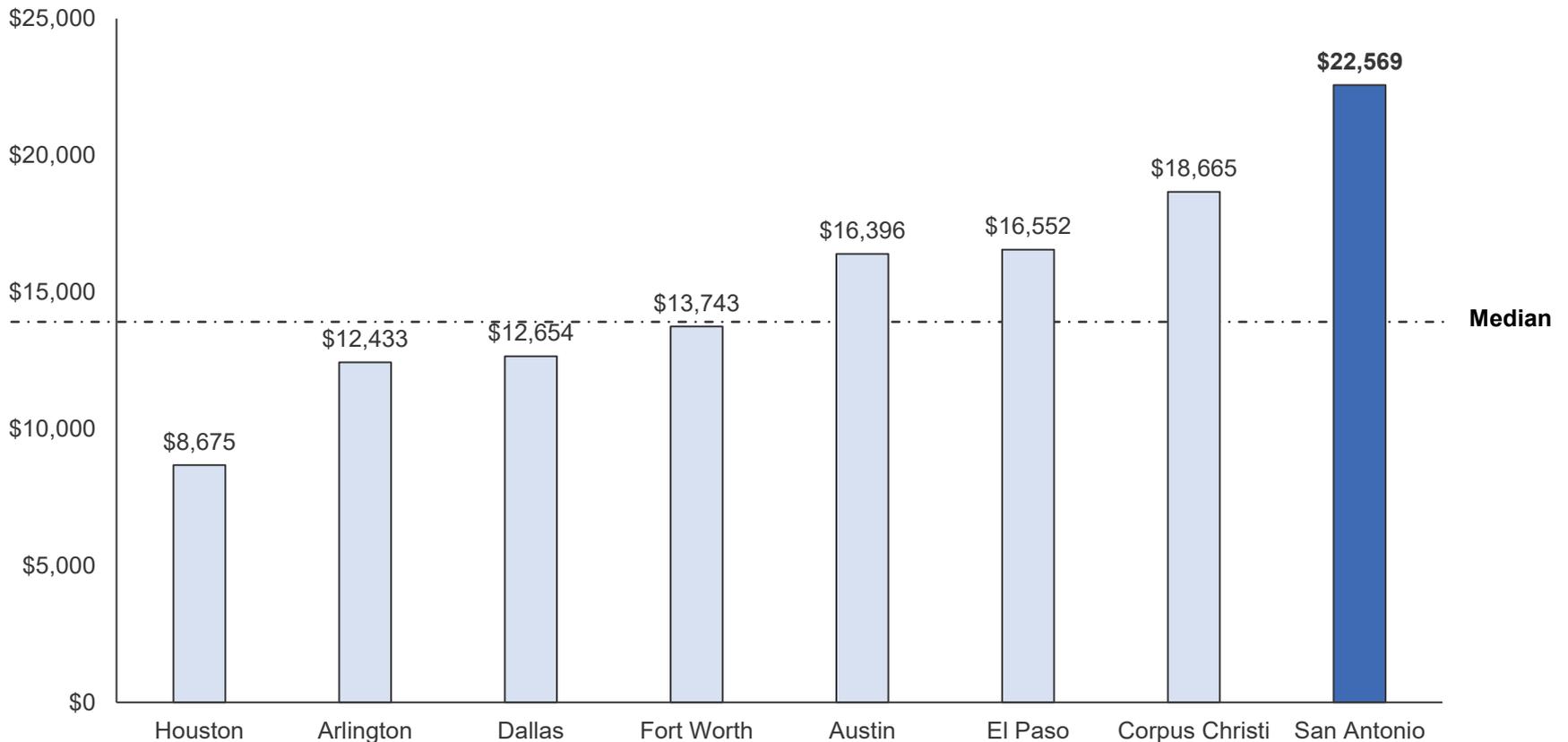
Average FY2025 Earnings	Police Officer	Detective	Sergeant	Lieutenant	Captain	Deputy Chief	Assistant Police Chief	All Ranks
Base Pay	\$75,938	\$87,485	\$98,398	\$109,831	\$125,702	\$171,146	\$187,489	\$83,166
Longevity	\$3,347	\$8,018	\$10,713	\$13,247	\$17,650	\$1,295	\$0	\$5,773
Shift Differential	\$2,814	\$1,998	\$2,632	\$2,131	\$1,004	\$0	\$0	\$2,544
Certification	\$1,586	\$2,572	\$2,852	\$2,880	\$2,880	\$2,880	\$2,880	\$2,034
Education	\$1,896	\$2,670	\$2,753	\$3,738	\$5,013	\$4,912	\$4,020	\$2,277
Clothing Allowance	\$2,231	\$2,249	\$2,275	\$2,240	\$2,240	\$2,240	\$2,240	\$2,241
Overtime	\$11,872	\$15,646	\$21,192	\$19,776	\$12,770	\$225	\$0	\$14,097
Leave Payout	\$1,956	\$5,680	\$7,502	\$12,543	\$17,612	\$21,553	\$29,864	\$4,035
Other Compensation	\$663	\$908	\$1,172	\$1,564	\$1,501	\$14,643	\$17,218	\$865
<b>Total</b>	<b>\$102,303</b>	<b>\$127,226</b>	<b>\$149,490</b>	<b>\$167,950</b>	<b>\$186,375</b>	<b>\$218,894</b>	<b>\$243,711</b>	<b>\$117,033</b>

*Note: Analysis excludes employees with less than one year of service or on unpaid leave for part of the year; includes employees promoted mid-year and some earnings shown could have occurred at a lower rank. Averages shown are calculated including those personnel in each rank who have not received the premium. The average value of each premium across only those who have received that category of supplemental pay would be higher. Source: City of San Antonio*



## Employer Healthcare Costs (2025)

- Employer healthcare costs in San Antonio totaled \$22,569 per active employee in 2025 – approximately 69% above median of \$13,374 for the other cities in the survey group



Source: Gallagher Benefits Services and City of San Antonio



## Supplemental Benefits Costs – Dental and Vision

- For each uniformed police employee, the **City of San Antonio** also makes monthly contributions of \$89.50 (family coverage) or \$43.50 (single coverage) to the San Antonio Police Officers and Firefighters Benefit Plan and Trust for dental and vision services – over and above the amounts shown on the preceding slide
- Approximately 80% of San Antonio uniformed police employees are enrolled in family vision/dental plans, while approximately 20% of employees are enrolled in employee only coverage – resulting in a blended monthly contribution of \$80.30 per uniformed police employee by the City of San Antonio
- The City’s average contribution for such supplemental benefits is the highest among the comparison jurisdictions:

Dental and Vision Costs	
San Antonio	Monthly employer contribution of \$43.50/\$89.50 (single/family) per member to San Antonio Police Officers and Firefighters Benefit Plan and Trust (includes dental and vision coverage)
Austin	Dental coverage offered with monthly employer contributions of \$55.34/\$84.00 (single/family); no employer contributions to vision coverage
Arlington	No employer contributions to supplemental dental and vision voluntary plans
Corpus Christi	Monthly employer contribution of \$47.00/\$62.00 (single/family) per member to Corpus Christi Police Officers’ Association Supplemental Insurance Program (includes dental and vision coverage)
Dallas	No employer contributions to supplemental dental or vision coverage
El Paso	Dental coverage offered with monthly employer contributions of \$14.60/\$38.78 (single/family); Vision coverage offered with monthly contributions of \$3.00 for single and family coverage
Fort Worth	No employer contributions to supplemental dental or vision coverage
Houston	No employer contributions to supplemental dental or vision coverage



## Supplemental Benefits Costs – Legal

- The **City of San Antonio** further contributes \$32.00 per month (\$384 annually) per uniformed police employee to the San Antonio Police Officer and Firefighters Prepaid Legal Plan and Trust for legal services
- **None** of the other surveyed cities reported additional employer contributions to a pre-paid legal services plan

Employer Legal Plan Contributions	
San Antonio	\$384 per year
Austin	\$0
Corpus Christi	\$0
Dallas	\$0
El Paso	\$0
Fort Worth	\$0
Houston	\$0



## Employer Supplemental Benefits Contributions

- The City of San Antonio’s combined contribution for vision, dental, and pre-paid legal coverage averages a total of \$112 per uniformed police employee per month – or \$1,348 per year
- As detailed in the table below, San Antonio’s annual contribution toward supplemental benefits exceeds the employer contributions made by the other large Texas cities surveyed

	Vision	Dental	Prepaid Legal	Other Supplemental Benefits	Total Annual Contribution
<b>San Antonio</b>	<b>\$964</b>		<b>\$384</b>	<b>\$0</b>	<b>\$1,348</b>
Austin	\$0	\$939	\$0	\$0	\$939
Corpus Christi*	\$708		\$0	\$0	\$708
Houston**	\$0	\$0	\$0	\$720	\$720
El Paso	\$36	\$407	\$0	\$0	\$443
Arlington	\$0	\$0	\$0	\$0	\$0
Dallas	\$0	\$0	\$0	\$0	\$0
Fort Worth	\$0	\$0	\$0	\$0	\$0

*Figures in table above assume the same distribution of dependent coverage (20% single/\$80% family) as City of San Antonio*

\* Corpus Christi makes per member contributions into a separate supplemental benefits fund

\*\* Houston contributes \$60 per month to the Texas Benefit Trust for each insured police officer, primarily for disability benefits



# Employer Pension Contributions

## Normal Cost

- San Antonio's employer portion of the normal cost for uniformed police pension contributions, net of employee contributions, totaled 10.6% of payroll as of January 1, 2025 (FY2025)
  - Normal cost represents the actuarial value of benefits accrued during a given year; excludes payments toward unfunded actuarial liabilities; a summary of major benefit provisions is included in the Appendix
  - Many Texas cities make statutory contributions that do not align directly with the actuarial costs shown below, and that may also account, in part, for payments to amortize unfunded liabilities
  - For comparative purposes, the analysis below looks at each City's employer cost for current service as actuarially determined
- The City of San Antonio's contribution toward the normal cost of pensions is the second highest as a percentage of payroll – 10.6% versus the survey group median of 8.8%
- Per police officer with 20 years of service, the City of San Antonio's FY2025 employer normal cost is \$11,369 relative to a survey group median of \$9,018

	Total Normal Cost (% of Payroll)	Employee Contribution	Net Employer Normal Cost	Employer Contribution for an Officer with 20 YOS	Valuation Date
<b>San Antonio</b>	<b>23.0%</b>	<b>12.3%</b>	<b>10.6%</b>	<b>\$11,369</b>	<b>1/1/2025</b>
Arlington	17.5%	7.0%	10.5%	\$12,547	12/31/2024
Austin	24.5%	15.0%	9.5%	\$11,149	12/31/2024
Corpus Christi	15.8%	7.0%	8.8%	\$9,018	12/31/2024
Dallas	20.8%	13.5%	7.3%	\$7,463	1/1/2024
El Paso	14.7%	18.0%	-3.3%	-\$3,379**	1/1/2024
Fort Worth*	15.4%	13.1%	4.3%	\$4,959	12/31/2024
Houston	24.7%	10.5%	14.2%	\$17,604	7/1/2025
<b>Median (excl. San Antonio)</b>	<b>17.5%</b>	<b>13.1%</b>	<b>8.8%</b>	<b>\$9,018</b>	<b>–</b>
<b>Variance</b>	<b>31.3%</b>	<b>-6.2%</b>	<b>20.5%</b>	<b>26.07%</b>	<b>–</b>
<b>San Antonio Rank</b>	<b>3 of 8</b>	<b>5 of 8</b>	<b>2 of 8</b>	<b>3 of 8</b>	<b>–</b>

\*Fort Worth employer normal cost rate refers to the entire workforce.

\*\*El Paso's employer pension cost is shown as negative because employee contribution rates exceed the actuarially determined total normal cost..



## Retiree Healthcare / Other Post-Employment Benefits (OPEB)

- For comparison of Other Post Employment Benefits (OPEB) – principally retiree health benefits – PFM compared OPEB normal costs expressed as a percentage of payroll as reported in each city's Annual Comprehensive Financial Report
- This approach captures the actuarial value of OPEB benefits accrued during a given year, excluding unfunded actuarial liabilities, thereby facilitating comparisons between jurisdictions that pre-fund OPEB benefits (San Antonio and Fort Worth) and those that do not (Austin, Dallas, El Paso, Corpus Christi, and Houston)
- Normal costs in each jurisdiction will vary according to multiple factors, including:
  - Retiree health plan offerings, cost-sharing, and plan design
  - Employee groups covered
  - Normal retirement eligibility, and
  - Actuarial assumptions and demographic composition of workforce
- Of note, pre-funding of OPEB costs – as San Antonio does – is considered a financial best practice, and those jurisdictions that do not pre-fund would be expected to pay more in the future – or may not have sufficient resources to pay the full value of the actuarially accrued benefit in the future, resulting in possible future benefit reductions
- The table on the following slide summarizes OPEB normal cost comparisons among the Texas cities surveyed, and additional detail on retiree healthcare funding is provided in the Appendix



## Employer OPEB Costs

### Normal Cost

- San Antonio's normal cost for OPEB benefits totaled 5.2% of payroll in FY2025, or approx. \$5,528 per police officer with 20 YOS
- San Antonio's normal cost at 20 YOS – represented as a percentage of payroll and \$ amount – was 241.1% and 257.0%, respectively, above the Texas city median

	Normal Retirement Eligibility	OPEB Normal Cost (% of Payroll)	Employer Normal Cost for Police Officer with 20 YOS	Employee Groups Covered
<b>San Antonio</b>	<b>20 YOS</b>	<b>5.2%</b>	<b>\$5,528</b>	<b>Police + Fire</b>
Arlington	20 YOS or Age 60 + 5 YOS	0.9%	\$1,100	All employees
Austin	Age 50 + 25 YOS or Age 62	10.5%	\$12,251	All employees
Corpus Christi	20 YOS or Age 60 + 5 YOS	0.3%	\$334	All employees
Dallas	Age 58 + 5 YOS	0.4%	\$380	All employees
El Paso	Age 45 + 20 YOS	1.5%	\$1,548	Police + Fire
Fort Worth	Age 65 + 5 YOS or Age 55 + 25 YOS	5.2%	\$5,964	All employees
Houston	Rule of 70	6.4%	\$7,882	All employees
<b>Median</b>	-	<b>1.5%</b>	<b>\$1,548</b>	-
<b>Variance</b>	-	<b>241.1%</b>	<b>257.0%</b>	-
<b>San Antonio Rank</b>	-	<b>4 of 8</b>	<b>4 of 8</b>	-

Source: City Annual Comprehensive Financial Reports, FY2024

Note - "Rule of 70 or 80" = age + service must equal 70 or 80, respectively, to be eligible for normal retirement



## Police Officer Compensation Comparisons

- The slides that follow provide total compensation comparisons for police officers at select career junctures and on a “career average” basis across the pay plans in effect as of September 30, 2025
- Entry pay excludes Academy pay for training where provided at a civilian cadet rate
- In addition to base pay, comparisons include pay premiums received by typical uniformed police employees:
  - Longevity
  - Clothing Allowance (for patrol, not plainclothes)
  - Certification Pay (assumptions for certification level aligned with years of service required for eligibility)
  - Education Pay (Bachelor’s degree assumed)
  - Other premiums, where applicable in other cities, identified as received by a typical patrol officer (e.g. Patrol Duty pay in Corpus Christi) – even if not provided by San Antonio
- In addition, the following benefit costs are to be included:
  - Active employee healthcare: annual Per Employee Per Year (PEPY) employer contributions toward premiums, as provided by the City's benefits consultant
  - Supplemental benefits: employer contributions (included with PEPY costs in subsequent charts)
  - Pension Normal Cost: employer share, net of employee contributions
  - OPEB Normal Cost: employer share, net of any employee contributions
- Variable and/or non-universal compensation, while commonly received above the pay categories shown is not included in these comparisons (i.e., overtime, holiday pay, assignment pay, leave buybacks)
- Individual experience will vary based on tenure, assignment, and other factors; the slides that follow provide representative, illustrative comparisons



# Rank & File Police Officer Compensation

Entry – effective 9/30/2025

<b>Police Officer Total Compensation - Entry</b> As of September 30, 2025	<b>Houston</b>	<b>El Paso*</b>	<b>Dallas</b>	<b>Fort Worth</b>	<b>Corpus Christi</b>	<b>Arlington</b>	<b>Austin</b>	<b>San Antonio</b>
Base	\$57,200	\$56,791	\$75,397	\$76,076	\$64,050	\$81,229	\$70,644	<b>\$62,916</b>
Longevity	\$0	\$0	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Shift Differential	\$0	\$1,704	\$3,770	\$2,282	\$1,350	\$4,874	\$3,600	<b>\$4,200</b>
Certification Pay	\$1,400	\$0	\$0	\$0	\$0	\$0	\$0	<b>\$600</b>
Education Pay	\$0	\$2,400	\$3,600	\$2,160	\$0	\$1,320	\$2,640	<b>\$3,780</b>
Holiday Pay	\$0	\$0	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>
Clothing Allowance	\$0	\$0	\$0	\$325	\$720	\$600	\$500	<b>\$2,240</b>
Other Pay	\$0	\$0	\$0	\$1,000	\$504	\$0	\$0	<b>\$0</b>
<b>Total Cash Compensation</b>	<b>\$58,600</b>	<b>\$60,895</b>	<b>\$82,767</b>	<b>\$81,843</b>	<b>\$66,624</b>	<b>\$88,023</b>	<b>\$77,384</b>	<b>\$73,736</b>

<b>Police Officer - Entry</b>								
Total Cash Compensation	\$58,600	\$60,895	\$82,767	\$81,843	\$66,624	\$88,023	\$77,384	<b>\$73,736</b>
Regional Labor Market Adjustment	1.070	0.872	1.068	1.068	0.914	1.068	1.037	<b>1.000</b>
Total Cash Compensation, Regionally Adjusted	\$54,772	\$69,865	\$77,503	\$76,638	\$72,885	\$82,425	\$74,630	<b>\$73,736</b>
Rank, Cash Comp (Regionally Adjusted)	8	7	2	3	6	1	4	<b>5</b>
Healthcare Cost	\$9,251	\$16,995	\$12,654	\$13,743	\$19,373	\$12,433	\$17,335	<b>\$23,917</b>
Normal Pension Cost	\$8,339	\$0	\$5,727	\$3,478	\$5,883	\$9,234	\$6,742	<b>\$7,607</b>
Normal OPEB Cost	\$3,734	\$898	\$292	\$4,183	\$218	\$810	\$7,408	<b>\$3,699</b>
Cash Comp + Major Benefit Costs	\$79,924	\$78,788	\$101,440	\$103,247	\$92,098	\$110,499	\$108,868	<b>\$108,959</b>
Overall Rank	7	8	5	4	6	1	3	<b>2</b>
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$76,095	\$87,758	\$96,176	\$98,042	\$98,359	\$104,901	\$106,115	<b>\$108,959</b>
<b>Overall Rank</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>

\*In El Paso, employee contribution rates exceed the actuarially determined normal cost, which would otherwise produce a negative employer normal cost. For purposes of comparative compensation analysis, employer pension cost is shown as zero.



# Rank & File Police Officer Compensation

At Twenty Years of Service – effective 9/30/2025

<b>Police Officer Total Compensation 20 Years As of September 30, 2025</b>	<b>Dallas</b>	<b>Fort Worth</b>	<b>Arlington</b>	<b>El Paso*</b>	<b>Corpus Christi</b>	<b>San Antonio</b>	<b>Houston</b>	<b>Austin</b>
Base	\$98,377	\$105,632	\$108,907	\$96,491	\$92,652	<b>\$85,704</b>	\$101,195	\$114,692
Longevity	\$960	\$960	\$2,247	\$1,200	\$3,600	<b>\$10,284</b>	\$1,040	\$2,140
Shift Differential	\$4,919	\$3,169	\$6,534	\$2,895	\$1,350	<b>\$4,200</b>	\$4,550	\$3,600
Certification Pay	\$7,200	\$2,880	\$0	\$2,000	\$1,800	<b>\$2,880</b>	\$8,282	\$0
Education Pay	\$3,600	\$2,160	\$1,320	\$2,400	\$1,500	<b>\$3,780</b>	\$3,640	\$2,640
Holiday Pay	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>	\$0	\$0
Clothing Allowance	\$0	\$325	\$600	\$0	\$720	<b>\$2,240</b>	\$2,002	\$500
Other Pay	\$1,800	\$1,000	\$0	\$0	\$504	<b>\$0</b>	\$3,000	\$0
<b>Total Cash Compensation</b>	<b>\$116,856</b>	<b>\$116,126</b>	<b>\$119,608</b>	<b>\$104,986</b>	<b>\$102,126</b>	<b>\$109,088</b>	<b>\$123,709</b>	<b>\$123,572</b>

<b>Police Officer - 20 Years</b>								
Total Cash Compensation	\$116,856	\$116,126	\$119,608	\$104,986	\$102,126	<b>\$109,088</b>	\$123,709	\$123,572
Regional Labor Market Adjustment	1.068	1.068	1.068	0.872	0.914	<b>1.000</b>	1.070	1.037
Total Cash Compensation, Regionally Adjusted	\$109,424	\$108,741	\$112,001	\$120,452	\$111,724	<b>\$109,088</b>	\$115,627	\$119,175
Rank, Cash Comp (Regionally Adjusted)	6	8	4	1	5	<b>7</b>	3	2
Healthcare Cost	\$12,654	\$13,743	\$12,433	\$16,995	\$19,373	<b>\$23,917</b>	\$9,251	\$17,335
Normal Pension Cost	\$7,463	\$4,959	\$12,547	\$0	\$9,018	<b>\$11,369</b>	\$17,604	\$11,149
Normal OPEB Cost	\$380	\$5,964	\$1,100	\$1,548	\$334	<b>\$5,528</b>	\$7,882	\$12,251
Cash Comp + Major Benefit Costs	\$137,353	\$140,792	\$145,688	\$123,529	\$130,851	<b>\$149,901</b>	\$158,446	\$164,307
Overall Rank	6	5	4	8	7	<b>3</b>	2	1
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$129,921	\$133,407	\$138,081	\$138,995	\$140,449	<b>\$149,901</b>	\$150,363	\$159,910
<b>Overall Rank</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>

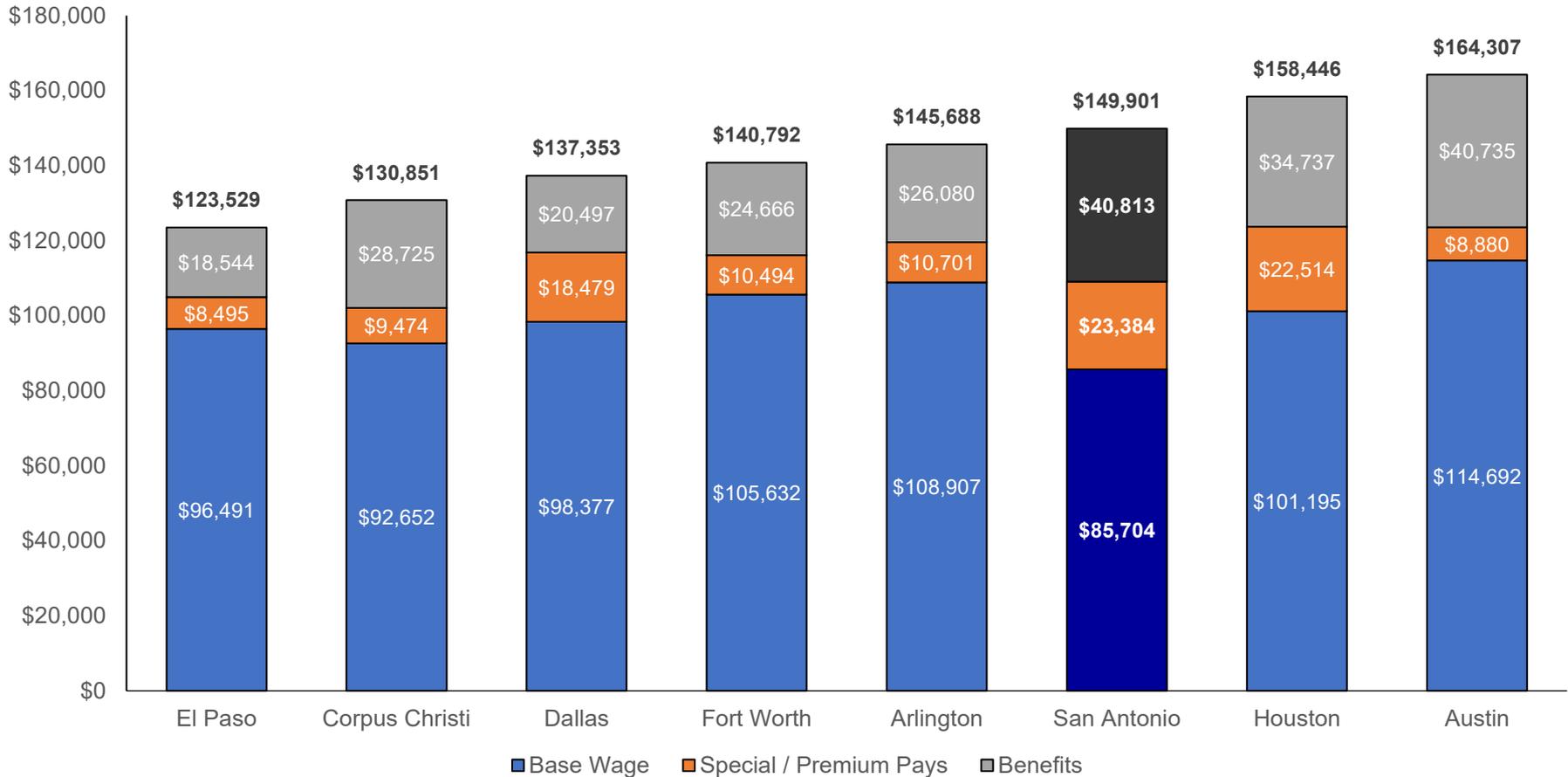
\*In El Paso, employee contribution rates exceed the actuarially determined normal cost, which would otherwise produce a negative employer normal cost. For purposes of comparative compensation analysis, employer pension cost is shown as zero rather than negative, as negative values do not represent a budgetary subsidy to the employer.



# Rank & File Police Officer Compensation

At Twenty Years of Service (as of September 30, 2025) - No Regional Adjustment

## Base Wage + Special / Premium Pays + Major Benefit Costs

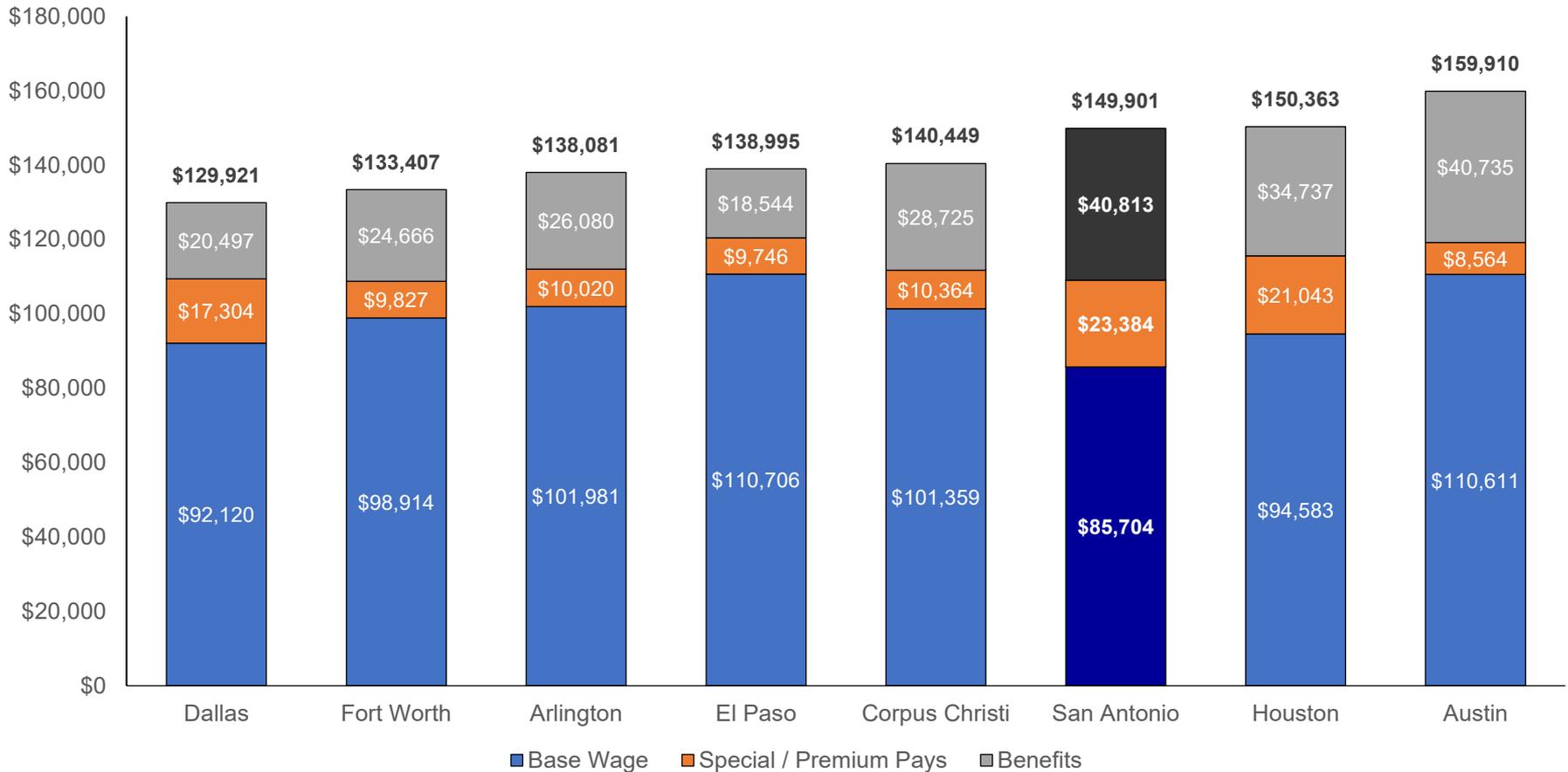




# Rank & File Police Officer Compensation

At Twenty Years of Service (as of September 30, 2025) - Cash Compensation Regionally Adjusted

## Base Wage + Special / Premium Pays + Major Benefit Costs





# Rank & File Police Officer Compensation

At Maximum (31 Years of Service) – effective 9/30/2025

<b>Police Officer Total Compensation - 31 Years</b> As of September 30, 2025	<b>Dallas</b>	<b>Fort Worth</b>	<b>Arlington</b>	<b>Corpus Christi</b>	<b>El Paso*</b>	<b>Houston</b>	<b>San Antonio</b>	<b>Austin</b>
Base	\$98,377	\$105,632	\$108,907	\$92,652	\$98,421	\$101,195	<b>\$85,704</b>	\$118,132
Longevity	\$1,200	\$1,200	\$2,808	\$4,500	\$1,500	\$1,300	<b>\$15,427</b>	\$2,675
Shift Differential	\$4,919	\$3,169	\$6,534	\$1,350	\$2,953	\$4,550	<b>\$4,200</b>	\$3,600
Certification Pay	\$7,200	\$2,880	\$0	\$1,800	\$2,000	\$8,282	<b>\$2,880</b>	\$0
Education Pay	\$3,600	\$2,160	\$1,320	\$1,500	\$2,400	\$3,640	<b>\$3,780</b>	\$2,640
Holiday Pay	\$0	\$0	\$0	\$0	\$0	\$0	<b>\$0</b>	\$0
Clothing Allowance	\$0	\$325	\$600	\$720	\$0	\$2,002	<b>\$2,240</b>	\$500
Other Pay	\$1,800	\$1,000	\$0	\$504	\$0	\$3,000	<b>\$0</b>	\$0
<b>Total Cash Compensation</b>	<b>\$117,096</b>	<b>\$116,366</b>	<b>\$120,170</b>	<b>\$103,026</b>	<b>\$107,273</b>	<b>\$123,969</b>	<b>\$114,231</b>	<b>\$127,547</b>

<b>Police Officer - 31 Years</b>	<b>Dallas</b>	<b>Fort Worth</b>	<b>Arlington</b>	<b>Corpus Christi</b>	<b>El Paso*</b>	<b>Houston</b>	<b>San Antonio</b>	<b>Austin</b>
Total Cash Compensation	\$117,096	\$116,366	\$120,170	\$103,026	\$107,273	\$123,969	<b>\$114,231</b>	\$127,547
Regional Labor Market Adjustment	1.068	1.068	1.068	0.914	0.872	1.070	<b>1.000</b>	1.037
Total Cash Compensation, Regionally Adjusted	\$109,649	\$108,965	\$112,527	\$112,708	\$123,076	\$115,870	<b>\$114,231</b>	\$123,008
Rank, Cash Comp (Regionally Adjusted)	7	8	6	5	1	3	<b>4</b>	2
Healthcare Cost	\$12,654	\$13,743	\$12,433	\$19,373	\$16,995	\$9,251	<b>\$23,917</b>	\$17,335
Normal Pension Cost	\$7,480	\$4,970	\$12,606	\$9,097	\$0	\$17,641	<b>\$11,916</b>	\$11,529
Normal OPEB Cost	\$381	\$5,976	\$1,105	\$337	\$1,582	\$7,899	<b>\$5,794</b>	\$12,668
Cash Comp + Major Benefit Costs	\$137,611	\$141,055	\$146,314	\$131,833	\$125,851	\$158,759	<b>\$155,857</b>	\$169,079
Overall Rank	6	5	4	7	8	2	<b>3</b>	1
Cash Comp (Regionally Adjusted) + Major Benefit Costs	\$130,164	\$133,654	\$138,671	\$141,516	\$141,654	\$150,660	<b>\$155,857</b>	\$164,540
<b>Overall Rank</b>	<b>8</b>	<b>7</b>	<b>6</b>	<b>5</b>	<b>4</b>	<b>3</b>	<b>2</b>	<b>1</b>

\*In El Paso, employee contribution rates exceed the actuarially determined normal cost, which would otherwise produce a negative employer normal cost. For purposes of comparative compensation analysis, employer pension cost is shown as zero.



# Rank & File Police Officer Compensation

*Five-Year Service Increments— effective 9/30/2025 – No Regional Adjustment*

	El Paso	Corpus Christi	Dallas	Fort Worth	Arlington	San Antonio	Houston	Austin
<b>Police Officer (Entry)</b>								
Annual Cash Compensation	\$60,895	\$66,624	\$82,767	\$81,843	\$88,023	<b>\$73,736</b>	\$58,600	\$77,384
Annual Cash Comp + Major Benefits Costs	\$78,788	\$92,098	\$101,440	\$103,247	\$110,499	<b>\$108,959</b>	\$79,924	\$108,868
<b>Police Officer (5 Years of Service)</b>								
Annual Cash Compensation	\$78,356	\$86,034	\$96,217	\$97,608	\$112,355	<b>\$95,348</b>	\$94,630	\$94,773
Annual Cash Comp + Major Benefits Costs	\$96,506	\$113,285	\$115,824	\$120,512	\$137,607	<b>\$133,988</b>	\$123,377	\$129,740
<b>Police Officer (10 Years of Service)</b>								
Annual Cash Compensation	\$94,143	\$95,934	\$116,376	\$107,545	\$112,917	<b>\$100,448</b>	\$107,839	\$107,986
Annual Cash Comp + Major Benefits Costs	\$112,526	\$124,092	\$136,837	\$131,395	\$138,233	<b>\$139,895</b>	\$139,307	\$145,600
<b>Police Officer (15 Years of Service)</b>								
Annual Cash Compensation	\$98,953	\$101,226	\$116,616	\$115,886	\$116,658	<b>\$104,686</b>	\$114,672	\$115,533
Annual Cash Comp + Major Benefits Costs	\$117,408	\$129,868	\$137,095	\$140,529	\$142,402	<b>\$144,803</b>	\$147,547	\$154,658
<b>Police Officer (20 Years of Service)</b>								
Annual Cash Compensation	\$104,986	\$102,126	\$116,856	\$116,126	\$119,608	<b>\$109,088</b>	\$123,709	\$123,572
Annual Cash Comp + Major Benefits Costs	\$123,529	\$130,851	\$137,353	\$140,792	\$145,688	<b>\$149,901</b>	\$158,446	\$164,307
<b>Police Officer (25 Years of Service)</b>								
Annual Cash Compensation	\$107,273	\$103,026	\$117,096	\$116,366	\$120,170	<b>\$111,660</b>	\$123,969	\$127,547
Annual Cash Comp + Major Benefits Costs	\$125,851	\$131,833	\$137,611	\$141,055	\$146,314	<b>\$152,879</b>	\$158,759	\$169,079
<b>Police Officer (Maximum)</b>								
Annual Cash Compensation	\$107,273	\$103,026	\$117,096	\$116,366	\$120,170	<b>\$114,231</b>	\$123,969	\$127,547
Annual Cash Comp + Major Benefits Costs	\$125,851	\$131,833	\$137,611	\$141,055	\$146,314	<b>\$155,857</b>	\$158,759	\$169,079



# Rank & File Police Officer Compensation

Five-Year Service Increments— effective 9/30/2025 - Regionally Adjusted Cash Compensation

	Dallas	Fort Worth	Arlington	Corpus Christi	El Paso	Houston	San Antonio	Austin
<b>Police Officer (Entry)</b>								
Annual Cash Compensation	\$77,503	\$76,638	\$82,425	\$72,885	\$69,865	\$54,772	<b>\$73,736</b>	\$74,630
Annual Cash Comp + Major Benefits Costs	\$96,176	\$98,042	\$104,901	\$98,359	\$87,758	\$76,095	<b>\$108,959</b>	\$106,115
<b>Police Officer (5 Years of Service)</b>								
Annual Cash Compensation	\$90,098	\$91,400	\$105,209	\$94,119	\$89,898	\$88,448	<b>\$95,348</b>	\$91,401
Annual Cash Comp + Major Benefits Costs	\$109,705	\$114,304	\$130,462	\$121,371	\$108,049	\$117,194	<b>\$133,988</b>	\$126,368
<b>Police Officer (10 Years of Service)</b>								
Annual Cash Compensation	\$108,975	\$100,705	\$105,735	\$104,950	\$108,011	\$100,794	<b>\$100,448</b>	\$104,143
Annual Cash Comp + Major Benefits Costs	\$129,435	\$124,555	\$131,052	\$133,108	\$126,395	\$132,261	<b>\$139,895</b>	\$141,757
<b>Police Officer (15 Years of Service)</b>								
Annual Cash Compensation	\$109,199	\$108,516	\$109,239	\$110,739	\$113,531	\$107,180	<b>\$104,686</b>	\$111,422
Annual Cash Comp + Major Benefits Costs	\$129,678	\$133,159	\$134,982	\$139,382	\$131,985	\$140,055	<b>\$144,803</b>	\$150,547
<b>Police Officer (20 Years of Service)</b>								
Annual Cash Compensation	\$109,424	\$108,741	\$112,001	\$111,724	\$120,452	\$115,627	<b>\$109,088</b>	\$119,175
Annual Cash Comp + Major Benefits Costs	\$129,921	\$133,407	\$138,081	\$140,449	\$138,995	\$150,363	<b>\$149,901</b>	\$159,910
<b>Police Officer (25 Years of Service)</b>								
Annual Cash Compensation	\$109,649	\$108,965	\$112,527	\$112,708	\$123,076	\$115,870	<b>\$111,660</b>	\$123,008
Annual Cash Comp + Major Benefits Costs	\$130,164	\$133,654	\$138,671	\$141,516	\$141,654	\$150,660	<b>\$152,879</b>	\$164,540
<b>Police Officer (Maximum)</b>								
Annual Cash Compensation	\$109,649	\$108,965	\$112,527	\$112,708	\$123,076	\$115,870	<b>\$114,231</b>	\$123,008
Annual Cash Comp + Major Benefits Costs	\$130,164	\$133,654	\$138,671	\$141,516	\$141,654	\$150,660	<b>\$155,857</b>	\$164,540



## Police Officer Compensation Comparisons

### Career Average – effective 9/30/2025

- The table below compares “career averages” over the first 20 years of the pay progression (service retirement eligibility) and the first 31 years (maximum for San Antonio), inclusive of benefits
- Career average pay simply represents a mathematical averaging of current compensation levels for each year of service, as a way to normalize for different step differentials and time required to reach top step when comparing pay plans comprehensively. Actual individual averages would vary from this calculation due to across-the-board wage adjustments over the years of service, any promotions, changes in supplemental and premium pay, and other individual circumstances

	20-Year Career Average Unadjusted	31-Year Career Average Unadjusted	20-Year Career Average Regionally Adjusted	31-Year Career Average Regionally Adjusted
<b>San Antonio</b>	<b>\$135,358</b>	<b>\$141,262</b>	<b>\$135,358</b>	<b>\$141,262</b>
Arlington	\$134,923	\$138,905	\$127,931	\$131,685
Austin	\$142,219	\$151,288	\$138,476	\$147,277
Corpus Christi	\$118,261	\$122,982	\$126,775	\$131,902
Dallas	\$126,906	\$130,680	\$120,107	\$123,653
El Paso	\$105,928	\$112,903	\$118,839	\$126,826
Fort Worth	\$127,820	\$132,491	\$121,188	\$125,587
Houston	\$134,302	\$142,950	\$127,527	\$135,707
<b>Median</b>	<b>\$127,820</b>	<b>\$132,491</b>	<b>\$126,775</b>	<b>\$131,685</b>
<b>Variance (%)</b>	<b>5.9%</b>	<b>6.6%</b>	<b>6.8%</b>	<b>7.3%</b>
<b>San Antonio Rank</b>	<b>2 of 8</b>	<b>3 of 8</b>	<b>2 of 8</b>	<b>2 of 8</b>



# Police Compensation Comparisons: Supervisory Ranks

*Twenty Years of Service – effective 9/30/2025*

	Arlington	Corpus Christi	El Paso	Dallas	San Antonio	Fort Worth	Houston	Austin
<b>Detective Investigator (20 Years of Service)</b>								
Cash Compensation + Major Benefits Cost (Unadjusted)	\$146,357	\$130,851	\$120,150	\$145,340	<b>\$157,345</b>	\$152,808	\$157,481	\$176,697
Overall Rank (Unadjusted)	5	7	8	6	<b>3</b>	4	2	1
Cash Compensation + Major Benefits Cost (Regionally Adjusted)	\$138,712	\$140,449	\$135,616	\$137,444	<b>\$157,345</b>	\$144,725	\$149,451	\$171,932
Overall Rank (Regionally Adjusted)	6	5	8	7	<b>2</b>	4	3	1
<b>Sergeant (20 Years of Service)</b>								
Cash Compensation + Major Benefits Cost (Unadjusted)	\$167,310	No Match	\$134,865	\$157,347	<b>\$163,353</b>	\$165,820	\$177,093	\$190,201
Overall Rank (Unadjusted)	3	8	7	6	<b>5</b>	4	2	1
Cash Compensation + Major Benefits Cost (Regionally Adjusted)	\$158,469	No Match	\$152,538	\$148,742	<b>\$163,353</b>	\$156,982	\$168,000	\$185,036
Overall Rank (Regionally Adjusted)	4	8	6	7	<b>3</b>	5	2	1
<b>Lieutenant (20 Years of Service)</b>								
Cash Compensation + Major Benefits Cost (Unadjusted)	\$184,657	\$147,015	\$149,427	\$170,602	<b>\$178,327</b>	\$180,235	\$194,082	\$211,135
Overall Rank (Unadjusted)	3	8	7	6	<b>5</b>	4	2	1
Cash Compensation + Major Benefits Cost (Regionally Adjusted)	\$174,826	\$158,004	\$169,285	\$161,213	<b>\$178,327</b>	\$170,559	\$184,069	\$205,371
Overall Rank (Regionally Adjusted)	4	8	6	7	<b>3</b>	5	2	1
<b>Captain (20 Years of Service)</b>								
Cash Compensation + Major Benefits Cost (Unadjusted)	No Match	\$156,184	\$168,056	\$185,241	<b>\$195,783</b>	\$196,111	\$222,534	\$240,534
Overall Rank (Unadjusted)	8	7	6	5	<b>4</b>	3	2	1
Cash Compensation + Major Benefits Cost (Regionally Adjusted)	No Match	\$167,963	\$190,707	\$174,987	<b>\$195,783</b>	\$185,513	\$210,979	\$233,898
Overall Rank (Regionally Adjusted)	8	7	4	6	<b>3</b>	5	2	1



# Compensation Summary

## San Antonio Ranking Among Large Texas Cities Surveyed

	Rank
<b>Bond Rating (S&amp;P)</b>	<b>1 of 8 (tied)</b>
<b>Population (2024)</b>	<b>2 of 8</b>
<b>Economic Factors</b>	
<i>Median Household Income (2024)</i>	<b>6 of 8</b>
<i>Median Home Value (2024)</i>	<b>6 of 8</b>
<i>Per Capita Income (2024)</i>	<b>6 of 8</b>
<i>Median Monthly Owner Costs (2024)</i>	<b>7 of 8</b>
<i>Federal Area Pay Index (General Labor Market)</i>	<b>6 of 8</b>
<b>Police Officer Cash Compensation + Major Benefits Costs (Unadjusted)</b>	
<i>Entry</i>	<b>2 of 8</b>
<i>5 YOS</i>	<b>2 of 8</b>
<i>15 YOS</i>	<b>3 of 8</b>
<i>20-Year Career Average</i>	<b>2 of 8</b>
<i>31-Year Career Average</i>	<b>3 of 8</b>
<b>Police Officer Cash Compensation + Major Benefits Costs (Regionally Adjusted)</b>	
<i>Entry</i>	<b>1 of 8</b>
<i>5 YOS</i>	<b>1 of 8</b>
<i>15 YOS</i>	<b>2 of 8</b>
<i>20-Year Career Average</i>	<b>2 of 8</b>
<i>31-Year Career Average</i>	<b>2 of 8</b>



# Trends



## Consumer Prices

- While the Consumer Price Index (CPI) spiked during the pandemic, mainstream economic forecasters anticipate that these inflationary pressures will continue to abate over the course of 2025 and to remain moderate thereafter
- Over the next five years, the long-term average is projected to be **2.5%**

<b>Survey of Professional Forecasters 2025 Q4 CPI Projections %</b>			
<b>CY2025</b>	<b>CY2026</b>	<b>CY2027</b>	<b>CY2025-2029 (Average)</b>
2.9%	2.8%	2.5%	2.5%

Source: Federal Reserve Bank of Philadelphia, Survey of Professional Forecasters, 4<sup>th</sup> Quarter 2025, released November 17, 2025



## Texas Police Wage Trends

	Date of Settlement	FY2025	FY2026	FY2027	FY2028	FY2029	FY2030
San Antonio	2022	4.0%	4.0%	TBD			
Arlington	N/A	4.0%	3.0%	TBD			
Austin	2024	8.0%	6.0%	5.0%	5.0%	4.0%	TBD
Corpus Christi	2023	3.0%	3.0%	4.0%	TBD		
Dallas	2022	7.2%	TBD				
El Paso*	2023	2.5%	2.5%	2.5%	TBD		
Fort Worth**	2024	9%**	3.0%	3.0%	3.0%	TBD	
Houston***	2025	3.5%	10.0%	8.0%	6.0%	6.0%	6.5%

Notes:

\*El Paso:

- In FY2027, Level One and Level Two steps receive 5.8% and 5.0% increases

\*\*Fort Worth:

- FY2025: 9% represents an average of different increases to steps across the pay scale.

- FY2026: Steps 9 and 10 received a 4% increase.

- FY2027/FY2028: Steps 9 and 10 receive a 5% increase.

\*\*\*Houston: Wage increases are shown in the fiscal year in which they are effective for the City. Houston's July 1 increases are therefore reported in the corresponding Houston fiscal year, with FY 2025 increases effective July 1, 2025, FY 2026 increases effective July 1, 2026, and so forth.



# Pensions

## Historic Increases to Employee Pension Contributions Police Pension Systems

	2017	2018	2019	2020	2021	2022	2023
<b>Austin</b>			-			13.0% to 15.0% (1/2022)	-
<b>Corpus Christi</b>	-		6.0% to 7.0% (1/2019)		-		
<b>Dallas</b>	8.50% to 13.50% (9/2017)			-			
<b>El Paso</b>	-	13.89% to 14.712% (9/2018)	14.712% to 15.534% (9/2019)	15.534% to 16.356% (9/2020)	16.356% to 17.178% (9/2021)	17.178% to 18.00% (9/2022)	-
<b>Fort Worth</b>	-		8.73% to 10.53% (7/2019)	10.53% to 12.53% (1/2020)	12.53% to 13.13% (1/2021)	13.13% to 13.93% (1/2022)	13.93% to 14.73% (1/2023)
<b>San Antonio</b>		-			10.93% to 12.32% (1/2021)		-

Note: Houston also increased employee contributions for all members, effective 7/1/2016, to 10.5% from prior rates of 9.0% to 10.25%, depending on date of hire



# Appendix



# San Antonio

Police Officer – effective 9/30/2025

Year of Service	Base Pay	Longevity	Shift Differential	Cert. Pay	Education Pay	Clothing Allowance	Other Pay	Health*	Pension	OPEB	Total
Year 1	\$62,916	\$0	\$4,200	\$600	\$3,780	\$2,240	\$0	\$23,917	\$7,607	\$3,699	\$108,959
Year 2	\$75,696	\$96	\$4,200	\$600	\$3,780	\$2,240	\$0	\$23,917	\$8,977	\$4,365	\$123,871
Year 3	\$75,696	\$192	\$4,200	\$600	\$3,780	\$2,240	\$0	\$23,917	\$8,987	\$4,370	\$123,982
Year 4	\$75,696	\$288	\$4,200	\$1,920	\$3,780	\$2,240	\$0	\$23,917	\$9,138	\$4,443	\$125,622
Year 5	\$75,696	\$384	\$4,200	\$1,920	\$3,780	\$2,240	\$0	\$23,917	\$9,148	\$4,448	\$125,733
Year 6	\$80,784	\$2,424	\$4,200	\$1,920	\$3,780	\$2,240	\$0	\$23,917	\$9,907	\$4,817	\$133,988
Year 7	\$80,784	\$2,520	\$4,200	\$2,400	\$3,780	\$2,240	\$0	\$23,917	\$9,968	\$4,847	\$134,655
Year 8	\$80,784	\$2,616	\$4,200	\$2,400	\$3,780	\$2,240	\$0	\$23,917	\$9,978	\$4,852	\$134,766
Year 9	\$80,784	\$2,712	\$4,200	\$2,400	\$3,780	\$2,240	\$0	\$23,917	\$9,988	\$4,856	\$134,877
Year 10	\$80,784	\$2,808	\$4,200	\$2,400	\$3,780	\$2,240	\$0	\$23,917	\$9,999	\$4,861	\$134,988
Year 11	\$82,404	\$4,944	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,449	\$5,081	\$139,895
Year 12	\$82,404	\$5,040	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,460	\$5,086	\$140,006
Year 13	\$82,404	\$5,136	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,470	\$5,091	\$140,117
Year 14	\$82,404	\$5,232	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,480	\$5,096	\$140,228
Year 15	\$82,404	\$5,328	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,490	\$5,101	\$140,340
Year 16	\$84,024	\$7,562	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,900	\$5,300	\$144,803
Year 17	\$84,024	\$7,658	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,910	\$5,305	\$144,914
Year 18	\$84,024	\$7,754	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,921	\$5,310	\$145,025
Year 19	\$84,024	\$7,850	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,931	\$5,315	\$145,136
Year 20	\$84,024	\$7,946	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$10,941	\$5,320	\$145,248
Year 21	\$85,704	\$10,284	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,369	\$5,528	\$149,901
Year 22	\$85,704	\$10,380	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,379	\$5,533	\$150,013
Year 23	\$85,704	\$10,476	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,389	\$5,538	\$150,124
Year 24	\$85,704	\$10,572	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,399	\$5,543	\$150,235
Year 25	\$85,704	\$10,668	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,410	\$5,547	\$150,346
Year 26	\$85,704	\$12,856	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,642	\$5,661	\$152,879
Year 27	\$85,704	\$12,952	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,652	\$5,666	\$152,990
Year 28	\$85,704	\$13,048	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,663	\$5,671	\$153,101
Year 29	\$85,704	\$13,144	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,673	\$5,676	\$153,213
Year 30	\$85,704	\$13,240	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,683	\$5,681	\$153,324
Year 31	\$85,704	\$15,427	\$4,200	\$2,880	\$3,780	\$2,240	\$0	\$23,917	\$11,916	\$5,794	\$155,857

\* Column for health costs includes supplemental benefits.



## Texas Pension Reform Trends

- Other large Texas cities have also enacted pension reforms to address cost and funding pressures in recent years, both increasing employee contributions and restructuring benefits:
  - **Austin** advanced legislation approved by the State in 2021 that increased police employee contributions for all members (from 13.0% to 15.0% effective January 2022). Along with increased funding, the plan established a new tier for members hired after 1/1/2022 with a lower multiplier, a longer period for calculating average final compensation, and an increased age and year of service requirements for retirement eligibility. For its firefighters, the City also recently introduced a new pension tier for post 1/1/2026 hires that lowers the pension multiplier from 3.3% to 3.0% and increases the AFC period from 36 months to 60 months
  - **Dallas** changes included: increased police and fire employee contributions (from 8.5% to 13.5%) for all actives, and new civilian and police/fire tiers that included higher City contributions, increased normal retirement age/service requirements, benefit multiplier reductions, and other plan design adjustments. The civilian changes applied to post-1/1/2017 hires, while police and fire changes impacted both post 3/1/2011 hires and benefits earned for future service after 9/1/2017 for members hired earlier. As of October 2025, a plan to introduce a COLA to retirees is moving through the Dallas court system.
  - **El Paso** adopted a series of increases to employee contributions over five years, from 13.89% (FY2018) to 18.0% (FY2023)
  - **Fort Worth** also increased employee and City contributions for all members and modified some plan provisions with varying impacts on new hires and active eligible employees
  - **Houston** increased employee contributions for all members and added a new funding corridor provision for higher City contributions, while adopting benefit adjustments varying by plan (e.g., age and service eligibility, multiplier structure, exclusion of overtime from final compensation used to determine benefits). In some cases, changes applied to new hires only, while other adjustments applied to all members
- Employee contribution changes are summarized on the following slide, and additional detail regarding specific changes may be found later in the Appendices



# Police: Pension Benefits (Current Tier)

Eligibility		Benefit Formula	AFC	Pensionable Compensation	Vesting	COLA
Arlington	Age 60 with 5 YOS or 20 YOS	TMRS Hybrid: City 2-1 match of employee 7% contributions converted to annuity	N/A	Gross earnings	5 YOS	50% of increase in CPI
Austin*	Age 62 or Age 50 and 25 YOS	2.5% x AFC x YOS	Highest 60 months	Base, longevity	10 YOS	None
Corpus Christi	Age 60 with 5 YOS or 20 YOS	TMRS Hybrid: City 2-1 match of employee 7% contributions converted to annuity	N/A	Gross earnings	5 YOS	30% of increase in CPI
Dallas	Age 58 with 5 YOS or 20 YOS	2.5% x AFC x YOS 20 and Out Retirement: 2.4% x AFC x YOS (age 57); 2.3% x AFC x YOS (age 56); 2.2% x AFC x YOS (age 55); 2.1% x AFC x YOS (age 54); 2.0% x AFC (age 53 and younger); With 20 YOS and age 55, receive supplemental benefit of 3% of total monthly pension, minimum \$75/month (now frozen; none for post-2017 hires)	Highest 60 months	Base pay, longevity, education pay	5 YOS	Set by pension board on recommendation of actuary; maximum of 4%; now contingent on reaching financial benchmarks including 70% funded ratio
El Paso	Age 45 with 20 YOS	2.5% x AFC x YOS	Highest 36 months	Base, Longevity, Overtime, Incentive Pay (education, cert pay)	10 YOS	1.5% COLA (begins at earlier of age 60 or 5 years after July 1, 2027)
Fort Worth	Age + YOS ≥ 80 (minimum age 55) Age 65 with 5 YOS Any age with 25 YOS	2.5% x AFC x YOS	Highest 60 months	Base pay, acting pay, longevity, education incentive, assignment pay, holiday, safety award, shift differential and certification pay, worker's comp	5 YOS	None
Houston	Age + YOS > 70 or 20 YOS	2.25% x AFC x YOS (1-20) + 2.0% x AFC x YOS (21+); Extra monthly benefit of \$150/month, payable for life.	Highest 36 months	Base pay, longevity, certification pay, hazardous duty pay, education pay, clothing allowance, shift differentials	10 YOS	COLAs suspended 7/1/2017 - 7/1/2020 for those not over age 70 or receiving a line of duty-connected survivor benefit. After 7/1/2020, COLA will after age 55 equal to 100% of five-year average investment return minus 5%, with a minimum of 0% and a maximum of 4%.
San Antonio	Any age with 20 YOS	2.25% x AFC x YOS (1-20) + 5.0% x AFC x YOS (21-27) + 2.0% x AFC x YOS (28-30) + 0.5% x AFC x YOS (31+)	Highest 36 months in last five years	Base, Longevity, Certification Pay, Education Pay, Shift Differential, Language Skill, High Class Pay	20 YOS	75% of increase in CPI

\* Analysis reflects new benefit tier for officers hired after 1/1/2022



## Police: Pension Funding

	Total Employer Contribution*	Employee Contribution**	Actuarial or Statutory	Discount Rate
Arlington	11.7%	7.0%	Actuarial	6.75%
Austin	37.7%	15.0%	Actuarial (with corridor)	7.25%
Corpus Christi	16.0%	7.0%	Actuarial	6.75%
Dallas	53.5%	13.5%	Statutory	6.50%
El Paso	18.2% (18% + an additional amount as a percentage of total wages of members hired above age 29)	18.0%	Statutory	7.75%
Fort Worth	25.0%	13.1%	Statutory	7.00%
Houston	27.1% (corridor minimum)	10.5%	Actuarial (with corridor)	7.00%
San Antonio	24.6%	12.3%	Statutory	7.25%

\*ER contribution from last available AVR

\*\*Employee contributions show current tier



# Texas City Pension Reforms

## Austin

### Police (as of January 2022)

- Employee contributions increased from 13.0% to 15.0%
- City contribution will consist of two components:
  - City Contribution Amount: Fixed City payment plan created to eliminate the legacy unfunded liability over a 30-year period
  - City Contribution Rate: Actuarially determined contribution based on plan costs and the fixed payment plan for the unfunded liability. A corridor was established to keep the rate within a certain range
- New 2022 tier for members hired on or after January 1, 2022
  - Normal retirement and service retirement requirements change from the earlier of age 62, age 55 and 20 years of service, or 23 years of service (regardless of age) to age 62 or age 50 and 25 years of service
  - Average final compensation changed from the highest 36 months over the last 120 months of service to the highest 60 months over the last 120 months of service
  - Benefit reduced from 3.20% of average final compensation to 2.50% of average final compensation

### Fire

- The City recently enacted changes to its firefighter pension system, including the creation of a new pension tier for post 1/1/2026 hires (Tier B) that includes:
  - A lower multiplier (3.00% down from 3.30%)
  - Average final compensation changed from the highest 36 months to the highest 60 months



# Texas City Pension Reforms

## Austin

### General

- 2023 legislation restructured contribution and funding policy to improve long-term solvency; no changes to benefit formulas\*

## Dallas

### General

- New 2017 tier reduces multiplier (2.75% to 2.5%), increases normal retirement (from age 60 to age 65 with 5 years of service) and service retirement requirements (from 30 years to 40 years); Rule of 78 increased to Rule of 80 reduced before age 65
- Final average pay increased from 36 months to 60 months, maximum COLA reduced from 5% to 3%, joint and half benefit now reduced;

### Police and Fire

- Normal retirement age increased from 55 to 58
- Benefit multiplier reduced for 20 & Out, restructured for normal retirement
- Maximum benefit reduced (96% to 90%) and AFC period extended for future service (36 months to 60 months)
- COLA made contingent on 70% funding and other financial benchmarks
- Supplemental benefit frozen, eliminated prospectively
- DROP restructured to reduce interest
- Employee contributions increased from 8.5% to 13.5%
- City contributions increased, including various floors and actuarial requirements

\*Senate Bill 1444 (effective September 1, 2023, with contribution provisions beginning January 1, 2024) revised COAERS funding policy by establishing a 30-year closed amortization period for the unfunded liability, increasing employee contributions, and allowing a more flexible actuarially determined employer contribution rate.



# Texas City Pension Reforms

## El Paso (Police and Fire):

- Employee contributions increasing over five years from 13.89% (FY2018) to 18% (FY2023)
- Back DROP replaced by a Forward DROP
- Second tier retirement eligibility provisions improved for employees to match base plan (from age 50 and 25 years of service to 45 and 20)

## Fort Worth:

- Employee contributions increased
  - General: 8.25% to 9.35%, plus an additional 0.70% surcharge for a period of years equal to the number of service years an employee earned in the legacy benefit tier
  - Police: 8.73% to 10.53% (2019) to 12.53% (2020) to 13.13% (2021) to 13.93% (2022) to 14.73% (2023)
  - Fire: 8.25% to 10.05% (2019) to 12.05% (2020) to 12.85 (2022) to 13.65 (2023)
- City contributions increased 4.5% in 2019 (from 19.74% to 24.24% General & Fire; 20.46 to 24.96 for Police), by another 1.2% for each plan in 2022, and increased by a further 1.2% for each plan in 2023
- Risk-sharing features implemented to align contributions with the actuarially determined contribution to amortize unfunded liability by 2048, resulting in the 2022 and 2023 increases shown above for both members and the City.
- COLA eliminated for service after 2019; converted to variable structure based on Fund performance for active eligible; retained for those already retired or in DROP
- Future earned unused sick and major medical leave can no longer be converted to service credit

*Note: Fort Worth's most recent adjustments as outlined above build on a series of prior funding increases (since 2007) and benefit changes (since 2011). Beginning in 2012, a number of these benefit reductions have applied to future accrued service for incumbent employees, not only to benefits for future hires*



# Texas City Pension Reforms

## Houston

### ▪ Civilian

- Employee contributions increased by 3.0% to 4.0%, depending on tier
- City contributions increased up to the cost corridor amount (FY2018 contributions approx. 6.5% to 8% higher than FY2014, depending on the plan)
- COLA restructured to tie to 5-year investment performance, capped at 2.0%
- Survivorship benefit reduced from 100% to 80%; DROP interest reduced

### ▪ Police

- Eligibility changed from Age 55 with 10 years to Rule of 70
- New 20 YOS retirement as of September 2025
- Employee contributions increased to 10.5% (previously 9.0% or 10.25%, depending on tier)
- DROP restructured; COLA restructured with lower cap tied to performance; three-year COLA freeze for members under age 70

### ▪ Fire

- Retirement eligibility changed from 20 and Out to Rule of 70 for new members
- Overtime excluded from final average compensation
- Multiplier restructured, and reduced for new members (from 2.5% for 20 years + 3.0% for next 10 years to 2.25% for 20 years, 2.0% thereafter)
- Employee contributions increased from 9.0% to 10.5%
- DROP restructured, eliminated for new members



# Texas City Pension Reforms

## Houston Cost Corridor

- State law SB2190 also established a permissible range of employer contribution rates or “cost corridor” for all three City of Houston pension plans
- The corridor is defined as:
  - The target (midpoint) municipal contribution rate +/- 5%
  - Target municipal contribution rate = The UAL amortization of the 6/30/16 liability on a closed 30-year basis, based on a (reduced) 7% investment return + Expected normal cost + Expected administrative expenses
  - Any changes in normal cost in future valuations will change the estimated municipal contribution rate
  - Future actuarial gains and losses or asset/liability “layers” will be amortized over closed 30-year periods and will change the estimated municipal contribution rate
- If the estimated contribution rate exceeds the corridor rate:
  - The City and pension board are directed to agree to increase member contributions and *“make other benefit or plan changes not otherwise prohibited by applicable federal law or regulations”*
  - If written agreement is not reached 60 days before the start of the fiscal year, the board shall increase member contributions, reduce COLAs, increase the normal retirement age, or a combination of the above
- If the estimated contribution rate is lower than the corridor minimum, then actuarial and funding conditions will be modified to further de-risk the plans, but also previous benefit reductions may be restored and eventually enhanced

Note: Houston also agreed to issue \$1 billion of pension obligation bonds to improve the funded condition of pension plans and remedy past underfunding to gain employee support for benefit modifications (\$750 million Police; \$250 million Municipal). The state law enacting pension plan changes and the cost corridor required that the POBs be approved by the voters. Following a successful ballot measure, Houston issued the POBs on December 20, 2017. While the rating agencies generally view POBs as credit neutral at best, Moody's described the Houston issuance as “credit positive because it allows the retirement benefit reforms the State authorized in May to take effect” (Moody's, November 16, 2017). Previously, the City of Dallas also issued \$535 million in POBs after a public ballot in 2004, with just under half of principal currently outstanding



## Retiree Health Benefits

	Retiree Healthcare Benefit Approach
Arlington	City provides a fixed dollar subsidy of \$400 to \$600 per month pre-65 and \$150 to \$250 age 65+, depending on years of service (no subsidy if <10 years served). Additional dependent subsidy is provided for pre-2008 retirees only
Austin	City provides a maximum subsidy of 80% of premium for single coverage, 50% for dependent coverage, and 70% (75% if pre-Medicare) for surviving spouses. Maximum subsidy requires 20 years of service at retirement, reduced with fewer years of service.
Corpus Christi	Retirees contribute 100% of the blended cost of healthcare coverage (implicit subsidy)
Dallas	Post-1/1/2010 hires contribute 100% of the blended cost of healthcare coverage (implicit subsidy); for earlier hires, the City subsidy for retirees is approximately 50% pre-Medicare (dependents are not subsidized)
El Paso	Retirees contribute about 30% of the cost of retiree healthcare coverage as of FY2026 at the lowest plan, with higher rates for dependents.
Fort Worth	Post-1/1/2009 hires contribute 100% of the blended cost of healthcare coverage (implicit subsidy); for earlier hires, retirees with 25 or more years of service or those hired before 10/1988 receive one plan option with no retiree premium contribution (may buy up for other plans); for hires between 1988 and 2009 with <25 years, City determines the subsidy (which is lower).
Houston	Retiree contributions vary by coverage level, plan selection, and smoker status. For non-smokers, pre-Medicare retirees contribute 25% of the cost for single coverage as of FY2026, with higher percentages for dependents. Smokers pay a \$37.50 surcharge. Medicare cost-sharing levels are similar.
<b>San Antonio</b>	Police and fire retirees receive lifetime medical coverage for themselves and their spouses through the Fire and Police Retiree Health Care Fund. Members contribute a statutorily determined monthly amount (\$477.75 as of 2023) until they reach 30 years of service or become Medicare-eligible. For civilians, subsidies increase substantially once retirees become Medicare-eligible, with the amount varying by hire date and years of service. Pre-2007 hires and longer-tenured employees receive higher subsidies.

Source: City financial reports, benefit books



## Retiree Health Benefits: Funding

	Retiree Healthcare Funding Approach
Arlington	No prefunding or trust. All pay-as-you-go
Austin	No prefunding or trust. All pay-as-you-go
Corpus Christi	No prefunding or trust. Implicit subsidy only
Dallas	No prefunding or trust. All pay-as-you-go
El Paso	No prefunding or trust. All pay-as-you-go
Fort Worth	Has an OPEB trust
Houston	No prefunding or trust. All pay-as-you-go
San Antonio	Prefunded for public safety through the Fire and Police Retiree Health Fund

Source: City CAFRs



## Vacation Leave / Holiday Compensation

	Vacation Leave Accrual (Annual)	Holidays	Holiday Compensation Structure
San Antonio	<p>0 to 10 YOS: 126 hours            11 to 15 YOS: 166 hours            16+ YOS: 206 hours</p> <p>+ 32 hours of additional bonus leave/year            (8 hours per quarter of "perfect attendance")</p>	13 Holidays (7 Premium)	<p>Regular Holiday: 8 hours of accrued leave (not as pay)</p> <p>Premium Holiday (worked): Regular pay rate (inclusive of premium pay and longevity) x 20 hours, hours can be split into pay and comp time</p>
Arlington	<p>0 to 9 YOS: 120 hours            10 YOS: 128 hours            11 YOS: 136 hours            12 YOS: 144 hours            13 YOS: 152 hours            14+ YOS: 160 hours</p>	12 Holidays	8 hours of accrued paid leave or 2X regular pay for hours worked
Austin	150 hours per year	12 Holidays	8 hours of accrued leave per holiday (1.5x for Christmas Day and Thanksgiving)
Corpus Christi	<p>0 to 15 YOS: 120 hours            16 to 20 YOS: 144 hours            21 to 25 YOS: 168 hours            26 to 29 YOS: 200 hours            30+ YOS: 240 hours</p>	10 Holidays	8 or 10 hours of accrued leave per holiday dependent on shift schedule
Dallas	<p>1 to 4 YOS: 120 hours            5 to 8 YOS: 136 hours            9 to 14 YOS: 144 hours            15 to 18 YOS: 160 hours            19+ YOS: 184 hours</p>	12 Holidays	8 hours of accrued leave or additional pay equal to a standard workday



## Vacation Leave / Holiday Compensation

	Vacation Leave Accrual (Annual)	Holidays	Holiday Compensation Structure
San Antonio	0 to 10 YOS: 126 hours 11 to 15 YOS: 166 hours 16+ YOS: 206 hours  + 32 hours of additional bonus leave/year (8 hours per quarter of "perfect attendance")	13 Holidays (7 Premium)	Regular Holiday: 8 hours of accrued leave (not as pay)  Premium Holiday (worked): Regular pay rate (inclusive of premium pay and longevity) x 20 hours, hours can be split into pay and comp time
El Paso	1 to 10 YOS: 144 10 to 15 YOS: 168 15 to 20 YOS: 192 20+ YOS: 216	12 Holidays	For patrol officers, overtime pay in addition to regular pay if worked; straight time pay in addition to regular pay if scheduled off
Fort Worth	0 to 5 YOS: 117 5 to 10 YOS: 133 10 to 15 YOS: 141 15 to 20 YOS: 157 Over 20: 181	9 Holidays	If not worked, 8 hours of accrued leave per holiday If worked, officer receives 1.5x pay and an additional 8 hours of either pay or leave
Houston	<u>Paid Time Off (PTO) Structure – Includes Sick Leave</u> 0 to 7 YOS: 160 hours 8 to 14 YOS: 200 hours 15 YOS: 240 hours 16+ YOS: an additional 8 hours for each year up to a maximum of 320 hours per year	11 Holidays	8 hours of accrued leave or 1.5x regular pay for hours worked