

Law Enforcement Compensation Overview

WILCO Pay Recommendations

DEPUTY			
	Current WCSO	Median Public Safety Comparison	Median Plus 1%
Minimum	\$53,321	\$57,589	\$58,165
Median	\$63,098	\$69,947	\$70,647
Maximum	\$74,661	\$82,890	\$83,719

SERGEANT			
	Current WCSO	Median Public Safety Comparison	Median Plus 1%
Minimum	\$62,262	\$75,531	\$76,286
Median	\$72,950	\$84,692	\$85,539
Maximum	\$85,472	\$94,198	\$95,140

LIEUTENANT			
	Current WCSO	Median Public Safety Comparison	Median Plus 1%
Minimum	\$69,625	\$86,974	\$87,843
Median	\$80,777	\$96,447	\$97,412
Maximum	\$93,706	\$106,088	\$107,148

COMMANDER			
	Current WCSO	Median Public Safety Comparison	Median Plus 1%
Minimum	\$75,844	\$104,525	\$105,570
Median	\$94,240	\$115,176	\$116,328
Maximum	\$109,324	\$126,201	\$127,463

ASSISTANT CHIEF			
	Current WCSO	Median Public Safety Comparison	Median Plus 1%
Minimum	\$91,742	\$110,360	\$111,463
Median	\$114,677	\$127,174	\$128,445
Maximum	\$137,613	\$142,998	\$144,428

COST SUMMARY (560) L SCALE				
JOB TITLE	# OF EMPLOYEES	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
Deputy + Detective*	130	\$10,419,842	\$11,949,870	\$1,530,027
Detective Stipend**	34	\$0	\$177,029	\$177,029
Sergeant	25	\$2,453,073	\$2,908,167	\$455,094
Lieutenant	12	\$1,328,746	\$1,587,381	\$258,635
Commander	3	\$406,586	\$474,048	\$67,462
Total	170	\$14,608,246	\$17,096,494	\$2,488,247

*Assumes Detective stipend and position reclassification

**Includes two detectives stipends for Corrections

Fringe = .2397

COST SUMMARY (560 and 570) B SCALE						
JOB TITLE	# OF EMPLOYEES	CURRENT SALARY	CURRENT BUDGET (Includes Fringe)	PROPOSED SALARY	PROPOSED SALARY BUDGET (Includes Fringe)	DIFFERENCE
Asst. Chief LE	2	\$105,504	\$261,587	\$128,445	\$318,467	\$56,880
Asst. Chief CORR	1	\$105,504	\$130,793	\$128,445	\$159,233	\$28,440
Chief Deputy	1	\$132,705	\$164,514	\$150,650	\$186,761	\$22,246
Total			\$556,894	\$407,540	\$664,461	\$107,566

INCENTIVES (560)						
TYPE OF INCENTIVE PAY	POSITION	AMOUNT PER MONTH	TOTAL ANNUAL COST PER PERSON	# OF POSITIONS (Estimated via TCOLE Records)	TOTAL COST PER YEAR, PER POSITION	TOTAL ANNUAL COST
Education*	Associates Degree	\$90	\$1,080	50	\$54,000.00	\$132,120.00
	Bachelors Degree	\$170	\$2,040	27	\$55,080.00	
	Masters Degree	\$240	\$2,880	8	\$23,040.00	
Certification	Intermediate LE	\$50.00	\$600.00	25	\$15,000.00	\$15,000.00
Bilingual**	Basic, LE	\$23.08	\$600.08	30	\$18,002.40	\$36,004.80
	Advanced, LE	\$34.62	\$900.12	20	\$18,002.40	
Total						\$183,125

*One level of education incentive pay per employee

**Must pass proficiency test to receive incentive, only languages approved by Commissioners Court and Sheriff's office

OVERALL COST BY DEPARTMENT		
	560	570
Pay Scale Adjustments - L Chart	\$2,477,834	\$10,413
Pay Scale Adjustments - B Chart	\$79,126	\$28,440
Incentive Pay	\$183,125	
Total	\$2,740,085	\$38,853
Grand Total	\$2,778,938	

Agency Comparison by Percentage

DEPUTY	Annual - Current	Annual - Proposed	RRPD	\$ Difference	% Difference	CPPD	\$ Difference	% Difference	GPD	\$ Difference	% Difference	LPD*	\$ Difference	% Difference	HUTTO	\$ Difference	% Difference
L1-1	\$53,321	\$58,165	\$61,441	(\$8,121)	15.23%	\$62,148	(\$8,827)	16.56%	\$56,938	(\$3,617)	6.78%	\$58,240	(\$4,919)	9.23%	\$56,077	(\$2,756)	5.17%
L1-2	\$54,387	\$60,198	\$64,286	(\$9,899)	18.20%	\$66,216	(\$11,829)	21.75%	\$59,216	(\$4,829)	8.88%	\$59,987	(\$5,600)	10.30%	\$57,325	(\$2,938)	5.40%
L1-3	\$55,475	\$62,302	\$67,131	(\$11,656)	21.01%	\$67,309	(\$11,834)	21.33%	\$61,584	(\$6,109)	11.01%	\$61,787	(\$6,312)	11.38%	\$58,573	(\$3,098)	5.59%
L1-4	\$56,584	\$64,172	\$68,475	(\$11,891)	21.01%	\$68,420	(\$11,836)	20.92%	\$63,432	(\$6,848)	12.10%	\$63,640	(\$7,056)	12.47%	\$59,883	(\$3,299)	5.83%
L1-5	\$57,716	\$66,097	\$69,841	(\$12,125)	21.01%	\$71,156	(\$13,440)	23.29%	\$65,335	(\$7,619)	13.20%	\$65,550	(\$7,834)	13.57%	\$61,214	(\$3,498)	6.06%
L1-6	\$58,870	\$68,080	\$71,230	(\$12,360)	20.99%	\$72,330	(\$13,460)	22.86%	\$67,295	(\$8,425)	14.31%	\$67,516	(\$8,646)	14.69%	\$62,587	(\$3,717)	6.31%
L1-7	\$60,048	\$70,122	\$72,663	(\$12,616)	21.01%	\$73,524	(\$13,476)	22.44%	\$69,313	(\$9,265)	15.43%	\$69,542	(\$9,494)	15.81%	\$63,980	(\$3,932)	6.55%
L1-8	\$61,248	\$72,226	\$74,119	(\$12,871)	21.01%	\$74,737	(\$13,489)	22.02%	\$71,393	(\$10,145)	16.56%	\$71,628	(\$10,379)	16.95%	\$65,520	(\$4,272)	6.97%
L1-9	\$62,473	\$74,392	\$75,598	(\$13,124)	21.01%	\$75,970	(\$13,497)	21.60%	\$73,535	(\$11,062)	17.71%	\$73,777	(\$11,303)	18.09%	\$66,872	(\$4,399)	7.04%
L1-10	\$63,723	\$76,624	\$77,121	(\$13,398)	21.03%	\$77,224	(\$13,501)	21.19%	\$75,741	(\$12,018)	18.86%	\$75,990	(\$12,267)	19.25%	\$68,390	(\$4,667)	7.32%
L1-11	\$64,997	\$78,923	\$78,666	(\$13,669)	21.03%	\$78,498	(\$13,501)	20.77%	\$78,013	(\$13,016)	20.02%	\$78,270	(\$13,272)	20.42%	\$69,930	(\$4,933)	7.59%
L1-12	\$66,297	\$80,814	\$80,234	(\$13,937)	21.02%	\$79,793	(\$13,496)	20.36%	\$80,353	(\$14,056)	21.20%	\$80,618	(\$14,320)	21.60%	\$71,531	(\$5,234)	7.89%
L1-13	\$67,623	\$82,293	\$81,847	(\$14,224)	21.03%	\$81,110	(\$13,487)	19.94%	\$81,960	(\$14,337)	21.20%	\$82,180	(\$14,557)	21.53%	\$73,154	(\$5,531)	8.18%
L1-14	\$68,976	\$83,137	\$83,482	(\$14,506)	21.03%	\$82,448	(\$13,472)	19.53%	\$83,600	(\$14,624)	21.20%	\$82,180	(\$13,204)	19.14%	\$73,154	(\$4,178)	6.06%
L1-15	\$70,355	\$83,719	\$85,162	(\$14,807)	21.05%	\$83,808	(\$13,453)	19.12%	\$83,600	(\$13,245)	18.83%	\$82,180	(\$11,825)	16.81%	\$73,154	(\$2,799)	3.98%
L1-16	\$71,762	\$83,719	\$86,865	(\$15,102)	21.04%	\$85,191	(\$13,429)	18.71%	\$83,600	(\$11,838)	16.50%	\$82,180	(\$10,418)	14.52%	\$73,154	(\$1,392)	1.94%
L1-17	\$73,198	\$83,719	\$86,865	(\$13,667)	18.67%	\$86,597	(\$13,399)	18.31%	\$83,600	(\$10,402)	14.21%	\$82,180	(\$8,982)	12.27%	\$73,154	\$44	-0.06%
L1-18	\$74,661	\$83,719	\$86,865	(\$12,203)	16.34%	\$88,026	(\$13,365)	17.90%	\$83,600	(\$8,939)	11.97%	\$82,180	(\$7,519)	10.07%	\$73,154	\$1,507	-2.02%

																		Median	Median Plus 1%	
Minimum	\$53,321		\$61,441			\$62,148			\$56,938			\$58,240			\$56,077			Minimum	\$57,589	\$58,165
Median	\$63,098		\$74,859			\$70,353			\$70,353			\$69,542			\$63,980			Median	\$69,947	\$70,647
Maximum	\$74,661		\$86,865			\$88,026			\$83,600			\$82,180			\$73,154			Maximum	\$82,890	\$83,719

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Agency Comparison by Percentage

	Annual - Current	Annual - Proposed	RRPD	\$ Difference	% Difference	CPPD	\$ Difference	% Difference	GPD	\$ Difference	% Difference	LPD*	\$ Difference	% Difference	HUTTO	\$ Difference	% Difference
SERGEANT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L3-1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L3-2	\$62,262	\$76,286	\$78,017	(\$15,755.20)	25.30%	\$86,189	(\$23,927)	38.43%	\$77,721	(\$15,459)	24.83%	\$73,320	(\$11,058)	17.76%	\$73,341	(\$11,079)	17.79%
L3-3	\$63,507	\$78,368	\$81,534	(\$18,027.09)	28.39%	\$87,698	(\$24,191)	38.09%	\$79,664	(\$16,157)	25.44%	\$75,520	(\$12,013)	18.92%	\$75,026	(\$11,519)	18.14%
L3-4	\$64,777	\$80,518	\$83,169	(\$18,392.04)	28.39%	\$89,232	(\$24,455)	37.75%	\$81,656	(\$16,879)	26.06%	\$77,785	(\$13,008)	20.08%	\$76,710	(\$11,933)	18.42%
L3-5	\$66,073	\$82,727	\$84,826	(\$18,753.28)	28.38%	\$90,794	(\$24,721)	37.42%	\$83,697	(\$17,624)	26.67%	\$80,119	(\$14,046)	21.26%	\$78,478	(\$12,405)	18.78%
L3-6	\$67,394	\$84,997	\$86,529	(\$19,135.05)	28.39%	\$92,383	(\$24,989)	37.08%	\$85,789	(\$18,395)	27.29%	\$82,522	(\$15,128)	22.45%	\$80,267	(\$12,873)	19.10%
L3-7	\$68,742	\$87,331	\$88,253	(\$19,511.04)	28.38%	\$93,999	(\$25,257)	36.74%	\$87,934	(\$19,192)	27.92%	\$84,998	(\$16,256)	23.65%	\$82,118	(\$13,376)	19.46%
L3-8	\$70,117	\$89,673	\$90,023	(\$19,906.24)	28.39%	\$95,644	(\$25,527)	36.41%	\$90,133	(\$20,016)	28.55%	\$87,548	(\$17,431)	24.86%	\$83,990	(\$13,873)	19.79%
L3-9	\$71,519	\$91,905	\$91,815	(\$20,295.86)	28.38%	\$97,318	(\$25,799)	36.07%	\$92,386	(\$20,867)	29.18%	\$90,174	(\$18,655)	26.08%	\$83,990	(\$12,471)	17.44%
L3-10	\$72,950	\$93,417	\$93,652	(\$20,702.38)	28.38%	\$99,021	(\$26,071)	35.74%	\$94,695	(\$21,745)	29.81%	\$91,333	(\$18,383)	25.20%	\$83,990	(\$11,040)	15.13%
L3-11	\$74,408	\$94,367	\$95,533	(\$21,124.51)	28.39%	\$100,754	(\$26,346)	35.41%	\$97,063	(\$22,655)	30.45%	\$91,333	(\$16,925)	22.75%	\$83,990	(\$9,582)	12.88%
L3-12	\$75,897	\$95,140	\$97,437	(\$21,540.21)	28.38%	\$101,517	(\$25,620)	33.76%	\$97,063	(\$21,166)	27.89%	\$91,333	(\$15,436)	20.34%	\$83,990	(\$8,093)	10.66%
L3-13	\$77,415	\$95,140	\$99,453	(\$22,038.47)	28.47%	\$104,311	(\$26,896)	34.74%	\$97,063	(\$19,648)	25.38%	\$91,333	(\$13,918)	17.98%	\$83,990	(\$6,575)	8.49%
L3-14	\$78,963	\$95,140	\$99,453	(\$20,490.23)	25.95%	\$106,137	(\$27,174)	34.41%	\$97,063	(\$18,100)	22.92%	\$91,333	(\$12,370)	15.67%	\$83,990	(\$5,027)	6.37%
L3-15	\$80,542	\$95,140	\$99,453	(\$18,910.96)	23.48%	\$106,137	(\$25,595)	31.78%	\$97,063	(\$16,521)	20.51%	\$91,333	(\$10,791)	13.40%	\$83,990	(\$3,448)	4.28%
L3-16	\$82,153	\$95,140	\$99,453	(\$17,300.14)	21.06%	\$106,137	(\$23,984)	29.19%	\$97,063	(\$14,910)	18.15%	\$91,333	(\$9,180)	11.17%	\$83,990	(\$1,837)	2.24%
L3-17	\$83,796	\$95,140	\$99,453	(\$15,656.96)	18.68%	\$106,137	(\$22,341)	26.66%	\$97,063	(\$13,267)	15.83%	\$91,333	(\$7,537)	8.99%	\$83,990	(\$194)	0.23%
L3-18	\$85,472	\$95,140	\$99,453	(\$13,980.90)	16.36%	\$106,137	(\$20,665)	24.18%	\$97,063	(\$11,591)	13.56%	\$91,333	(\$5,861)	6.86%	\$83,990	\$1,482	-1.73%

																		Median	Median Plus 1%	
Minimum	\$62,262		\$78,017			\$86,189			\$77,721			\$73,320			\$73,341			Minimum	\$75,531	\$76,286
Median	\$72,950		\$89,138			\$95,644			\$86,862			\$82,522			\$78,478			Median	\$84,692	\$85,539
Maximum	\$85,472		\$99,453			\$106,137			\$97,063			\$91,333			\$83,990			Maximum	\$94,198	\$95,140

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Agency Comparison by Percentage

	Annual - Current	Annual - Proposed	RRPD	\$ Difference	% Difference	CPPD	\$ Difference	% Difference	GPD	\$ Difference	% Difference	LPD*	\$ Difference	% Difference	HUTTO	\$ Difference	% Difference
LIEUTENANT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-3	\$69,625	\$87,843	\$92,711	(\$23,086)	33.16%	\$100,832	(\$31,207)	44.82%	\$89,437	(\$19,812)	28.46%	\$84,510	(\$14,885)	21.38%	\$77,002	(\$7,377)	10.60%
L4-4	\$71,017	\$90,027	\$96,653	(\$25,636)	36.10%	\$102,597	(\$31,580)	44.47%	\$91,226	(\$20,209)	28.46%	\$87,045	(\$16,028)	22.57%	\$78,770	(\$7,753)	10.92%
L4-5	\$72,438	\$92,267	\$98,579	(\$26,141)	36.09%	\$104,392	(\$31,954)	44.11%	\$93,050	(\$20,612)	28.46%	\$89,657	(\$17,219)	23.77%	\$80,600	(\$8,162)	11.27%
L4-6	\$73,886	\$94,565	\$100,551	(\$26,665)	36.09%	\$106,219	(\$32,333)	43.76%	\$94,911	(\$21,025)	28.46%	\$92,346	(\$18,460)	24.98%	\$82,451	(\$8,565)	11.59%
L4-7	\$75,364	\$96,923	\$102,567	(\$27,203)	36.10%	\$108,078	(\$32,714)	43.41%	\$96,809	(\$21,445)	28.46%	\$95,117	(\$19,753)	26.21%	\$84,365	(\$9,001)	11.94%
L4-8	\$76,871	\$99,342	\$104,627	(\$27,756)	36.11%	\$109,970	(\$33,099)	43.06%	\$98,746	(\$21,875)	28.46%	\$97,970	(\$21,099)	27.45%	\$86,320	(\$9,449)	12.29%
L4-9	\$78,409	\$101,823	\$106,710	(\$28,301)	36.09%	\$111,894	(\$33,485)	42.71%	\$100,721	(\$22,312)	28.46%	\$100,909	(\$22,501)	28.70%	\$88,338	(\$9,929)	12.66%
L4-10	\$79,977	\$104,369	\$108,838	(\$28,861)	36.09%	\$113,852	(\$33,875)	42.36%	\$102,735	(\$22,758)	28.46%	\$103,937	(\$23,960)	29.96%	\$88,338	(\$8,361)	10.45%
L4-11	\$81,577	\$106,090	\$111,011	(\$29,434)	36.08%	\$115,845	(\$34,268)	42.01%	\$104,790	(\$23,213)	28.46%	\$105,290	(\$23,713)	29.07%	\$88,338	(\$6,761)	8.29%
L4-12	\$83,208	\$107,148	\$113,251	(\$30,043)	36.11%	\$117,872	(\$34,664)	41.66%	\$106,885	(\$23,677)	28.46%	\$105,290	(\$22,082)	26.54%	\$88,338	(\$5,130)	6.17%
L4-13	\$84,872	\$107,148	\$113,251	(\$28,379)	33.44%	\$119,935	(\$35,063)	41.31%	\$106,885	(\$22,013)	25.94%	\$105,290	(\$20,418)	24.06%	\$88,338	(\$3,466)	4.08%
L4-14	\$86,570	\$107,148	\$113,251	(\$26,681)	30.82%	\$119,935	(\$33,365)	38.54%	\$106,885	(\$20,315)	23.47%	\$105,290	(\$18,720)	21.62%	\$88,338	(\$1,768)	2.04%
L4-15	\$88,301	\$107,148	\$113,251	(\$24,950)	28.26%	\$119,935	(\$31,634)	35.83%	\$106,885	(\$18,584)	21.05%	\$105,290	(\$16,989)	19.24%	\$88,338	(\$37)	0.04%
L4-16	\$90,067	\$107,148	\$113,251	(\$23,184)	25.74%	\$119,935	(\$29,868)	33.16%	\$106,885	(\$16,818)	18.67%	\$105,290	(\$15,223)	16.90%	\$88,338	\$1,729	-1.92%
L4-17	\$91,868	\$107,148	\$113,251	(\$21,383)	23.28%	\$119,935	(\$28,067)	30.55%	\$106,885	(\$15,017)	16.35%	\$105,290	(\$13,422)	14.61%	\$88,338	\$3,530	-3.84%
L4-18	\$93,706	\$107,148	\$113,251	(\$19,545)	20.86%	\$119,935	(\$26,229)	27.99%	\$106,885	(\$13,179)	14.06%	\$105,290	(\$11,584)	12.36%	\$88,338	\$5,368	-5.73%

																		Median	Median Plus 1%	
Minimum	\$69,625		\$92,711			\$100,832			\$89,437			\$84,510			\$77,002			Minimum	\$86,974	\$87,843
Median	\$80,777		\$103,597			\$109,970			\$97,778			\$95,117			\$82,451			Median	\$96,447	\$97,412
Maximum	\$93,706		\$113,251			\$119,935			\$106,885			\$105,290			\$88,338			Maximum	\$106,088	\$107,148

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Agency Comparison by Percentage

	Annual - Current	Annual - Proposed	RRPD	\$ Difference	% Difference	CPPD	\$ Difference	% Difference	GPD	\$ Difference	% Difference	LPD*	\$ Difference	% Difference	HUTTO	\$ Difference	% Difference
COMMANDER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-3	\$75,844	\$105,570	\$106,352	(\$30,508)	40.22%	\$110,555	(\$34,711)	45.77%	\$102,697	(\$26,853)	35.41%						
L5-4	\$82,854	\$109,589	\$112,355	(\$29,501)	35.61%	\$112,256	(\$29,402)	35.49%	\$104,751	(\$21,897)	26.43%						
L5-5	\$84,511	\$111,775	\$114,595	(\$30,084)	35.60%	\$114,490	(\$29,979)	35.47%	\$106,846	(\$22,335)	26.43%						
L5-6	\$86,201	\$113,999	\$116,902	(\$30,701)	35.62%	\$116,757	(\$30,556)	35.45%	\$108,983	(\$22,782)	26.43%						
L5-7	\$87,925	\$116,261	\$119,254	(\$31,329)	35.63%	\$119,057	(\$31,132)	35.41%	\$111,163	(\$23,238)	26.43%						
L5-8	\$89,683	\$118,562	\$121,628	(\$31,945)	35.62%	\$121,391	(\$31,708)	35.36%	\$113,386	(\$23,703)	26.43%						
L5-9	\$91,477	\$120,903	\$124,070	(\$32,593)	35.63%	\$123,758	(\$32,281)	35.29%	\$115,654	(\$24,177)	26.43%						
L5-10	\$93,307	\$123,284	\$129,670	(\$36,363)	38.97%	\$126,159	(\$32,852)	35.21%	\$117,967	(\$24,660)	26.43%						
L5-11	\$95,173	\$125,704	\$129,670	(\$34,497)	36.25%	\$128,593	(\$33,420)	35.12%	\$120,326	(\$25,153)	26.43%						
L5-12	\$97,076	\$127,463	\$129,670	(\$32,594)	33.58%	\$131,062	(\$33,986)	35.01%	\$122,732	(\$25,656)	26.43%						
L5-13	\$99,018	\$127,463	\$129,670	(\$30,652)	30.96%	\$133,566	(\$34,548)	34.89%	\$122,732	(\$23,714)	23.95%						
L5-14	\$100,998	\$127,463	\$129,670	(\$28,672)	28.39%	\$136,104	(\$35,106)	34.76%	\$122,732	(\$21,734)	21.52%						
L5-15	\$103,018	\$127,463	\$129,670	(\$26,652)	25.87%	\$138,676	(\$35,658)	34.61%	\$122,732	(\$19,714)	19.14%						
L5-16	\$105,079	\$127,463	\$129,670	(\$24,591)	23.40%	\$138,676	(\$33,597)	31.97%	\$122,732	(\$17,653)	16.80%						
L5-17	\$107,180	\$127,463	\$129,670	(\$22,490)	20.98%	\$138,676	(\$31,496)	29.39%	\$122,732	(\$15,552)	14.51%						
L5-18	\$109,324	\$127,463	\$129,670	(\$20,346)	18.61%	\$138,676	(\$29,352)	26.85%	\$122,732	(\$13,408)	12.26%						

	Minimum	Median	Maximum	Median	Median Plus 1%
Minimum	\$75,844	\$106,352	\$110,555	\$104,525	\$105,570
Median	\$94,240	\$118,078	\$123,758	\$115,176	\$116,328
Maximum	\$109,324	\$129,670	\$138,676	\$126,201	\$127,463

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

	Annual - Current	Annual - Proposed	RRPD	\$ Difference	% Difference	CPPD	\$ Difference	% Difference	GPD	\$ Difference	% Difference	LPD*	\$ Difference	% Difference	HUTTO	\$ Difference	% Difference
ASSISTANT CHIEF	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
B-39	\$91,742	\$111,463	\$102,960	(\$11,218)	12.23%	\$117,759	(\$26,017)	28%	\$118,102	(\$26,360)	29%						
									\$121,645	(\$29,903)	33%						
									\$125,294	(\$33,552)	37%						
	\$114,677	\$131,423	\$154,440	(\$39,763)	34.67%	\$133,071	(\$18,394)	16%	\$129,053	(\$14,376)	13%			\$125,000			
									\$132,924	(\$132,924)	16%						
	\$137,613	\$144,428	\$205,920	(\$68,307)	49.64%	\$148,383	(\$10,770)	8%	\$136,912	\$701	-1%						

	Minimum	Median	Maximum	MEDIAN	Median Plus 1%
Minimum	\$91,742	\$102,960	\$117,759	\$110,360	\$111,463
Median	\$114,677	\$154,440	\$133,071	\$127,174	\$128,445
Maximum	\$137,613	\$205,920	\$148,383	\$142,998	\$144,428

Law Enforcement Compensation Budget Impact

DEPUTY	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)	EMPLOYEE COUNT	DETECTIVE CONVERSION	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
L1-1	\$53,321	\$61,441	\$62,148	\$56,938	\$58,240	\$56,077	\$57,589	\$58,165	0	0	\$0	\$0	\$0
L1-2	\$54,387	\$64,286	\$66,216	\$59,216	\$59,987	\$57,325	\$59,602	\$60,198	0	0	\$0	\$0	\$0
L1-3	\$55,475	\$67,131	\$67,309	\$61,584	\$61,787	\$58,573	\$61,685	\$62,302	6	0	\$412,631	\$463,417	\$50,786
L1-4	\$56,584	\$68,475	\$68,420	\$63,432	\$63,640	\$59,883	\$63,536	\$64,172	9	0	\$631,326	\$715,981	\$84,655
L1-5	\$57,716	\$69,841	\$71,156	\$65,335	\$65,550	\$61,214	\$65,442	\$66,097	9	1	\$719,796	\$819,401	\$99,606
L1-6	\$58,870	\$71,230	\$72,330	\$67,295	\$67,516	\$62,587	\$67,406	\$68,080	16	0	\$1,167,701	\$1,350,373	\$182,671
L1-7	\$60,048	\$72,663	\$73,524	\$69,313	\$69,542	\$63,980	\$69,427	\$70,122	12	3	\$1,152,331	\$1,303,946	\$151,614
L1-8	\$61,248	\$74,119	\$74,737	\$71,393	\$71,628	\$65,520	\$71,510	\$72,226	8	2	\$768,410	\$895,380	\$126,970
L1-9	\$62,473	\$75,598	\$75,970	\$73,535	\$73,777	\$66,872	\$73,656	\$74,392	3	4	\$560,729	\$645,570	\$84,840
L1-10	\$63,723	\$77,121	\$77,224	\$75,741	\$75,990	\$68,390	\$75,865	\$76,624	8	3	\$883,194	\$1,044,901	\$161,707
L1-11	\$64,997	\$78,666	\$78,498	\$78,013	\$78,270	\$69,930	\$78,141	\$78,923	3	1	\$327,144	\$391,362	\$64,218
L1-12	\$66,297	\$80,234	\$79,793	\$80,353	\$80,618	\$71,531	\$80,014	\$80,814	8	0	\$657,511	\$801,479	\$143,969
L1-13	\$67,623	\$81,847	\$81,110	\$81,960	\$82,180	\$73,154	\$81,479	\$82,293	2	2	\$345,392	\$408,076	\$62,684
L1-14	\$68,976	\$83,482	\$82,448	\$83,600	\$82,180	\$73,154	\$82,314	\$83,137	2	3	\$442,940	\$515,326	\$72,385
L1-15	\$70,355	\$85,162	\$83,808	\$83,600	\$82,180	\$73,154	\$82,890	\$83,719	1	2	\$272,126	\$311,359	\$39,233
L1-16	\$71,762	\$86,865	\$85,191	\$83,600	\$82,180	\$73,154	\$82,890	\$83,719	1	3	\$371,872	\$415,145	\$43,274
L1-17	\$73,198	\$86,865	\$86,597	\$83,600	\$82,180	\$73,154	\$82,890	\$83,719	1	1	\$186,931	\$207,573	\$20,641
L1-18	\$74,661	\$86,865	\$88,026	\$83,600	\$82,180	\$73,154	\$82,890	\$83,719	9	7	\$1,519,807	\$1,660,581	\$140,774
Total									130		\$10,419,842	\$11,949,870	\$1,530,027

	Minimum	Median	Maximum
Annual - Current	\$53,321	\$73,154	\$86,865
RRPD	\$61,441	\$82,180	\$86,865
CPPD	\$62,148	\$82,180	\$88,026
GPD	\$56,938	\$82,180	\$83,600
LPD*	\$58,240	\$82,180	\$82,180
HUTTO	\$56,077	\$73,154	\$82,180
MEDIAN	\$57,589	\$82,890	\$82,890
MEDIAN PLUS 1% (Proposed Salary)	\$58,165	\$83,719	\$83,719

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Law Enforcement Compensation Budget Impact

	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)	EMPLOYEE COUNT	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
SERGEANT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L3-1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L3-2	\$62,262	\$78,017	\$86,189	\$77,721	\$73,320	\$73,341	\$75,531	\$76,286	0	\$0	\$0	\$0
L3-3	\$63,507	\$81,534	\$87,698	\$79,664	\$75,520	\$75,026	\$77,592	\$78,368	0	\$0	\$0	\$0
L3-4	\$64,777	\$83,169	\$89,232	\$81,656	\$77,785	\$76,710	\$79,721	\$80,518	1	\$80,304	\$99,818	\$19,514
L3-5	\$66,073	\$84,826	\$90,794	\$83,697	\$80,119	\$78,478	\$81,908	\$82,727	0	\$0	\$0	\$0
L3-6	\$67,394	\$86,529	\$92,383	\$85,789	\$82,522	\$80,267	\$84,156	\$84,997	1	\$83,548	\$105,371	\$21,823
L3-7	\$68,742	\$88,253	\$93,999	\$87,934	\$84,998	\$82,118	\$86,466	\$87,331	0	\$0	\$0	\$0
L3-8	\$70,117	\$90,023	\$95,644	\$90,133	\$87,548	\$83,990	\$88,785	\$89,673	0	\$0	\$0	\$0
L3-9	\$71,519	\$91,815	\$97,318	\$92,386	\$90,174	\$83,990	\$90,995	\$91,905	1	\$88,662	\$113,934	\$25,272
L3-10	\$72,950	\$93,652	\$99,021	\$94,695	\$91,333	\$83,990	\$92,493	\$93,417	0	\$0	\$0	\$0
L3-11	\$74,408	\$95,533	\$100,754	\$97,063	\$91,333	\$83,990	\$93,433	\$94,367	6	\$553,465	\$701,923	\$148,458
L3-12	\$75,897	\$97,437	\$101,517	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	0	\$0	\$0	\$0
L3-13	\$77,415	\$99,453	\$104,311	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	3	\$287,912	\$353,835	\$65,923
L3-14	\$78,963	\$99,453	\$106,137	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	1	\$97,890	\$117,945	\$20,055
L3-15	\$80,542	\$99,453	\$106,137	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	1	\$99,848	\$117,945	\$18,097
L3-16	\$82,153	\$99,453	\$106,137	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	1	\$101,845	\$117,945	\$16,100
L3-17	\$83,796	\$99,453	\$106,137	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	0	\$0	\$0	\$0
L3-18	\$85,472	\$99,453	\$106,137	\$97,063	\$91,333	\$83,990	\$94,198	\$95,140	10	\$1,059,598	\$1,179,450	\$119,853
Total									25	\$2,453,073	\$2,908,167	\$455,094

	Minimum	Median	Maximum
Annual - Current	\$62,262	\$72,950	\$85,472
RRPD	\$78,017	\$89,138	\$99,453
CPPD	\$86,189	\$95,644	\$106,137
GPD	\$77,721	\$86,862	\$97,063
LPD*	\$73,320	\$82,522	\$91,333
HUTTO	\$73,341	\$78,478	\$83,990
MEDIAN	\$75,531	\$84,692	\$94,198
MEDIAN PLUS 1% (Proposed Salary)	\$76,286	\$85,539	\$95,140

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Law Enforcement Compensation Budget Impact

	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)	EMPLOYEE COUNT	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
LIEUTENANT	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-1	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-2	N/A	NA	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L4-3	\$69,625	\$92,711	\$100,832	\$89,437	\$84,510	\$77,002	\$86,974	\$87,843	0	\$0	\$0	\$0
L4-4	\$71,017	\$96,653	\$102,597	\$91,226	\$87,045	\$78,770	\$89,136	\$90,027	0	\$0	\$0	\$0
L4-5	\$72,438	\$98,579	\$104,392	\$93,050	\$89,657	\$80,600	\$91,353	\$92,267	0	\$0	\$0	\$0
L4-6	\$73,886	\$100,551	\$106,219	\$94,911	\$92,346	\$82,451	\$93,629	\$94,565	0	\$0	\$0	\$0
L4-7	\$75,364	\$102,567	\$108,078	\$96,809	\$95,117	\$84,365	\$95,963	\$96,923	0	\$0	\$0	\$0
L4-8	\$76,871	\$104,627	\$109,970	\$98,746	\$97,970	\$86,320	\$98,358	\$99,342	0	\$0	\$0	\$0
L4-9	\$78,409	\$106,710	\$111,894	\$100,721	\$100,909	\$88,338	\$100,815	\$101,823	1	\$97,203	\$126,230	\$29,027
L4-10	\$79,977	\$108,838	\$113,852	\$102,735	\$103,937	\$88,338	\$103,336	\$104,369	0	\$0	\$0	\$0
L4-11	\$81,577	\$111,011	\$115,845	\$104,790	\$105,290	\$88,338	\$105,040	\$106,090	0	\$0	\$0	\$0
L4-12	\$83,208	\$113,251	\$117,872	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	0	\$0	\$0	\$0
L4-13	\$84,872	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	2	\$210,432	\$265,664	\$55,231
L4-14	\$86,570	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	2	\$214,641	\$265,664	\$51,023
L4-15	\$88,301	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	1	\$109,467	\$132,832	\$23,365
L4-16	\$90,067	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	0	\$0	\$0	\$0
L4-17	\$91,868	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	0	\$0	\$0	\$0
L4-18	\$93,706	\$113,251	\$119,935	\$106,885	\$105,290	\$88,338	\$106,088	\$107,148	6	\$697,002	\$796,991	\$99,989
Total									12	\$1,328,746	\$1,587,381	\$258,635

	Minimum	Median	Maximum
Minimum	\$69,625	\$86,974	\$87,843
Median	\$80,777	\$96,447	\$97,412
Maximum	\$93,706	\$106,088	\$107,148

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Law Enforcement Compensation Budget Impact

	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)	EMPLOYEE COUNT	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
COMMANDER	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-1	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-2	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
L5-3	\$75,844	\$106,352	\$110,555	\$102,697			\$104,525	\$105,570	0	\$0	\$0	\$0
L5-4	\$82,854	\$112,355	\$112,256	\$104,751			\$108,504	\$109,589	0	\$0	\$0	\$0
L5-5	\$84,511	\$114,595	\$114,490	\$106,846			\$110,668	\$111,775	0	\$0	\$0	\$0
L5-6	\$86,201	\$116,902	\$116,757	\$108,983			\$112,870	\$113,999	0	\$0	\$0	\$0
L5-7	\$87,925	\$119,254	\$119,057	\$111,163			\$115,110	\$116,261	0	\$0	\$0	\$0
L5-8	\$89,683	\$121,628	\$121,391	\$113,386			\$117,389	\$118,562	0	\$0	\$0	\$0
L5-9	\$91,477	\$124,070	\$123,758	\$115,654			\$119,706	\$120,903	0	\$0	\$0	\$0
L5-10	\$93,307	\$129,670	\$126,159	\$117,967			\$122,063	\$123,284	0	\$0	\$0	\$0
L5-11	\$95,173	\$129,670	\$128,593	\$120,326			\$124,460	\$125,704	0	\$0	\$0	\$0
L5-12	\$97,076	\$129,670	\$131,062	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-13	\$99,018	\$129,670	\$133,566	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-14	\$100,998	\$129,670	\$136,104	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-15	\$103,018	\$129,670	\$138,676	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-16	\$105,079	\$129,670	\$138,676	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-17	\$107,180	\$129,670	\$138,676	\$122,732			\$126,201	\$127,463	0	\$0	\$0	\$0
L5-18	\$109,324	\$129,670	\$138,676	\$122,732			\$126,201	\$127,463	3	\$406,586	\$474,048	\$67,462
Total									3	\$406,586	\$474,048	\$67,462

	Minimum	Median	Maximum
Minimum	\$75,844	\$106,352	\$110,555
Median	\$94,240	\$118,078	\$123,758
Maximum	\$109,324	\$129,670	\$138,676

*Merit raise average 3% per year, plus city-wide annual COLA average 1.5% - 2%, bottom and top of each grade

Law Enforcement Compensation Budget Impact

	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)	EMPLOYEE COUNT	CURRENT BUDGET (Includes Fringe)	PROPOSED FY22 BUDGET (Includes Fringe)	DIFFERENCE
ASSISTANT CHIEF	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
B-39 (Min)	\$91,742	\$102,960	\$117,759	\$118,102			\$110,360	\$111,463	0	\$0	\$0	\$0
				\$121,645					0	\$0	\$0	\$0
Current Salary	\$105,504			\$125,294				\$128,445	3	\$392,380	\$477,701	\$85,321
(Median)	\$114,677	\$154,440	\$133,071	\$129,053		\$125,000	\$127,174	\$128,445	0	\$0	\$0	\$0
				\$132,924					0	\$0	\$0	\$0
(Max)	\$137,613	\$205,920	\$148,383	\$136,912			\$142,998	\$144,428	0	\$0	\$0	\$0
Total									3	\$392,380	\$477,701	\$85,321

	Annual - Current	RRPD	CPPD	GPD	LPD*	HUTTO	MEDIAN	MEDIAN PLUS 1% (Proposed Salary)
Minimum	\$91,742	\$102,960	\$117,759	\$118,102			\$110,360	\$111,463
Median	\$114,677	\$154,440	\$133,071	\$129,053		\$125,000	\$127,174	\$128,445
Maximum	\$137,613	\$205,920	\$148,383	\$136,912			\$142,998	\$144,428