

INTRODUCTION:

On May 9, 2025, the Houston Area Police Chiefs Association (HAPCA) sent out a Salary and Benefits Survey to its membership. Members were advised that participation in the survey was strictly voluntary. It is the intention of HAPCA in conducting this survey that the region's municipal, school district, university, and county agencies are provided a snapshot of salaries and benefits from a wide variety of agencies, large and small, as each of us navigate the challenges of hiring and retaining sworn employees. The survey also captured vacancy rates and kinds of shifts employees are working.

Fifteen agencies completed the survey: three school/university police departments, eleven municipal agencies, and one county agency. The largest reporting agency (Houston Police Department) has 5, 230 sworn employees while the smallest agency (Brazoria) has 8 employees.

Several agencies – both those who completed the survey and others who did not participate – indicated that they are in salary and benefits discussions with their City or County administrators, as we prepare for the next fiscal year.

The HAPCA Board offers a sincere thank you to the members who contributed to this project.

SUMMARY OF FINDINGS:

The following can be concluded from the survey responses:

- The average starting income for all reporting agencies is **\$67,471.51** (Median: \$69,343.74).
- The average starting income for all *municipal* agencies is **\$69, 371**, (Median: \$72,122.00)
- The majority of agencies (66.67 percent) are on STEP programs.
- The average vacancy rate of reporting agencies is 6.0 percent.
- Two reporting agencies are subject to Civil Service.
- All but one responding agency provides certification pay. Certification pay varies widely. For example, Master Peace Officer Certification pay ranges from \$1,800 annually to \$8,282.30.
- Nine of the 15 agencies (60 percent) report providing education pay. For a bachelor's degree, agencies pay between \$1,200 to \$3,640 annually.

- Seven (47 percent) of the agencies pay a night shift differential. Agency pay varies widely, ranging between \$1,196.40 to \$4,320 annually.
- Four (27 percent) agencies offer sign-on bonuses, ranging from \$1,000 to \$5,000.
- Ten agencies provide lateral pay for experience. Only three agencies indicated that laterals are compensated at a year-for-year rate.
- All but one agency provides take-home vehicles for some of their staff. One county agency allows all sworn personnel to take home vehicles.

Summary Statistics For Salaries of Reporting Agencies

	Reporting Agencies	Vacancies	Average Starting Income	Median Starting Income	Percentage on STEP Program
All Agencies	15	6.00%	\$67,471.51	\$69,343.74	66.67%
Civil Service Agencies	2	16.00%	\$73,897.92	\$73,897.92	100.00%
Municipal Agencies	11	6.00%	\$69,371.37	\$70,617.00	72.73%
ISD/College Agencies	3	8.00%	\$59,881.28	\$61,505.00	33.33%
Non-School Agencies with 12-hour Shifts	8	5.00%	\$69,147.22	\$70,194.08	75.00%
Non-School Agencies without 12-Hour Shifts	4	7.00%	\$69,812.78	\$69,250.50	75.00%

DETAILED FINDINGS:

Below are the self-reported facts and figures provided by the responding agencies. Agencies are listed in the order that the HAPCA Board received the surveys.

1-1 Agency Information

Section 1 - Agency Information									
Agency	Jurisdiction Population	Sworn Positions	Vacancies	Vacancy %	Non-Sworn Positions	Civil Service / Collective Bargaining	Contact Email	Patrol Shifts	Patrol Scheduling (Comments)
Clute Police Department	11,000	28	1	4%	15	No	jfitch@clutepd.com	12-hour shifts (alternating days off)	
Hedwig Village Police Department	2,500	18	0	0%	6	No	jwood@hedwigtx.gov	Other	9/80 program (4x9, 2xRDO, 3x9, 1x8, 3xRDO)
Brazoria Police Department	3,000	8	1	13%	6	No	assistantchief@cityofbrazoria.org	12-hour shifts (alternating days off)	24/7 department with one officer on duty at a time.
Memorial Villages Police Department		32	0	0%	12	No	rschultz@mvpdtx.org	12-hour shifts (alternating days off)	Seniority based annual bid Employees work and get paid for 84 hours per pay period
Bellaire Police Department		43	4	9%	16	No	Olopez@bellairpolice.com	12-hour shifts (alternating days off)	2 week set schedule, 84 hours, every other Fri/Sat/Sun off
Fulshear Police Department							mmccoy@fulsheartexas.gov	12-hour shifts (alternating days off)	Overlapping shifts (7-7 and 6-6)
Klein ISD Police Department	60,000	61	6	10%	162	No	mrannels1@kleinisd.net	8-hour shifts	
Webster Police Department	14,000	54	0	0%	20	No	judge@websterpd.com	12-hour shifts (set days off)	
Chambers County Sheriff's Office	50,000	80	7	9%	90	Yes	ccso@chambersstx.gov	12-hour shifts (alternating days off)	Patrol and jailers work nights and then flip to days every three months (every quarter). They remain on the same shift when they do so.
Aldine ISD Police Department	65,000	68	0	0%	13	No	pscordova@aldineisd.org	8-hour shifts	
Nassau Bay Police Department	5,300	14	0	0%	1	No	tim.cromie@nassaubay.com	10-hour shifts	
Tomball Police Department	14,610	49	3	6%	22	No	hr@tomballtx.gov	10-hour shifts	
University of Houston	75,000+	75	10	13%	128	No	CMOORE2@CENTRAL.UH.EDU	8-hour shifts	N/A
Humble Police Department	15,907	70	1	1%	17	No	mmatthews@humblepolice.com	12-hour shifts (set days off)	
Houston Police Department	2,333,346	5230	1175	22%	1076	Yes	HPD.Planning@houstonpolice.org	8-hour shifts	Patrol Division Captains determine the number of 10 hour shifts allowed per shift.

2-1 Salaries (Non-Supervisory)

Agency	Section 2 - Salaries								
	Officer/Deputy			Detective			Corporal		
	Starting	Mid	Top-Out	Starting	Mid	Top-Out	Starting	Mid	Top-Out
Clute Police Department	\$ 57,158.00			\$ 72,220.00			\$ 70,577.00		
Hedwig Village Police Department	\$ 73,627.00	\$79,286.00	\$85,344.00				\$ 88,352.00	\$ 95,374.00	\$ 98,262.00
Brazoria Police Department	\$49,920.00	\$53,040.00	\$54,080.00	\$62,000.00	\$62,000.00	\$62,000.00	\$ 55,120.00	\$ 55,120.00	\$ 55,120.00
Memorial Villages Police Department	\$86,600.00	\$103,800.00	No Top Out	\$89,600.00	\$106,800.00	No Top Out	\$ 89,600.00	\$ 106,800.00	No Top Out
Bellaire Police Department	\$75,672.00	\$87,922.92	\$102,157.20	\$77,473.72	\$90,016.32	\$104,589.52	N/A	N/A	N/A
Fulshear Police Department	\$ 69,771.15	\$ 78,939.66	\$ 97,148.12						
Klein ISD Police Department	\$ 61,505.00	\$ 72,072.00	\$ 82,638.00	\$ 61,505.00	\$ 72,072.00	\$ 82,638.00	\$ 64,458.00	\$ 75,566.00	\$ 86,673.00
Webster Police Department	\$ 74,095.84	\$83,834.40	\$94,852.16						
Chambers County Sheriff's Office	\$ 69,343.74	\$ 76,008.91	\$ 92,082.07	\$ 87,654.32	\$ 92,920.49	\$ 98,591.31	\$ 70,543.74	\$ 77,208.91	\$ 93,282.07
Aldine ISD Police Department	\$54,998.00	\$64,702.00	\$74,406.00	\$54,998.00	\$64,702.00	\$74,406.00	\$ 62,708.00	\$ 73,769.00	\$ 84,830.00
Nassau Bay Police Department	\$62,318.00	\$72,244.00	\$83,750.00	\$67,016.00	\$77,690.00	\$90,064.00	\$ 67,016.00	\$ 77,690.00	\$ 90,064.00
Tomball Police Department	\$64,854.00	\$81,078.00	\$97,302.00				\$ 71,510.00	\$ 89,398.00	\$ 107,266.00
University of Houston	\$63,140.85	\$65,666.48	\$69,454.94				\$ 80,799.00	\$ 84,030.96	\$ 88,878.90
Humble Police Department	\$70,617.00	\$82,864.00	\$95,111.00	\$77,856.00	\$91,358.00	104860	N/A	N/A	N/A
Houston Police Department	\$ 78,452.10	\$ 89,754.73	\$ 112,360.82						

2-2 Salaries (Supervisors)

Agency	Section 2 - Salaries								
	Sergeant			Lieutenant			Captain		
	Starting	Mid	Top-Out	Starting	Mid	Top-Out	Starting	Mid	Top-Out
Clute Police Department	\$ 74,407.00			\$ 87,422.00					
Hedwig Village Police Department	\$ 90,156.00	\$ 108,161.00	\$ 120,001.00				\$ 116,318.00	\$ 137,479.00	\$ 148,086.00
Brazoria Police Department	\$ 64,480.00	\$ 64,480.00	\$ 64,480.00						
Memorial Villages Police Department	\$ 110,000.00	\$ 122,000.00	No Top Out	N/A			N/A		
Bellaire Police Department	\$ 89,530.56	\$ 104,025.11	\$ 120,866.26	\$ 103,463.76	\$ 120,214.02	\$ 139,676.07	\$ 119,565.30	\$ 138,922.33	\$ 161,413.16
Fulshear Police Department	\$ 89,108.05	\$ 100,817.58	\$ 116,917.49	\$ 99,801.01	\$ 112,915.69	\$ 130,947.57	\$ 111,777.13	\$ 126,465.57	\$ 146,661.29
Klein ISD Police Department	\$ 68,598.00	\$ 80,412.00	\$ 92,277.00	\$ 76,627.00	\$ 91,956.00	\$ 107,286.00			
Webster Police Department	\$ 98,171.84	\$ 105,720.16	\$ 113,848.80	\$ 117,834.08	\$ 123,799.52	\$ 130,066.56	\$ 134,619.68	\$ 141,433.76	\$ 148,593.12
Chambers County Sheriff's Office	\$ 88,505.33	\$ 93,822.63	\$ 99,548.50	\$ 113,190.27			\$ 123,584.57		
Aldine ISD Police Department	\$ 71,960.00	\$ 84,666.00	\$ 97,372.00	N/A	N/A	N/A	N/A	N/A	N/A
Nassau Bay Police Department	\$ 72,277.00	\$ 83,789.00	\$ 97,134.00	N/A	N/A	N/A	N/A	N/A	N/A
Tomball Police Department	\$ 78,832.00	\$ 98,550.00	\$ 118,269.00	\$ 91,270.00	\$ 114,088.00	\$ 136,906.00	\$ 100,630.00	\$ 125,778.00	\$ 150,925.00
University of Houston	\$ 90,000.00	\$ 93,600.00	\$ 99,000.00	\$ 102,000.00	\$ 106,080.00	\$ 112,200.00	\$ 116,555.00	\$ 121,217.20	\$ 128,210.20
Humble Police Department	\$ 90,128.00	\$ 105,758.00	\$ 121,389.00	\$ 99,366.00	\$ 116,958.00	\$ 133,831.00	\$ 109,551.00	\$ 128,550.00	\$ 147,549.00
Houston Police Department	\$ 114,645.55	\$ 120,401.48	\$ 127,822.55	\$ 129,298.24	\$ 133,433.36	\$ 141,909.77	\$ 148,100.16	\$ 156,279.89	\$ 165,501.05

2-3 Salaries (Command Staff)

Agency	Section 2 - Salaries								
	Commander/Assistant Chief			Deputy Chief			Chief		
	Starting	Mid	Top-Out	Starting	Mid	Top-Out	Starting	Mid	Top-Out
Clute Police Department	\$ 103,220.00			\$ 110,000.00					
Hedwig Village Police Department									
Brazoria Police Department	\$ 74,880.00	\$74,880.00	\$74,880.00				\$85,000.00	\$85,000.00	\$85,000.00
Memorial Villages Police Department	\$ 135,000.00	\$ 150,000.00	No Top Out				\$ 175,000.00	\$ 190,000.00	No Top Out
Bellaire Police Department	N/A	N/A	N/A	N/A	N/A	N/A			
Fulshear Police Department									
Klein ISD Police Department	\$ 91,915.00	\$ 110,323.00	\$ 128,710.00				\$ 152,684.00	\$ 185,708.00	\$ 218,733.00
Webster Police Department	\$ 153,793.12	\$ 161,578.56	\$ 169,759.20				\$ 136,748.85	\$ 179,142.70	\$ 200,279.87
Chambers County Sheriff's Office				\$ 135,135.41			\$ 153,263.00		
Aldine ISD Police Department	\$ 98,626.00	\$ 118,399.00	\$ 138,172.00	N/A	N/A	N/A	\$ 146,905.00	\$ 172,829.00	\$ 198,753.00
Nassau Bay Police Department	N/A	N/A	N/A	N/A	N/A	N/A			\$128,000.00 + CAR ALLOWANCE (\$400/ MONTH)
Tomball Police Department	N/A	N/A	N/A	N/A	N/A	N/A	\$ 128,419.00	\$ 160,534.00	\$ 192,629.00
University of Houston	\$ 132,595.00	\$ 137,898.80	\$ 145,854.50	N/A	N/A	N/A	UNAVAILABLE	UNAVAILABLE	UNAVAILABLE
Humble Police Department	\$ 115,028.00	\$ 134,977.00	\$ 154,926.00	N/A	N/A	N/A	\$ 133,159.00	\$ 156,253.00	\$ 179,346.00
Houston Police Department	\$ 148,100.16	\$ 156,279.89	\$ 165,501.05						

2-4 Salaries - Other Information

Section 2 - Salaries				
Agency	Total Cost of Officer		Years to Top-Out	STEP Program
Clute Police Department	\$	80,000.00		No
Hedwig Village Police Department	\$	122,440.00	24	Yes
Brazoria Police Department				No
Memorial Villages Police Department	\$	145,125.00	We have no Top Out schedule. We provide a 1% Step based on performance every year of employment. Annual COLA/ salary Adjustments are provided by the commission. 2026 will be 4%.	Yes
Bellaire Police Department		106000 entry level with no incentive pay, \$111,760.96 with all potential incentives available to a new officer (bilingual, masters degree, etc.)	Years of Service 10 years (assuming yearly step increases)	Yes
Fulshear Police Department		Mid-\$90,000 range before accounting for holiday pay.	12	Yes
Klein ISD Police Department	\$	85,000.00	25	No
Webster Police Department	\$	110,000.00	15	Yes
Chambers County Sheriff's Office	\$	126,743.74	15	Yes
Aldine ISD Police Department	\$	60,962.00	30	No
Nassau Bay Police Department	\$	109,515.00	11	Yes
Tomball Police Department	\$	132,000.00		No
University of Houston	\$	96,155.22	Police Officer- 8-10 years; Sr. Police Officer 18-20 years	Yes
Humble Police Department	\$	105,716.00	11	Yes
Houston Police Department			17 years regardless of rank	Yes

3-1 Certification and Education Pay

Agency	Section 3 - Education and Certification Pay											
	Education Pay											
	Intermediate Peace Officer		Advanced Peace Officer		Master Peace Officer		Associate's Degree	Bachelor's Degree		Master's Degree		Doctorate Degree
Clute Police Department	Annually	\$ 500.00	Annually	\$ 500.00	Annually	\$ 800.00	N/A	N/A	N/A	N/A	N/A	N/A
Hedwig Village Police Department	Annually	4.50%	Annually	5%	Annually	5.50%	N/A	N/A	N/A	N/A	N/A	N/A
Brazoria Police Department		N/A		N/A		N/A	N/A	N/A	N/A	N/A	N/A	N/A
Memorial Villages Police Department	Monthly	2.50%	Monthly	5%	Monthly	7.50%	Monthly \$ 100.00	Monthly \$ 200.00	Monthly \$ 250.00	N/A		
Bellaire Police Department	Monthly	\$ 92.30	Monthly	\$ 161.54	Monthly	\$ 202.70	Monthly \$ 92.30	Monthly \$ 161.54	Monthly \$ 207.70	Monthly \$ 253.84		
Fulshear Police Department	Annually	2.00%	Annually	4.00%	Annually	6.00%	Annually	1.00%	Annually	2.00%	Annually	3.00%
Klein ISD Police Department	Annually	\$ 1,200.00	Annually	\$ 2,400.00	Annually	\$ 3,600.00						
Webster Police Department	Monthly	\$ 150.00	Monthly	\$ 200.00	Monthly	\$ 300.00						
Chambers County Sheriff's Office	Annually	\$ 3,000.00	Annually	\$ 3,500.00	Annually	\$ 4,000.00	Annually \$ 500.00	Annually \$ 1,500.00	Annually \$ 2,500.00	Annually \$ 3,500.00		
Aldine ISD Police Department	Annually	\$ 2,400.00	Annually	\$ 4,800.00	Annually	\$ 7,200.00	Annually \$ 1,000.00					
Nassau Bay Police Department	Monthly	\$ 75.00	Monthly	\$ 125.00	Monthly	\$ 150.00						
Tomball Police Department	Monthly	\$ 50.00	Monthly	\$ 100.00	Monthly	\$ 150.00	Monthly \$ 50.00	Monthly \$ 100.00				
University of Houston	Monthly	\$ 100.00	Monthly	\$ 200.00	Monthly	\$ 300.00	Monthly \$ 100.00	Monthly \$ 200.00	Monthly \$ 300.00			
Humble Police Department	Monthly	\$ 100.00	Monthly	\$ 200.00	Monthly	\$ 400.00	Monthly \$ 50.00	Monthly \$ 100.00	Monthly \$ 150.00			
Houston Police Department	Annually	\$ 1,400.10	Annually	\$ 3,360.50	Annually	\$ 8,282.30		Annually \$ 3,640.00	Annually \$ 6,240.00	Annually \$ 8,840.00		

3-2 Other Certification Pay

	Section 3 - Education and Certification Pay													
	Other Certification Pay													
Agency	Firearms Instructor		Language Pay		Other Certification			Other Certification			Other Certification			
Clute Police Department	N/A		Monthly	\$	50.00									
Hedwig Village Police Department	N/A		N/A											
Brazoria Police Department	N/A		N/A											
Memorial Villages Police Department	N/A		Monthly	\$	200.00	RAD	Monthly	\$	50.00	LEMIT	Monthly	\$	100.00	ECA/ADV First Aid Monthly \$ 100.00
Bellaire Police Department	N/A		Monthly	\$	101.54	??	Monthly	\$	55.40					
Fulshear Police Department														
Klein ISD Police Department			Annually	\$	1,500.00									
Webster Police Department			Monthly	\$	75.00									
Chambers County Sheriff's Office			Annually											
Aldine ISD Police Department	Annually	\$ 2,400.00	Annually	\$ 2,400.00	FTO	Annually	\$	2,400.00	DETECTIVE	Annually	\$ 2,400.00			
Nassau Bay Police Department														
Tomball Police Department			Monthly	\$	75.00									
University of Houston						HAZARDOUS PAY	Hourly		Hazardous Duty \$10/month times years of service					
Humble Police Department	Monthly	\$ 25.00	Monthly	\$	75.00	ACCIDENT RECON	Monthly	\$	100.00	ANIMAL CONTROL	Monthly	\$	100.00	FTO Monthly \$ 150.00
Houston Police Department			Annually	\$	1,820.00									

3-3 Differential and FTO Pay

	Section 3 - Education and Certification Pay											
	Differential and FTO Pay											
Agency	Evening Shift Differential		Night Shift Differential		Weekend Differential		Other Differential		FTO Pay Freq.		FTO Pay Amount	
Clute Police Department	N/A		N/A		N/A		N/A		Other			
Hedwig Village Police Department	Annually	\$ 1,000.00	Annually	\$ 1,500.00	N/A		Detective Pay	Annually	\$ 3,600.00	No FTO Pay	\$ -	
Brazoria Police Department	N/A		N/A		N/A		none	N/A		No FTO Pay	1 hour OT for paperwork documentation	
Memorial Villages Police Department	Monthly	\$ 180.00	Monthly	\$ 360.00	N/A				Hourly		5%	
Bellaire Police Department	N/A		Monthly	\$ 99.70	Montly	\$ 25.00			Per Pay Period		1.5 HOURS OF OVERTIME PAY PER SHIFT ROOKIE IS ASSIGNED	
Fulshear Police Department												
Klein ISD Police Department	Annually		3%	Annually	3%				Other			
Webster Police Department											Hourly	\$5 more per hour while actively training
Chambers County Sheriff's Office											Per Trainee	0.5 hours OT every time they are assigned a PPO
Aldine ISD Police Department											Per Pay Period	\$100.00
Nassau Bay Police Department											Other	One (1) hour of overtime for each shift as FTO.
Tomball Police Department	Hourly	\$0.50	Hourly	\$0.75					Hourly		\$2.00 PER HOUR	
University of Houston	Hourly	\$ 0.75	Hourly	\$ 1.00					Monthly		5% - The calculation is as follows: 5% Comp Rate (x) Total hours in period = Total Annual FT Pay (divided by) 12 months = Monthly Comp Rate (FT Pay Amount paid out each month during the Fiscal Year)	
Humble Police Department	N/A		N/A		N/A				Per Pay Period		\$ 150.00	
Houston Police Department	Annually	\$ 2,600.00	Annually	\$ 2,600.00	Annually	\$ 2,600.00	1-Day Weekend	Annually	\$ 1,300.00	Annually	Field Training Instructor/Field Performance Evaluator \$150, Field Training Supervisor \$70.00, Training Sgt. \$70.00, Special Div. Training Officer \$70.00	

3-4 Stipends

	Section 3 - Education and Certification Pay											
	Stipends											
Agency	Stipend	Frequency	Amount	Stipend	Frequency	Amount	Stipend	Frequency	Amount	Stipend	Frequency	Amount
Clute Police Department												
Hedwig Village Police Department												
Brazoria Police Department												
Memorial Villages Police Department	Detective Clothing	Monthly	\$ 50.00	457B	Annually	2.5% of Salary	HSA	Annually	3200-4500	Retention Pay	Annually	1200 for first 4 years
Bellaire Police Department	EQUIPMENT	Annually	\$200.00									
Fulshear Police Department												
Klein ISD Police Department	Cell Phone	Annually	\$ 540.00									
Webster Police Department												
Chambers County Sheriff's Office	Clothing	Monthly	\$ 100.00	Line-in County Pay	Annually	\$ 1,200.00	K9 Handler Pay	Monthly	\$ 150.00	SRT (SWAT) Pay	Monthly	\$ 100.00
Aldine ISD Police Department	UNIFORM	Annually	\$ 500.00									
Nassau Bay Police Department	LONGEVITY	Annually	\$5.00/MONTH PER YEAR	TMRS RETIREMENT	Annually	CITY CONTRIBUTION 2 TO 1 AT 7%	LIFE INSURANCE		3X ANNUAL SALARY			
Tomball Police Department	Cell Phone	Monthly	\$75	CLOTHING	Monthly	\$50.00						
University of Houston												
Humble Police Department												
Houston Police Department	Equipment Pay	Pay Period	\$ 77.00	Assignment Pay	Annually	\$ 1,820.00	Clothing	Annually	\$ 800.00	CST/DRT	Annually	\$ 800.00

4-1 Leave Accrual

Section 4 - Leave and Benefits							
Leave Accrual							
Agency	Sick Leave	Vacation Leave	Personal (Non PTO)	Personal (PTO)	Holiday Leave	Other Leave	Other Leave Hrs
Clute Police Department	120	72	0	0	104		
Hedwig Village Police Department	80	80	0	0	80		
Brazoria Police Department	100 after one year	80 after one year	0	0	0		
Memorial Villages Police Department	64	80/120/160	0	32	80		
Bellaire Police Department	288	288 FIRST YEAR			16 SHIFTS	NON-FMLA BABY	
Fulshear Police Department							
Klein ISD Police Department	56	80	40				
Webster Police Department	96	80		24	88		
Chambers County Sheriff's Office	96	40	8				
Aldine ISD Police Department	7 DAYS	5,10,15,20 DAYS (BASED ON YEARS OF SERVICE)	5 DAYS				
Nassau Bay Police Department	144	80	2/YEAR				
Tomball Police Department	80	80		18	110	EMERGENCY AND FUNERAL	60
University of Houston	96	96					
Humble Police Department	192	80			2 FLOATING (16 HOURS)		
Houston Police Department	0	0	144	160	8		

4-2 Lateral Pay, Comp Time, Call-In Pay

Section 4 - Leave and Benefits							
Agency	Sign-on Bonus	Lateral Pay (Comments)	Comp Time	Max Comp Hrs	Other Leave Benefits (Comments)	Paid Holidays	Call-in/Call-Back (Comments)
Clute Police Department	\$ -	If at least 3 years, they move into Patrol II pay.	Yes	480		13	Normal OT rules apply
Hedwig Village Police Department	\$ -	Laterals start at 1/2 years of experience and certifications are prorated.	Yes	60	40-hour vacation rollover	10	Called in - receives overtime pay (patrol or on-call detective)
Brazoria Police Department	\$ -		0 Yes	486	Funeral Leave, Court, etc.	13	2 hours OT Minimum
Memorial Villages Police Department	\$ 1,500.00	All officers must have a min of 5 years of LE experience. That is already built into our salary rates.	No	N/A	32 Hours of PTO. If the employees do not use the PTO they can cash it in in November.		
Bellaire Police Department	N/A	LATERAL PAY AN ADDITIONAL STEP STARTING PAY PER +/- EVERY 5 YEARS OF EXPERIENCE	Yes	120	SHORT TERM DISABILITY AND LONG TERM DISABILITY		
Fulshear Police Department						14	
Klein ISD Police Department		Pay for experience	Yes	150		Yes	
Webster Police Department	\$ 5,000.00	Tiered approach: \$5k for 0-2 years of experience; \$7.5k for 2-5 year; \$10k for 5 plus years	Yes	90		11	
Chambers County Sheriff's Office		Year for year credit for their TCOLE service time. If you come in with 16 years of TCOLE service, you get top deputy pay.	Yes	50		14	Regular time unless they meet the threshold of over 80+ hours in a pay period; then it's overtime
Aldine ISD Police Department	\$1,000.00	The district's compensation department determines compensation for new hires based on TCOLE years of service.	Yes	40	NONE	7 DAYS	Overtime or hazard pay may be provided based on the circumstances.
Nassau Bay Police Department	\$5,000.00	\$5,000.00 incentive pay. Must have two years prior experience to qualify for hiring incentive. Hiring incentive only.	Yes	N/A		10	Overtime rate of 1.5 base salary.
Tomball Police Department	N/A	LATERAL PAY	Yes	160	N/A	11	Any time worked less than 2 hours, will be deemed as 2 hours of work.
University of Houston	N/A		No		BEREAVEMENT	20	If call-in times exceed an employee's regular 40 hours then it its paid time and a half.
Humble Police Department	\$ -	Laterals are brought over at a grade that is commensurate with their experience	Yes	120		12	They get overtime, comp time (at 1.5 hrs) or are allowed to flex their time
Houston Police Department		Afer graduating the Police Academy, lateral officers will receive 3 years of sworn pay.	Yes	480		11	Non-exempt officers who are ordered to be on-call earn overtime compensation (pay) or compensatory time at double-time for each hour actually worked.

4-3 Retirement Benefits and Take Home Vehicles

Section 4 - Leave and Benefits							
Agency	Vacation Pay Out	Sick Pay Out	Retirement Insurance		Spouse Medical	Dependent Health Coverage	Take Home Vehicles (Comments)
Clute Police Department	72	80	No		No	No	0% Detectives and Patrol LT.
Hedwig Village Police Department	200	240	No		No	No	0% Chief, Captain, Detective Sergeant
Brazoria Police Department	80	0	No	Cut off year	No	No	0% Any employees that are subject to call out. Chief, Assistant Chief, Detective Sergeant
Memorial Villages Police Department			No	2012	No	Yes	75% Command Staff, Detectives, Drone Pilot.
Bellaire Police Department			No	Cut off year	No	No	Command Staff, Criminal Investigation Division, and Community Outreach Officer
Fulshear Police Department							
Klein ISD Police Department				Yes	Yes	No	Sergeant, Lieutenant, Assistant Chief, Director, Emergency Management, Safety & Security Specialists
Webster Police Department	160		Yes		Yes	Yes	90% On-call positions (traffic, K9, CID, Admin) and first-line supervisors when working
Chambers County Sheriff's Office	Full	Half over 240	No		No	Yes	100% All sworn personnel. You must live within 15 road miles of the county line; if not, you still get your vehicle but must park it at the closest annex or judge's office
Aldine ISD Police Department	ALL	60 DAYS OF SICK TIME	No		No	No	Senior Command Staff, Sergeants, Corporals, Detectives, and K-9's.
Nassau Bay Police Department	100% of accumulated hours	1% of accumulated hours / year of service.	No		Yes	Yes	70% none
Tomball Police Department	ALL	UP TO 60 DAYS DEPENDING ON TENURE AND DATE OF HIRE	No	10/1/2014	Yes	Yes	88% Police Chief, Captains, Lieutenants, Detectives, K9, Detective Sergeant, Training Sergeant, Community Relations Sergeant, and Community Relations Officer
University of Houston	532 MAXIMUM		Yes		Yes	Yes	Lieutenant's and above.
Humble Police Department			No		Yes	Yes	Supervisors and Traffic units who live within 30 miles of the city limits
Houston Police Department	100%	N/A	Yes		Yes	Yes	Lieutenant and above receive a take home vehicle. On call officers check out a take-home vehicle. Certain units have take home vehicles.

4-4 Uniforms, Firearms, and Fitness Reimbursement

Section 4 - Leave and Benefits					
Agency	Uniform Purchase	Uniform Cleaning	Firearms Purchase	Fitness Reimbursement	Fitness Reimbursement (Comments)
Clute Police Department	Provides Uniforms	No Stipend or Cleaning	Issues Firearms		
Hedwig Village Police Department	Provides Uniforms	No Stipend or Cleaning	Issues Firearms	No	
Brazoria Police Department	Provides Uniforms	No Stipend or Cleaning	None	No	
Memorial Villages Police Department	Provides Uniforms		None		
Bellaire Police Department	Provides Uniforms	No Stipend or Cleaning	None		
Fulshear Police Department					
Klein ISD Police Department	Provides Uniforms			No	
Webster Police Department	Provides Uniforms	No Stipend or Cleaning	Firearms Purchase Assistance	No	
Chambers County Sheriff's Office	Provides Uniforms	No Stipend or Cleaning	Issues Firearms	Yes	Fitness stipend (based on DPS rower at 90%); we do provide admin days off for maintaining 80% (1 day) and 90% (2 days)
Aldine ISD Police Department	Provides Uniforms		Issues Firearms	No	
Nassau Bay Police Department	Provides Uniforms	No Stipend or Cleaning	Issues Firearms	No	
Tomball Police Department	Provides Uniforms	Pays for Cleaning		Yes	\$30.00 PER MONTH FOR GYM MEMBERSHIP FEES
University of Houston	Provides Uniforms		Issues Firearms	No	
Humble Police Department	Provides Uniforms		None	Yes	
Houston Police Department	Provides Uniforms	No Stipend or Cleaning	None	Yes	Classified employees who pass the Physical Agility Test shall be rewarded \$1,000 or 40 pd days for the following year. meet and confer Pg. 91.

OTHER RELATED MATTERS:

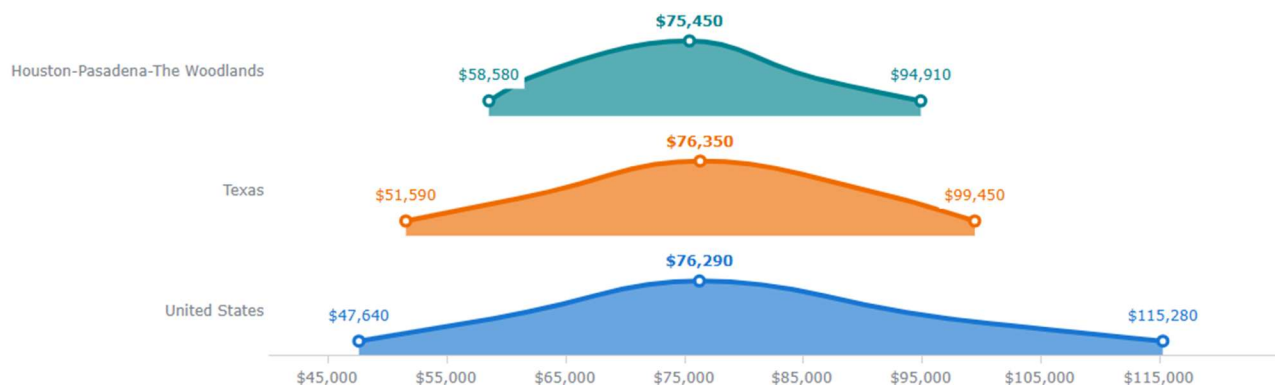
The HAPCA Board reviewed regional, state and national salary statistics as provided by the Bureau of Labor Statistics (BLS) (www.bls.gov/oes). While this information is available to anyone, for purposes of this report, we looked at median and annual incomes in the Houston-Pasadena-The Woodlands and then compared them to Texas and nationwide statistics. As indicated below:

Annual Median Income for Police and Sheriff's Patrol Officers 2024

Houston-Pasadena-The Woodlands - **\$75,450**

Texas (statewide) - **\$76,350**

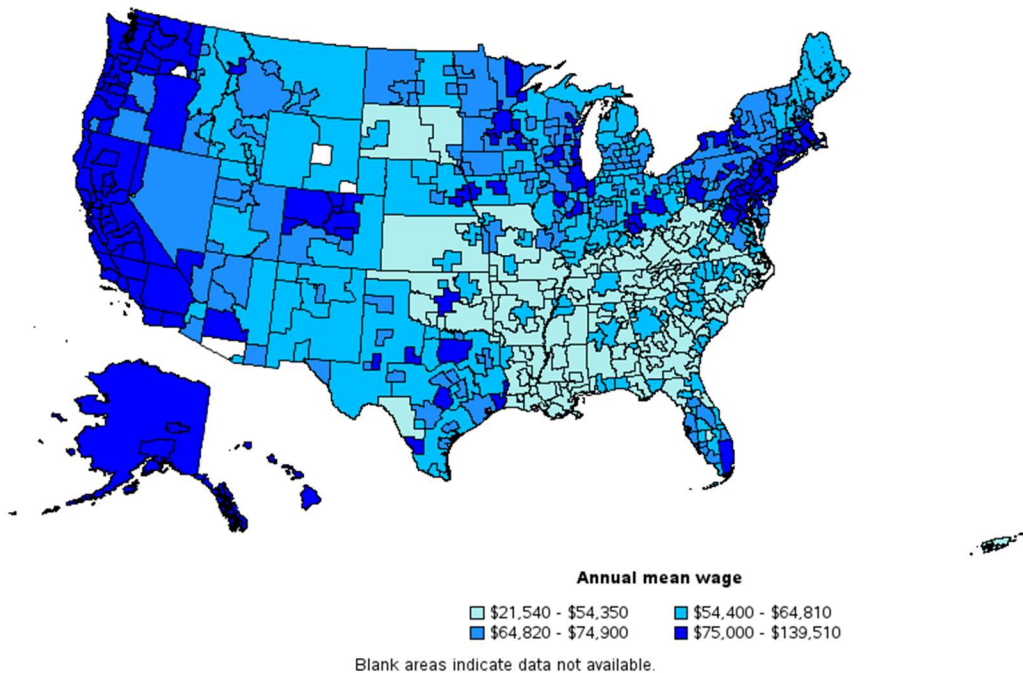
U.S. (nationwide) - **\$76,290**



In Houston-Pasadena-The Woodlands, TX:

- Workers on average earn **\$75,450**.
- 10% of workers earn **\$58,580 or less**.
- 10% of workers earn **\$94,910 or more**.

Annual mean wage of police and sheriff's patrol officers, by area, May 2023



It should be noted that BLS Statistics measures average employee's salaries, while the HAPCA survey considered salaries at entry level, mid-level, and top-end. Additionally, the BLS data is now over one year old, and several regional agencies have raised their salaries and changed benefits.