



# HPOU Contract Highlights

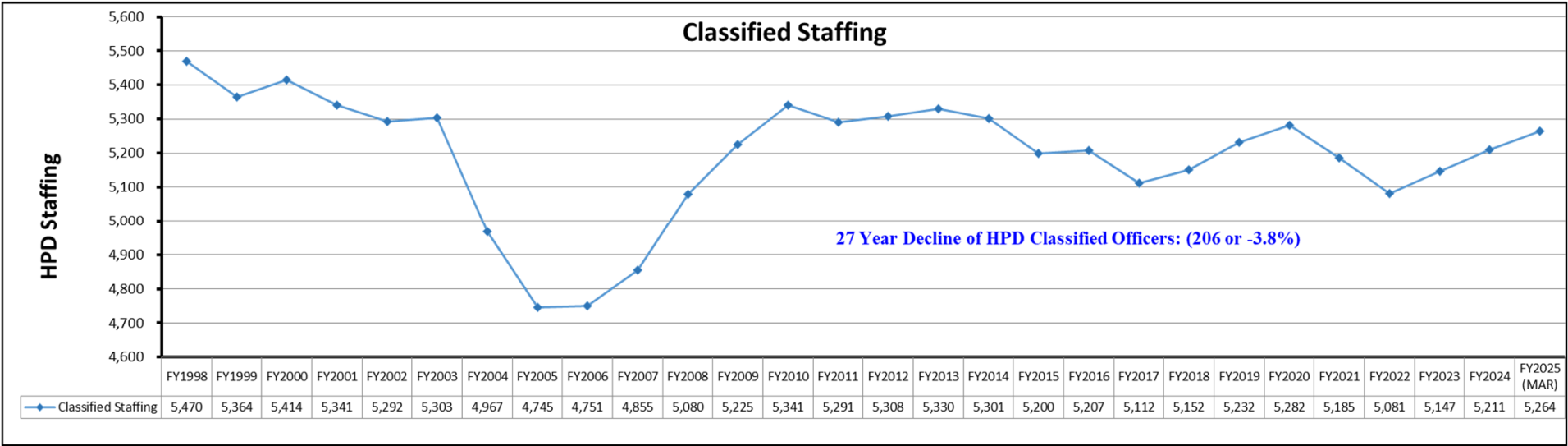
May 2025

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# Classified Staffing Trend



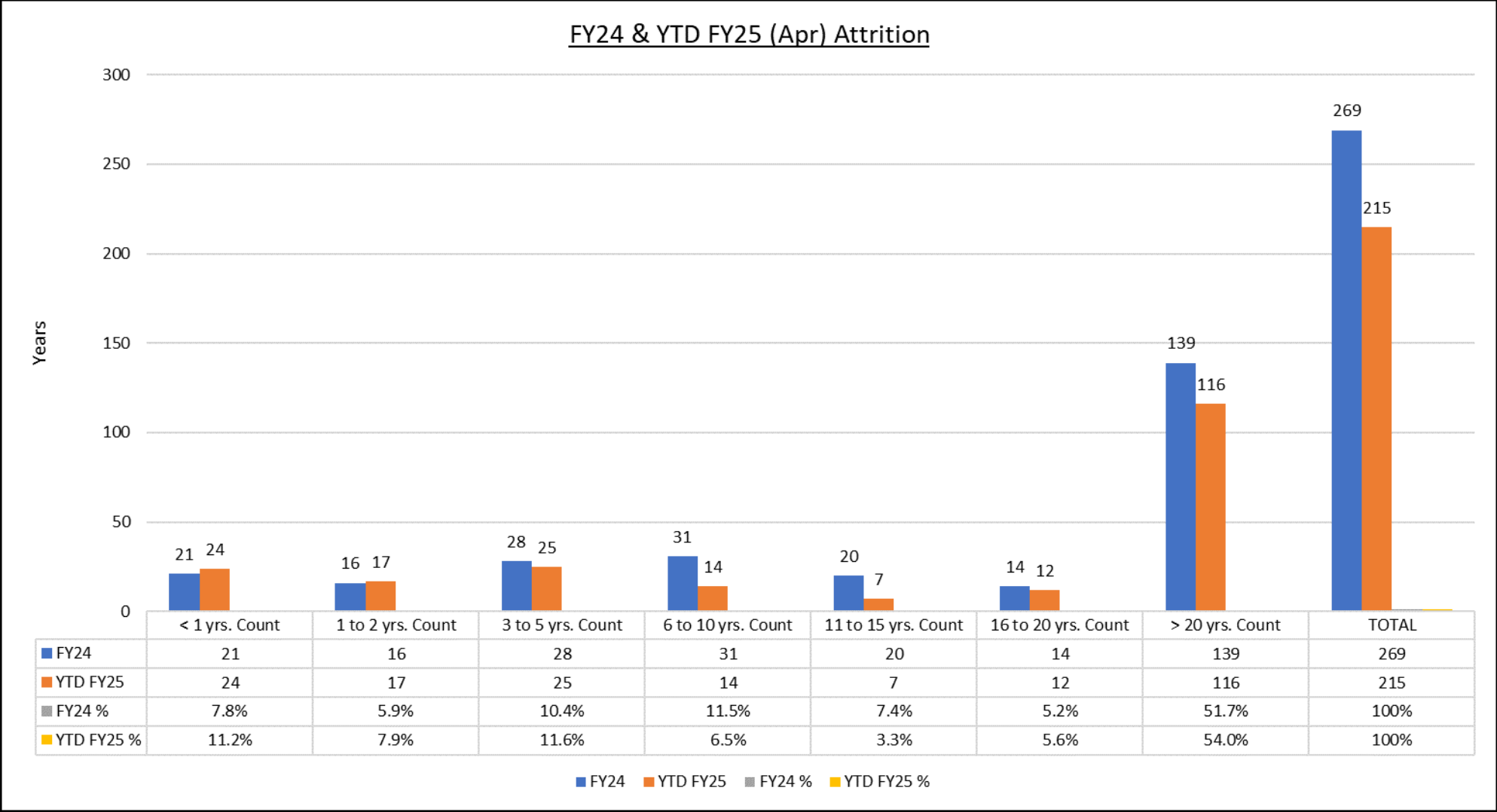


# Authorized vs Actual In The Last 10 years

Fiscal Year	Authorized Classified	Authorized Civilian	Total Authorized	Actual Classified	Actual Civilian	Total Actual
2014	6103	1272	7375	<b>5301</b>	1275	6576
2015	6103	1289	7392	<b>5200</b>	1191	6391
2016	6103	1251	7354	<b>5207</b>	1157	6364
2017	6106	1234	7340	<b>5112</b>	1146	6258
2018	6406	1177	7583	<b>5152</b>	1060	6212
2019	6404	1030	7434	<b>5232</b>	915	6147
2020	6404	1032	7436	<b>5282</b>	887	6169
2021	6405	1033	7438	<b>5185</b>	904	6089
2022	6405	982	7387	<b>5122</b>	871	5993
2023	6405	981	7386	<b>5147</b>	878	6025
2024	6405	939	7344	<b>5211</b>	880	6091

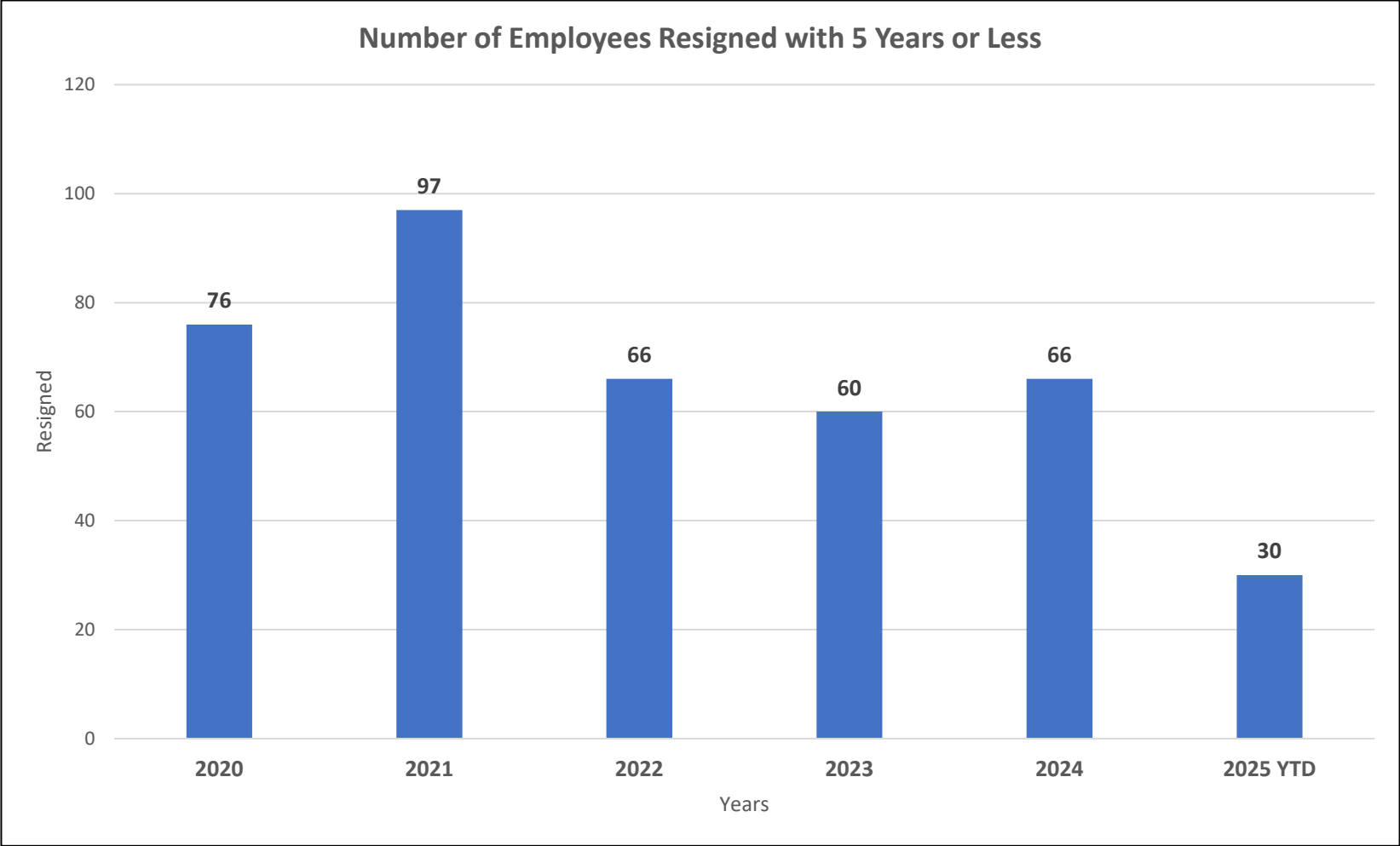


# FY24 & FY25 Attrition



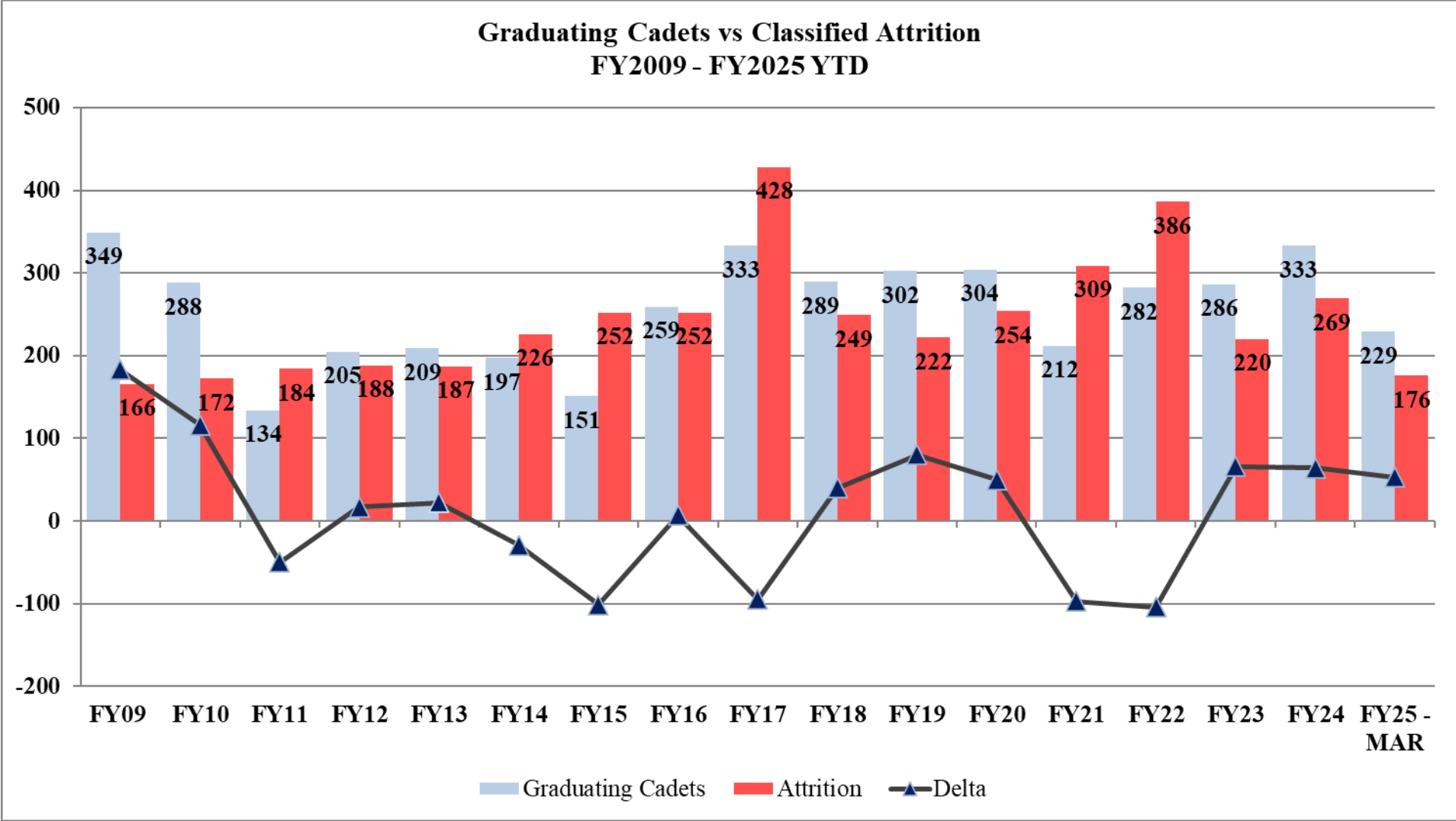


# 2020-2025 CY Resignations





# Graduating Cadets vs. Classified Attrition





# HPD Officer Compensation - Current vs. Other Texas Cities Comparisons

FIRST YEAR AFTER PROBATION AND FIVE YEAR POLICE OFFICER BASE PAY		
City	Starting Base Salary	Base at 5 years
Houston	\$62,574	\$73,071
Dallas	\$77,659	\$87,407
Austin	\$71,000	\$87,498
San Antonio	\$75,691	\$80,783
Fort Worth	\$76,066	\$90,792

*\*Note: Special pay varies based on assignment, education, shift differential, and other factors*



# HPD Officer Compensation - New Contract First Year

## Proposed vs. Other Texas Cities Comparisons

FIRST YEAR POLICE OFFICER PAY AFTER PROBATION & FIVE YEAR OFFICER					
City	Starting Base Salary	Average Special Pay*	Total Starting Pay	Base at 5 Years	Notes
Houston	\$75,000	~\$12,000	~\$87,000	\$84,038	Now amongst the highest in Texas; strong early career incentives
Dallas	\$77,659	~\$5,000 - \$8,000	~\$82,000 - \$85,000	\$87,407	Dallas recently approved increases (January 2025)
Austin	\$71,000	~\$5,000 - \$7,000	~\$76,000 - \$78,000	\$87,498	Austin market is highly competitive (cost of living)
San Antonio	\$75,691	~\$4,000 - \$6,000	~\$79,000 - \$81,000	\$80,783	Lower starting pay; fewer incentives; pay increased in April 2025
Fort Worth	\$76,066	~\$5,000	~\$81,000	\$90,792	

*\*Note: Special pay varies based on assignment, education, shift differential, and other factors*





# HPOU Contract

## 5-year financial impact overview

**Total Impact**  
**\$832 million**  
**5-year agreement**

Year 1  
FY2026

- \$67 million
- July 2025 – 10% salary increase

Year 2  
FY2027

- \$121 million
- July 2026 – 8% salary increase

Year 3  
FY2028

- \$167 million
- July 2027 – 6% salary increase

Year 4  
FY2029

- \$217 million
- July 2028 – 6% salary increase

Year 5  
FY2030

- \$260 million
- July 2029 – 6.5% salary increase

Cost increases at a compounded rate, year over year.



# Summary of Contract Financial Elements

## **SALARY INCREASES (36.5% OVER 5 YEARS):**

- July 2025 – 10% Increase
- July 2026 – 8% Increase
- July 2027 – 6% Increase
- July 2028 – 6% Increase
- July 2029 – 6.5% Increase

A first-year officer will now have a base salary of \$75,000. Additional pay can include weekend, shift, education, patrol, and other incentives.

## **PATROL PAY INCREASES:**

- Patrol Pay (2 years seniority) increased from \$600 to \$1600 annually.
- Patrol Pay (4 years seniority) increased from \$1900 to \$2400 annually.
- Patrol Pay (6 years seniority) increased from \$2200 to \$3000 annually.

## **SHIFT DIFFERENTIAL INCREASES:**

- Shift Differential (shift starts at noon or later) increased from \$1820 to \$2600 annually.
- Weekend Pay (2 days) increased from \$1820 to \$2600 annually.

## **UNCHANGED INCENTIVE PAYS:**

- Investigator Pay
- Clothing Allowance
- Education Pay
- Physical Agility Test
- Bilingual
- Assignment
- Equipment (unchanged FY26-29)
- TCOLE

# HPOU Contract

## Other Provisions



### ARTICLE

**Article 18:** 1) Now receive military point and education degree point for promotional exams  
2) Lieutenant / Captain test is time in grade up to 5 years plus degree and military

**Article 31:** 1) Acceptance of Responsibility: can be used 3 times in career, for total of 10 days aggregate in career but never more than 5 days  
2) For any 3-day suspension or less, the officer is entitled to receive positive discipline upon request (no denial by Department)

**Article 33:** "Evergreen" Clause 2%

**Article 35:** Proposed allowance for Exempt Time Credit hours to be included in Phase-Down time banks  
(No Immediate Impact to Budget)

**Article 36:** Increase court time minimum to 4 hours (from 2 hours)

**Article 41:** Proposed increase in time-off payout for Sergeants from 32 hours to 40 hours for successful completions of Physical Agility Test (PAT), consistent with Police Officers



# HPOU Contract

## Proposed Annual Differences in Special Pay

Proposed Special Pay Change	4/16/25 Counts	Current Pay	Proposed Pay	Increase/ Decrease	Net Annual Change
Assignment Pay – Patrol Officer - Pay Level 1 (\$600/year to \$1,600/year)	758	\$23.08	<b>\$61.54</b>	\$38.46	\$757,970
Assignment Pay – Patrol Officer - Pay Level 2 (\$1,900/year to \$2,400/year)	629	\$73.08	<b>\$92.31</b>	\$19.23	\$314,487
Assignment Pay – Patrol Officer - Pay Level 3 (\$2,200/year to \$3,000/year)	165	\$84.62	<b>\$115.38</b>	\$30.76	\$131,960
Assignment Pay – Crime Suppression/Differential Response Team (DRT) (\$800/year – same pay; increase number eligible by 140 to include DRT Team)	275	\$30.77	<b>\$30.77</b>	\$0	\$112,003
Shift/Weekend Pay – 1 Weekend Day	937	\$35.00	<b>\$50.00</b>	\$15.00	\$365,430
Shift/Weekend Pay – 2 Weekend Day	1,415	\$70.00	<b>\$100.00</b>	\$30.00	\$1,103,700
Shift/Weekend Pay – Evening or Night	2,044	\$70.00	<b>\$100.00</b>	\$30.00	\$1,594,320
Shift Variance Pay – PPO only <b>(New)</b> (\$200 bi-weekly for 340 PPOs)	340	N/A	<b>\$200.00</b>	\$200.00	\$884,000
Other Pays – Field Training Admin Officer <b>(Remove)</b>	6	\$120.00	<b>\$0</b>	(\$120.00)	(\$18,720)
TOTAL ANNUAL SPECIAL PAY INCREASE					<b>\$5,245,150*</b>

\*Does not include 28.55% Fringe benefit \$1,497,491





# Base Pay by Rank

Classification	B/W Base Pay eff. July, 2021 (2% ACB, Evergreen)	B/W Base Pay eff. July, 2022	B/W Base Pay eff. July, 2023	B/W Base Pay eff. July, 2024	B/W Base Pay eff. July, 2025	B/W Base Pay eff. July, 2026	B/W Base Pay eff. July, 2027	B/W Base Pay eff. July, 2028	B/W Base Pay eff. July, 2029
CIVIL SERVICE CLASS A UNIFORMED CLASS-POLICE SERVICE									
Fiscal Year Effected	2022	2023	2024	2025	2026	2027	2028	2029	2030
* Police Cadet (Municipal employee) - Yr 1 First 6 mos.	42,000	42,000	42,000	52,000	52,000	52,000	52,000	52,000	52,000
** Police Officer, Probationary - Yr 1 Second 6 mos.	42,000	42,000	42,000	52,000	57,200	61,776	65,483	69,411	73,923
Police Officer : 1st Year	56,440	58,697	60,458	62,574	75,000	81,000	85,860	91,012	96,927
Police Officer : 2nd Year	62,232	64,722	66,663	68,996	76,500	82,620	87,577	92,832	98,866
Police Officer : 3rd & 4th Year	63,788	66,339	68,329	70,721	77,793	84,016	89,057	94,401	100,537
Police Officer : 5th Year	65,907	68,544	70,600	73,071	80,378	86,809	92,017	97,538	103,878
Police Officer : 6th Year	66,808	69,480	71,565	74,070	81,476	87,995	93,274	98,871	105,297
Police Officer : 7th - 9th Year	68,902	71,658	73,808	76,391	84,030	90,752	96,198	101,969	108,597
Police Officer : 10th - 11th Year	74,426	77,403	79,725	82,515	90,767	98,028	103,910	110,144	117,304
Senior Police Officer : 16th Year & Under	75,779	78,810	81,175	84,016	92,418	99,811	105,799	112,147	119,437
Senior Police Officer : 17th Year & Over	82,976	86,295	88,884	91,995	101,195	109,290	115,848	122,799	130,781
Sergeant : 5th - 9th Year	91,004	94,644	97,484	100,896	110,985	119,864	127,056	134,679	143,434
Sergeant : 10th - 16th Year	93,903	97,660	100,589	104,110	114,521	123,683	131,103	138,970	148,003
Sergeant : 17th Year & Over	95,654	99,480	102,465	106,051	116,656	125,989	133,548	141,561	150,762
Lieutenant : 7th - 9th Year	101,326	105,380	108,541	112,340	123,574	133,460	141,467	149,955	159,702
Lieutenant : 10 - 16th Year	104,597	108,781	112,045	115,966	127,563	137,768	146,034	154,796	164,858
Lieutenant : 17th Year & Over	107,205	111,493	114,838	118,858	130,744	141,203	149,675	158,656	168,968
*** Commander/Captain : 7th - 9th Year	116,743	121,413	125,056	129,432	142,376	153,766	162,992	172,771	184,001
*** Commander/Captain : 9th - 16th Year	123,322	128,255	132,103	136,727	150,399	162,431	172,177	182,508	194,371
*** Commander/Captain : 17th Year & Over	126,550	131,611	135,560	140,304	154,335	166,682	176,682	187,283	199,457

\* Beginning Nov. 13, 2024, biweekly Base pay for Police Cadet and Police Officer, Probationary was adjusted to \$2,000.00.

\*\* Beginning July 2025, Police Officer, Probationary will be eligible for across-the-board increases.

\*\*\* Beginning Jan. 20, 2025, the rank of Commander was changed to Captain

\*\*\*\* Beginning fiscal 2016, ACs and EACs became executive municipal personnel and are no longer subject to compensation terms of Meet and Confer agreement





**Questions?**





## Appendix

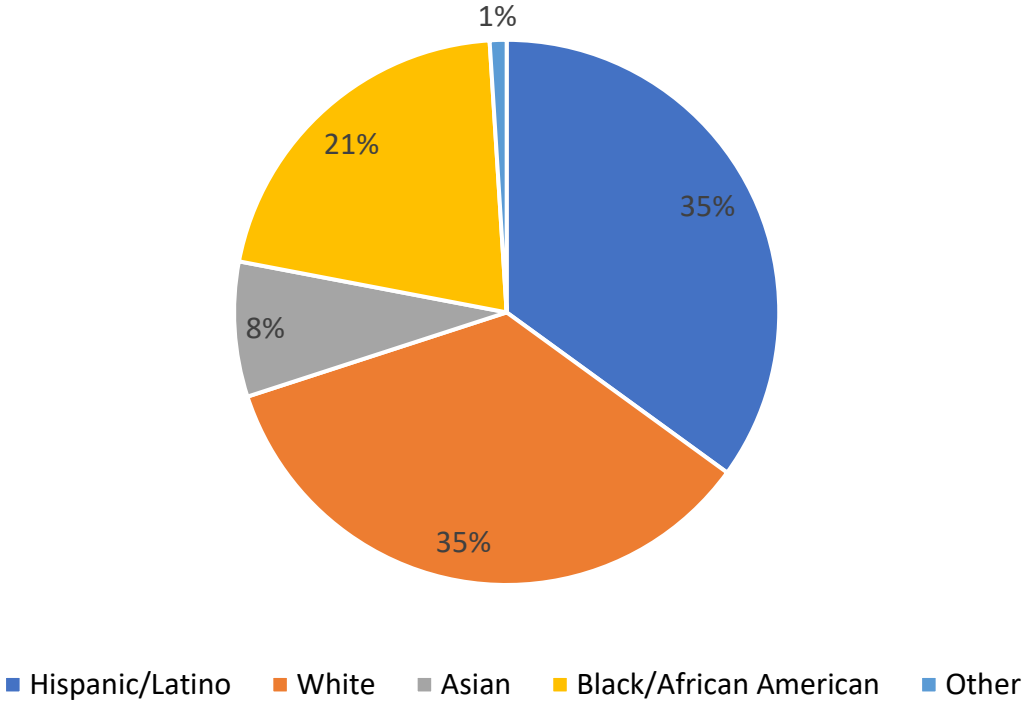




# Classified Statistics

*as of April 21, 2025*

HPD Classified Workforce - 5,264  
Cadets – 175



## Cadets

- \$52,000 salary
- \$1,000 one-time firearm stipend





# HPOU Contract

## Summary of All Special Pay with Changes

Type of Pay	Sub-Category	Current Annual Pay	Proposed Annual Increase
American Sign Language		\$1,820	N/A
Assignment	SWAT, Bomb, Dive, & Helicopter	\$1,820	N/A
Bilingual		\$1,820	N/A
Canine		\$1,820	N/A
Clothing Allowance	Non-uniformed	\$800	N/A
<b>Crime Suppression*</b>		<b>\$800</b>	<b>N/A</b>
Education	Bachelor's Master's Doctorate	\$3,640 \$6,240 \$8,840	N/A
Equipment Allowance		\$2,002	N/A
Field Training Officer	Field Instructor 1 Field Training Admin Officer 2 Field Instructor/Evaluator 3	\$1,820 \$0 \$3,900	N/A (Field Training Admin Officer Pay Eliminated)
Investigator Incentive	Step 1: 3 – 4 years Step 2: 5 – 6 years Step 3: 8+ years	\$600 \$1,900 \$2,200	N/A
Longevity		\$28 - \$1,300	N/A

Type of Pay	Sub-Category	Current Annual Pay	Proposed Annual Increase
MCA Assignment		\$1,820	N/A
Motorcycle Allowance		\$6,300	N/A
Police Mentor	Phase I Phase II	\$1,000 lump sum \$1,000 lump sum	N/A
Solo Motorcycle		\$1,820	N/A
Physical Agility Test**		\$1,000	N/A
Temp. Higher Class			N/A
TCOLE Training	Level 1: 0 – 5 years Level 2: 6 – 11 years Level 3: 12+ years	\$1,400.10 \$3,360.50 \$8,282.30	N/A
<b>Patrol Incentive</b>	<b>Step 1: 3 – 4 years</b> <b>Step 2: 5 – 6 years</b> <b>Step 3: 7+ years</b>	<b>\$600</b> <b>\$1,900</b> <b>\$2,200</b>	<b>\$1,600</b> <b>\$2,400</b> <b>\$3,000</b>
<b>Shift Differential</b>	<b>2<sup>nd</sup> Shift</b> <b>3<sup>rd</sup> Shift</b>	<b>\$1,820</b> <b>\$1,820</b>	<b>\$2,600</b> <b>\$2,600</b>
<b>Shift/Weekend Premium</b>	<b>One Shift</b> <b>Two Shifts</b> <b>Evening/Night</b>	<b>\$910</b> <b>\$1,820</b> <b>\$1,820</b>	<b>1,300</b> <b>\$2,600</b> <b>\$2,600</b>
<b>NEW Shift Variance Pay PPOs Only (\$200 biweekly – 6 months)</b>			<b>\$2,600</b>

\*Increase eligibility by 140 officers

\*\*Limit \$1,000,000 per year

HPOU Contract