



City of Austin Police Officer Information



Wages

	Pay Range						
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	Start	After 6 mos.	1-year anniversary	2-year anniversary	3-year anniversary	4-year anniversary	5-year anniversary
	70.00%	75.00%	80.00%	85.00%	90.00%	95.00%	100.00%
2024	\$32.90	\$35.25	\$37.60	\$39.95	\$42.30	\$44.65	\$47.00
2025	\$33.89	\$36.31	\$38.73	\$41.15	\$43.57	\$45.99	\$48.41

The city has a 7-Step pay system, employees reach top step, in only 5 years (if they start at Step 1). In addition to annual step increases, employees receive approved annual adjustments to the pay scale; based on the above numbers, 2024 is 3% and 2025 is 3%. Future adjustments – yet to be determined.

Premium Pay

- ❖ Night shift differential of .80 cents per hour, in addition to base pay.
- ❖ Sunday shift differential of .35 cents per hour, in addition to base pay.
- ❖ Holiday pay – Twelve paid holidays/96 hours per year; paid time and one-half holiday premium for working a holiday (11 of 12 holidays), used as paid time off or paid out at the end of the year.

Successful New Hires

- ❖ Student loan reimbursement program – up to \$5,000 reimbursed to new employees to be applied to outstanding student loans.
- ❖ Relocation allowance reimbursement – up to \$5,000, based on actual expenses, to relocate within the City of Austin.

Department Details

- ❖ On-site workout facility
- ❖ 36 sworn officers; 10-hour shifts; rotating schedule
- ❖ Special Incident Response Team
- ❖ School Resource Officers
- ❖ Promotional opportunities
 - 3 – Sergeants
 - 3 – Lieutenants
 - 5 – Detectives