

Starting Cost Per Officer



	2022	2023	2024
Pay Per Officer	\$56,329.94	\$59,601.57	\$63,309.60
Fringe Benefits	\$15,000.00	\$15,000.00	\$15,000.00
Uniform	\$10,445.00		
Radio	\$6,858.59		
Laptop	\$2,031.68		
Body Worn Camera	\$3,500.00		
Dash Camera	\$6,200.00		
Patrol Unit	\$55,916.98		
Total	\$156,282.19	\$74,601.57	\$78,309.60
Total Cost for 10 Officers	\$1,562,821.90	\$746,015.70	\$783,096.00

TEXAS CITY POLICE WAGE SCALE AND STEPS CURRENT AND PROPOSED

AS OF 09-7-2021	Current	Hourly	Yearly
1 ASSISTANT CHIEF		\$ 48.16	\$ 100,172.80
2 CAPTAIN		\$ 46.31	\$ 96,324.80
3 LIEUTENANT		\$ 44.52	\$ 92,601.60
4 SERGEANT >5 YEARS		\$ 42.82	\$ 89,065.60
5 SEGEANT <5 YEARS		\$ 41.93	\$ 87,214.40
6 Patrol 10 years-		\$ 38.83	\$ 80,766.40
7 Patrol 8-9 years		\$ 37.51	\$ 78,020.80
8 Patrol 6-7 years		\$ 36.22	\$ 75,337.60
9 Patrol 4-5 Years		\$ 32.44	\$ 67,475.20
10 Patrol Lateral >5 years-		\$ 29.46	\$ 61,276.80
11 Patrol 3 years/ Lateral 3 years -		\$ 28.92	\$ 60,153.60
12 Patrol 2 years		\$ 26.30	\$ 54,704.00
13 Patrol 1 year		\$ 25.75	\$ 53,560.00
14 Propationary Patrolman		\$ 25.31	\$ 52,644.80

Propose 10/1/2021 7% Raise

		7% Raise		7% Raise
1 ASSISTANT CHIEF	\$ 48.16	\$ 51.53	\$ 100,172.80	\$ 107,184.90
2 CAPTAIN	\$ 46.31	\$ 49.55	\$ 96,324.80	\$ 103,067.54
3 LIEUTENANT	\$ 44.52	\$ 47.64	\$ 92,601.60	\$ 99,083.71
4 SERGEANT >5 YEARS	\$ 42.82	\$ 45.82	\$ 89,065.60	\$ 95,300.19
5 SEGEANT <5 YEARS	\$ 41.93	\$ 44.87	\$ 87,214.40	\$ 93,319.41
6 Patrol 10 years-	\$ 38.83	\$ 41.55	\$ 80,766.40	\$ 86,420.05
7 Patrol 8-9 years	\$ 37.51	\$ 40.14	\$ 78,020.80	\$ 83,482.26
8 Patrol 6-7 years	\$ 36.22	\$ 38.76	\$ 75,337.60	\$ 80,611.23
9 Patrol 4-5 Years	\$ 32.44	\$ 34.71	\$ 67,475.20	\$ 72,198.46
10 Patrol Lateral >5 years-	\$ 29.46	\$ 31.52	\$ 61,276.80	\$ 65,566.18
11 Patrol 3 years/ Lateral 3 years -	\$ 28.92	\$ 30.94	\$ 60,153.60	\$ 64,364.35
12 Patrol 2 years	\$ 26.30	\$ 28.14	\$ 54,704.00	\$ 58,533.28
13 Patrol 1 year	\$ 25.75	\$ 27.55	\$ 53,560.00	\$ 57,309.20
14 Propationary Patrolman	\$ 25.31	\$ 27.08	\$ 52,644.80	\$ 56,329.94

Proposed 10/01/20; 4% Raise

		4%		4%
1 ASSISTANT CHIEF	\$ 51.53	\$ 53.59	\$ 107,184.90	\$ 111,472.29
2 CAPTAIN	\$ 49.55	\$ 51.53	\$ 103,067.54	\$ 107,190.24
3 LIEUTENANT	\$ 47.64	\$ 49.54	\$ 99,083.71	\$ 103,047.06
4 SERGEANT >5 YEARS	\$ 45.82	\$ 47.65	\$ 95,300.19	\$ 99,112.20
5 SEGEANT <5 YEARS	\$ 44.87	\$ 46.66	\$ 93,319.41	\$ 97,052.18
6 Patrol 10 years-	\$ 41.55	\$ 43.21	\$ 86,420.05	\$ 89,876.85
7 Patrol 8-9 years	\$ 40.14	\$ 41.74	\$ 83,482.26	\$ 86,821.55
8 Patrol 6-7 years	\$ 38.76	\$ 40.31	\$ 80,611.23	\$ 83,835.68
9 Patrol 4-5 Years	\$ 34.71	\$ 36.10	\$ 72,198.46	\$ 75,086.40
10 Patrol Lateral >5 years-	\$ 31.52	\$ 32.78	\$ 65,566.18	\$ 68,188.82

11 Patrol 3 years/ Lateral 3 years -	\$ 30.94	\$ 32.18	\$ 64,364.35	\$ 66,938.93
12 Patrol 2 years	\$ 28.14	\$ 29.27	\$ 58,533.28	\$ 60,874.61
13 Patrol 1 year	\$ 27.55	\$ 28.65	\$ 57,309.20	\$ 59,601.57
14 Propationary Patrolman	\$ 27.08	\$ 28.16	\$ 56,329.94	\$ 58,583.13

Propose 10/1/2023

4% Raise

		4%		4%
1 ASSISTANT CHIEF	\$ 53.59	\$ 55.74	\$ 111,472.29	\$ 115,931.18
2 CAPTAIN	\$ 51.53	\$ 53.60	\$ 107,190.24	\$ 111,477.85
3 LIEUTENANT	\$ 49.54	\$ 51.52	\$ 103,047.06	\$ 107,168.94
4 SERGEANT >5 YEARS	\$ 47.65	\$ 49.56	\$ 99,112.20	\$ 103,076.69
5 SEGEANT <5 YEARS	\$ 46.66	\$ 48.53	\$ 97,052.18	\$ 100,934.27
6 Patrol 10 years-	\$ 43.21	\$ 44.94	\$ 89,876.85	\$ 93,471.92
7 Patrol 8-9 years	\$ 41.74	\$ 43.41	\$ 86,821.55	\$ 90,294.41
8 Patrol 6-7 years	\$ 40.31	\$ 41.92	\$ 83,835.68	\$ 87,189.11
9 Patrol 4-5 Years	\$ 36.10	\$ 37.54	\$ 75,086.40	\$ 78,089.86
10 Patrol Lateral >5 years-	\$ 32.78	\$ 34.09	\$ 68,188.82	\$ 70,916.38
11 Patrol 3 years/ Lateral 3 years -	\$ 32.18	\$ 33.47	\$ 66,938.93	\$ 69,616.48
12 Patrol 2 years	\$ 29.27	\$ 30.44	\$ 60,874.61	\$ 63,309.60
13 Patrol 1 year	\$ 28.65	\$ 29.80	\$ 59,601.57	\$ 61,985.63
14 Propationary Patrolman	\$ 28.16	\$ 29.29	\$ 58,583.13	\$ 60,926.46

RE: Annual Pay help

Jennifer Price

Mon 12/13/2021 12:32 PM

To: Melissa Schanzer <mschanzer@texascitytx.gov>; Anete Schmidt <aschmidt@texascitytx.gov>;

You can add 15-18,000 for benefits. It can vary depending on if they have dependents covered on insurance.

From: Melissa Schanzer <mschanzer@texascitytx.gov>

Sent: Monday, December 13, 2021 12:29 PM

To: Anete Schmidt <aschmidt@texascitytx.gov>; Jennifer Price <jprice@texascitytx.gov>

Subject: Annual Pay help

Good morning,

I'm assisting Chief Colwell on a grant. Can you please advise how much a starting out officer makes per year including fringe benefits?

As if the officer was hired at the beginning of 2022 and for a 3 year span.

From our scale it would be:

2022

\$56,329.94 + ___ Fringe benefits

2023

\$59,601.57 + ___ Fringe benefits

2024

\$63,309.60 + ___ Fringe benefits

Thank you in advance!

Thank You,

Officer M Schanzer #2735

Administrative Liaison

Texas City Police Department

[1004 9th Avenue North](#)

[Texas City, Tx 77590](#)

(409) 643-5736

NEW OFFICER EQUIPMENT COST

Cost per Officer: \$10,445.00
 Cost for 10 Officers: \$104,450.00

Item	Quantity	Item Cost	Cost per Officer:
2OZ OC CASE	1	13.00	13.00
2OZ OC SPRAY	1	21.00	21.00
5.11 PANTS TAC	2	55.00	110.00
9MM GLOCK PISTOL	1	450.00	450.00
BADGE - PATROL UNIFORM	1	99.00	99.00
BADGE - PATROLMAN HAT	1	99.00	99.00
BALISTIC PLATES W/CARRIER	1	608.00	608.00
BATON EXPANDABLE	1	117.00	117.00
BATON HOLDER	1	41.00	41.00
BELT KEEPER	1	12.00	12.00
BODY CAMERA	1	350.00	350.00
CLASS A TIE REGULAR - BLACK	1	9.00	9.00
COLLAR BRASS	2	7.00	14.00
DUTY BELT - NYLON - LARGE	1	67.00	67.00
GAS MASK W/CASE	1	600.00	600.00
HAND CUFF CASE	1	28.00	28.00
HAND CUFF W/CHAIN	1	21.00	21.00
HAT PATROL CLASS A	1	61.00	61.00
HAT PATROL CLASS A COVER	1	7.00	7.00
HELMET LARGE	1	300.00	300.00
HOLSTER - GLOCK	1	150.00	150.00
MAGIZINE POUCH - DOUBLE	1	34.00	34.00
MORNING BADGE - PIN	HG 1	6.00	6.00
MORNING BADGE - VELCRO	1	9.00	9.00
NAME PLATE - SILVER	2	9.00	18.00
OFFICER MEDICAL KIT	1	110.00	110.00
PATROL JACKET	1	208.00	208.00
PATROL RIFLE W/MAGIZINES	1	850.00	850.00
RADIO - HAND HELD W/CHARGER	1	4,200.00	4,200.00
RADIO HOLDER	1	27.00	27.00
RAINGEAR LARGE	1	51.00	51.00
TASER HOLDER	1	40.00	40.00
TASER	1	599.00	599.00
TOURNIQUET	1	26.00	26.00
TOURNIQUET CASE	1	17.00	17.00
UNIFORM PANTS	2	44.00	88.00
UNIFORM SHIRT MEN'S	1	44.00	44.00
UNIFORM SHIRT MEN'S SHORT SLEEVED 15	1	42.00	42.00
UNIFORM UNDERSHIRT MEN'S	2	48.00	96.00
VEST - OUTER CARRIER	1	85.00	85.00
VEST - PROTECTIVE - POINT BLANK	1	695.00	695.00
VEST - REFLECTIVE	1	23.00	23.00



7904 N. Sam Houston Pkwy W | Suite 325 | Houston, TX 77064

Attention:
Robert Turner
City of Texas City Police Department
12/3/2021

Prepared By:
George Ebell
281-802-2643
george.ebell@motorolasolutions.com
H-GAC Contract RA05-21

City of Texas City

Qty	Model #	Description	H-GAC PRICE	EXTENDED H-GAC PRICE
APX6000 Portables w/ Encryption				
10	H98UCF9PW6 N	APX6000 700/800 MODEL 2.5 PORTABLE	\$ 2,998.17	\$ 29,981.70
10	Q806	ADD: ASTRO DIGITAL CAI OPERATION	included	
10	H38	ADD: SMARTZONE OPERATION	included	
10	Q361	ADD: P25 9600 BAUD TRUNKING	included	
10	QA00580	ADD: TDMA OPERATION	included	
10	G996	ADD: PROGRAMMING OVER P25 (OTAP)	included	
10	QA01767	ADD: LINK LAYER RADIO AUTHENTICATION	included	
10	QA01648	ADD: ADVANCED SYSTEM KEY - HARDWARE KEY 01A7	included	
10	H885BK	ADD: 2 YR REPAIR SERVICE ADVANTAGE(3YR TOTAL)	included	
10	Q629	ENH: AES ENCRYPTION	\$ 500.00	\$ 5,000.00
10	Q498	ENH: MDC & ASTRO P25 OTAR W/ MULTIKEY	included	
APX 6000 Accessories:				
10	PMLN5324C	LEATHER CASE 2.75 SWL BL 2500MAH	\$ 48.75	\$ 487.50
10	PMMN4062A	APX IMPRES RSM, NOISE CANC. EMERGENCY BUTTON 3.5MM JACK IP54	\$ 82.50	\$ 825.00
10	NNTN8860A	SINGLE-UNIT, IMPRES 2, 3A, 115VAC, US/NA	\$ 112.50	\$ 1,125.00
10	PMNN4486	BATT IMPRES 2 LIION R IP68 3400T	\$ 106.50	\$ 1,065.00
APX4500 Mobile Remote Mount w/ Encryption				
10	M22URS9PW1 N	APX4500 7/800 MHZ MOBILE	\$ 2,381.17	\$ 23,811.70
10	QA02756	ENH: 9600 OR 3600 SINGLE SYSTEM DIG	included	
10	QA01648	ADD: ADVANCED SYSTEM KEY - HARDWARE KEY 01A7	included	
10	G00804	APX O2 CONTROL HEAD	included	
10	G444	ADD: CONTROL HEAD SOFTWARE	included	
10	G66	ADD: DASH MOUNT MID POWER	included	
10	G174	ADD: ANT 3DB LOW-PROFILE 762-870	included	
10	G67	ADD: REMOTE MOUNT MID POWER	\$ 129.00	\$ 1,290.00
10	B18	ADD: AUXILIARY SPKR 7.5 WATT	included	
10	G996	ENH: OVER THE AIR PROVISIONING	included	
10	G24	ENH: 2 YR REPAIR SERVICE ADVANTAGE (Total of 3 years)	included	
10	GA00580	ADD: TDMA OPERATION	included	
10	GA01767	ADD: APX4500 RADIO AUTHENTICATION	included	
10	W22	ADD: PALM MICROPHONE	included	
10	GA00235	ADD: NO GPS ANTENNA NEEDED	included	
10	G298	ADD: ENCRYPTION P25 & MDC OTAR	\$ 500.00	\$ 5,000.00
10	G843	ADD: AES ENCRYPTION APX (Package w/ G843)	included	

Pricing per HGAC Contract #RA05-21

Equipment	\$ 68,585.90
HGAC Fee	Included
Installation	Not Included
TOTAL	\$ 68,585.90

RE: Technology Cost List

Robert Turner

Mon 12/13/2021 2:19 PM

To: Melissa Schanzer <mschanzer@texascitytx.gov>;

 1 attachments (94 KB)

10 Radios.pdf;

Laptops are \$2,031.68 each. So \$20,316.80.

Working on Body Worn and Dash now.

From: Melissa Schanzer <mschanzer@texascitytx.gov>

Sent: Monday, December 13, 2021 2:09 PM

To: Robert Turner <rturner@texascitytx.gov>

Subject: Technology Cost List

Robert Turner,

I'm assisting Chief Colwell with the 10 officer hiring deal. Can you send me the numbers to supply one officer with a computer, body cam, etc?

Thank You,

Officer M Schanzer #2735

Administrative Liaison

Texas City Police Department

[1004 9th Avenue North](#)

[Texas City, Tx 77590](#)

(409) 643-5736

FW: Quote

Robert Turner

Mon 12/13/2021 3:56 PM

To: Melissa Schanzer <mschanzer@texascitytx.gov>;

See below.

From: Kyle Panasewicz <kylep@axon.com>
Sent: Monday, December 13, 2021 3:36 PM
To: Robert Turner <rturner@texascitytx.gov>
Subject: RE: Quote

****EXTERNAL EMAIL****

Hi Robert,

Just looking at previous orders, it looks like additional 10 Fleet will be about 62K until the end of your agreement, and additional 10 BWC/Licenses will be about 35K. Does that help?

Thank you!

Respect,

KYLE PANASEWICZ
Account Manager – Axon/Evidence.com

O / F 480 905 2071

AXON.COM

TASER INTERNATIONAL IS NOW AXON

From: Robert Turner <rturner@texascitytx.gov>
Sent: Monday, December 13, 2021 1:20 PM
To: Kyle Panasewicz <kylep@axon.com>
Subject: Quote

Kyle,

Can you ball park 10 body cameras, the licenses, and 10 dash cam kits for the PD?

Disclaimer

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PRODUCT PRICING SUMMARY
GOODBUY 20 8F000 VEHICLES www.purchasing.esc2.net
VENDOR--Silsbee Ford, 1211 Hwy 96 N., Silsbee TX 77656

End User: TEXAS CITY PATROL Prepared by: SETH GAMBLIN
 Contact: _____ Phone: 512.436.1313
 Email: _____ Email: SGAMBLIN.SILSBEEFLEET@GMA
 Product Description: FORD POLICE INTERCEPTOR UTILITY AWD Date: September 28, 2021

A. Bid Item: _____ A. Base Price: \$ **35,878.00**

B. Factory Options

Code	Options	Bid Price	Code	Options	Bid Price
K8A	2020 FORD PIU DIRECT-INJECTION	\$ 1,195.00	17A	AUX AIR	\$ 610.00
99C	3.0L V6 ECOBOOST	\$ 790.00	61B	OBD-II SPLITER	\$ 55.00
86T	TAIL LAMP/POLICE HOUSING	\$ 60.00			
43D	DARK CAR	\$ 25.00			
55F	KEY FOB	\$ 340.00			
60A	GRILLE LED LIGHTS, SIREN/SPEAKER W/D	\$ 50.00			
51R	DRIVER ONLY LED SPOT LAMP	\$ 395.00			

Total of B. Published Options: \$ **3,520.00**

Published Option Discount (5%) \$ **-**

C. Additional Options [not to exceed 25%]

\$= 41.4 %

Options	Bid Price	Options	Bid Price
SILSBEE FLEET IBSTALL	\$ 15,322.73		\$ -
WHITE DOOR PAINT & ROOF	\$ 995.00		

Total of C. Unpublished Options: \$ **16,317.73**

- D. Floor Plan Interest (for in-stock and/or equipped vehicles): \$ **-**
- E. Lot Insurance (for in-stock and/or equipped vehicles): \$ **-**
- F. Contract Price Adjustment: _____
- G. Additional Delivery Charge: 115 miles \$ **201.25**
- H. Subtotal: \$ **55,916.98**
- I. Quantity Ordered 10 x K = \$ **559,169.80**
- J. Trade in: _____ \$ **-**
- K. GOODBUY Administrative Fee (\$300 per purchase order) \$ **300.00**
- L. Total Purchase Price Including GOODBUY Fee \$ **559,469.80**