

**Education Pay**

Position	Amount Per Pay Period/Month	Total Annual Cost Per Person	Number of Positions	Total Cost Per Year, Per Position	Dpt	Total Annual Cost Per Department	Total Annual Cost
Associates Degree LE \$90 per month	\$90.00	\$1,080.00	50	\$54,000.00	560	\$132,120.00	\$226,080.00
Bachelors Degree LE \$170 per month	\$170.00	\$2,040.00	27	\$55,080.00			
Masters Degree LE \$240 per month	\$240.00	\$2,880.00	8	\$23,040.00			
Associates Degree Corr \$90 per month	\$90.00	\$1,080.00	25	\$27,000.00	570	\$93,960.00	
Bachelors Degree Corr \$170 per month	\$170.00	\$2,040.00	30	\$61,200.00			
Masters Degree Corr \$240 per month	\$240.00	\$2,880.00	2	\$5,760.00			

Figured with estimated total of 75 Assoc, 40 Bach, and 10 Mast. 2/3 in LE, 1/3 in Corr

**Certification Pay**

Position	Amount Per Pay Period/Month	Total Annual Cost Per Person	Number of Positions	Total Cost Per Year, Per Position	Dpt	Total Annual Cost Per Department	Total Annual Cost
Intermediate LE \$50 per month	\$50.00	\$600.00	25	\$15,000.00	560	\$198,480.00	\$579,000.00
Advanced LE \$90 per month	\$90.00	\$1,080.00	50	\$54,000.00			
Masters LE \$130 per month	\$130.00	\$1,560.00	83	\$129,480.00			
Intermediate Corr \$50 per month	\$50.00	\$600.00	35	\$21,000.00	570	\$380,520.00	
Advanced LE Corr \$90 per month	\$90.00	\$1,080.00	25	\$27,000.00			
Masters LE Corr \$130 per month	\$130.00	\$1,560.00	42	\$65,520.00			
Medical Sgt's \$500 per month	\$500.00	\$6,000.00	4	\$24,000.00			
Medical Sgt's with Paramedic Certification \$1,500 per month	\$1,500.00	\$18,000.00	4	\$72,000.00			
Basic EMT \$500 per month	\$500.00	\$6,000.00	3	\$18,000.00			
Advanced EMT \$750 per month	\$750.00	\$9,000.00	13	\$117,000.00			
Paramedic \$1,000 per month	\$1,000.00	\$12,000.00	3	\$36,000.00			

Figured with estimated total of 75 advanced and 125 masters. 2/3 in LE, 1/3 in Corr

Specialty Pay							
Position	Amount Per Pay Period/Month	Total Annual Cost Per Person	Number of Positions	Total Cost Per Year, Per Position	Dpt	Total Annual Cost Per Department	Total Annual Cost
FTO LE \$150 per month	\$150.00	\$1,800.00	19	\$34,200.00	560	\$312,000.00	\$697,500.00
CIT \$250 Per month	\$250.00	\$3,000.00	10	\$30,000.00			
Detective \$350 per month	\$350.00	\$4,200.00	33	\$138,600.00			
On Call Pay LE* \$100 per week	\$100.00	NA	21	\$109,200.00			
Hiring Bonus Corrections	\$2,500.00	NA	48	\$120,000.00	570	\$385,500.00	
Retention Pay**	\$500.00	NA	48	\$24,000.00			
Hazard Pay***	\$500.00	NA	301	\$150,500.00			
FTO Corr \$150 per month	\$150.00	\$1,800.00	17	\$30,600.00			
Detective \$350 per month	\$350.00	\$4,200.00	2	\$8,400.00			
On Call Pay Corr**** \$100 per week	\$100.00	NA	10	\$52,000.00			

\*On Call was figured by the number of positions on call each week, with a total of 20. Includes 11 SWAT, 2 CNT, 1 ACO, 1 Livestock, 1 VA, 1 Crime Scene, 2 CID Det, and 1 CID Sgt.

\*\*One time payment for new hires still employed after 6 months

\*\*\*One time payment for current employees

\*\*\*\*On Call was figured by the number of positions on call each week, with a total of 4.

### Bilingual Pay

Position	Amount Per Pay Period/Month	Total Annual Cost Per Person	Number of Positions	Total Cost Per Year, Per Position	Dpt	Total Cost Per Department	Total Annual Cost
Basic, LE \$23.08 per pay period	\$23.08	\$600.08	30	\$18,002.40	560	\$36,004.80	\$72,009.60
Advanced, LE \$34.62 per pay period	\$34.62	\$900.12	20	\$18,002.40			
Basic, Corr \$23.08 per pay period	\$23.08	\$600.08	30	\$18,002.40	570	\$36,004.80	
Advanced, Corr \$34.62 per pay period	\$34.62	\$900.12	20	\$18,002.40			

### Clothing Allowance

Position	Total Annual Cost Per Person	Number of Positions	Dpt	Total Annual Cost Per Department	Total Annual Cost
Detective Clothing Allowance \$300 Annually	\$300.00	40	560	\$12,000.00	\$12,000.00

\*Clothing allowance figured for CID (2 LT, 5 SGT, and 30 Detectives) and 3 for IA.

### Shift Differential

Position	Amount Per Pay Period	Total Annual Cost Per Person	Number of Positions	Dpt	Total Annual Cost Per Department	Total Annual Cost
Shift Differential, LE \$1 per hour	\$80.00	\$2,080.00	48	560	\$99,840.00	\$160,160.00
Shift Differential, Corr \$1 per hour	\$80.00	\$2,080.00	29	570	\$60,320.00	

**Total by Bureau**

Bureau	Type of Pay	Annual Total	Total by Bureau	Grand Total
560	Education	\$132,120.00	\$790,444.80	\$1,746,749.60
	Certification Pay	\$198,480.00		
	Specialty Pay	\$312,000.00		
	Bilingual	\$36,004.80		
	Clothing Allowance	\$12,000.00		
	Shift Differential	\$99,840.00		
570	Education	\$93,960.00	\$956,304.80	
	Certification Pay	\$380,520.00		
	Specialty Pay	\$385,500.00		
	Bilingual	\$36,004.80		
	Shift Differential	\$60,320.00		

## Comparison to Area Agencies

### Applicants in Last Process

Cedar Park PD	144
Georgetown PD	100
Leander PD	20
Liberty Hill ISD	20
Round Rock ISD	160
Round Rock PD	750

### Travis County Medical Staff

Position	Annual Salary Range
Physician II	\$153,412.48 - \$199,436.22
Physician I	\$143,376.06 - \$186,389.01
Physician Assistant Nurse Practitioner	\$77,956.53 - \$101,343.63
Registered Nurse II	\$59,466.58 - \$77,306.53
Registered Nurse I	\$55,578.85 - \$69,473.66
Licensed Vocational Nurse	\$39,615.06 - \$49,518.98

Bell County does not employ medical staff, they contract through Wellpath.