

There is **no comparison** between Houston Officer salaries/benefits and FBC Deputy salaries/benefits:

	Houston Police Department ¹	Fort Bend County Sheriff's Office
Beginning pay	\$81,600.00	\$68,515.00
Fringe benefits	(<u>27.10%</u> - \$22,113.60)(\$103,713.00)	(<u>24.06%</u> - \$16,484.71)(\$84,999.71)
Education pay (annual)		
Bachelor's	\$3,640.00	0
Master's	\$6,240.00	0
Doctorate	\$8,840.00	0
TCOLE Certification pay (biwkly)		
Level 1 (\$53.85 biwkly)	\$1,400.10	Basic (\$25 biwkly) \$650.00
Level II (\$129.25 biwkly)	\$3,360.50	Intermediate (\$50/biwkly) \$1,300.00
Level III (\$318/55 biwkly)	\$8,282.30	Advanced (\$95/biwkly) \$2,470.00
		Master (\$135/biwkly) \$3,510.00
Bilingual proficiency pay (monthly)		
\$150/mo	\$1,800.00	0
Shift differential	\$2,600.00	0
Weekend premium		
1 day	\$1,300.00	0
2 days	\$2,600.00	0
Clothing allowance	\$800.00	0
Tuition reimbursement (reimbursement through JD/doctorate)		
\$492 credit hr/Bachelor	\$59,000.00 (120 hrs)	0
\$541 credit hr/Master	\$19,476.00 (36 hrs)	0
\$541 credit hr/Doctorate	\$32,460.00 (60 hrs)	0
\$1,175 credit hr/JD	\$105,750.00 (90 hrs)	0
Physical fitness pay (annual)		
5 days or \$1,000	\$1,000.00	0
Paid time off (annual)(Offs may accrue up top 2,500 hrs; paid at 100% w/10 yrs. tenure)		
20 days (1-7 yrs)		13 days
25 days (8-14 yrs)		
30 days (16+ yrs)		
Patrol officer incentive pay	\$1,600.00-Step 1/\$2,400 (2); \$3,000 (III)	0
Investigator incentive pay	\$600.00 (I); \$1,900 (II); \$2,200 (III)	0
Field training officer (monthly)		
150.00/ month	\$1,800.00	0
Equipment allowance	\$2,002.00	0
Public Service Loan Forgiveness Program	✓	✗
Compensatory accumulation	480 hours	80 hours
Crime Suppression/ Differential Response Team pay (annual)		
\$800.00		0
Early retirement/retirement pay for unused PTO, vacation, comp, frozen sick		
10 yrs of service= 100% frozen and current value		Vac/Comp only
Exempt employee time compensation		
1.5 X hours worked		0
Phase Down Program	4 options to receive pay for accumulated time	0
TOTAL	\$95,142.10²	\$69,165.00²
DIFFERENCE		\$25,977.10

¹ 2025–2030 Meet and Confer Agreement (5/19/2025) <https://hpou.org/wp-content/uploads/2025/07/2025-Meet-Confer-Executed.pdf>

² Representing a first year, degreed peace officer on evening or night shift working one weekend shift.