



## BHPD Benefits & Pay

The following information is sourced from the current Collective Bargaining Agreement (CBA) between the City of Balcones Heights and the Balcones Heights Police Officers' Association. The CBA applies to all full-time paid Balcones Heights police officers.

### **Applicant Process:**

1. Personal History Statement
2. Background Investigation
3. Written Test
4. Physical Agility Test
5. Review Board
6. Drug & Physical Tests
7. Psychological Exam

### **Uniform Allowance: (\$800 per year)**

The City shall provide each probationary officer with an Eight Hundred Dollar (\$800) allowance at the time of hiring to acquire the approved uniforms and equipment. The City shall pay each current non-probationary officer Four Hundred Dollars (\$400) twice per year.

### **Language Skills Pay: (\$520 per year)**

Each officer shall be entitled to Language Skills Pay upon satisfactory completion of testing and certification in a language approved by the City. The standard pay is currently \$520 per year.

### **FTO Pay: (\$600 per year)**

Any officer appointed by the Chief to be an FTO will be paid Fifty Dollars (\$50) per month in addition to their base salary and other compensation provided by the CBA. This additional benefit shall be applicable at all times, not merely when the officer is actually engaged in training.

### **Shift Differential: (\$1,300 per year)**

Any officer assigned to the second patrol, or evening patrol shift (which currently is 2pm to 10 pm) shall be paid a shift differential of Fifty Dollars (\$50) per pay period. Any officer working the third patrol, or graveyard patrol shift (which currently is 10pm to 6am) shall be paid a shift differential of Fifty Dollars (\$50) per pay period.

### **COLA:**

In each fiscal year in which the CBA is effective, officers will receive a cost of living adjustment (COLA) in an amount equal to the maximum COLA approved by City Council for any employee of the City of Balcones Heights. No COLA shall exceed four percent (4%) to any employee of the City or officer in any year.

**Holiday Pay:**

There are no fewer than ten (10) City holidays each year. An officer assigned to shift work who is required to work on an official holiday will be paid for twelve (12) additional hours if the officer's shift is eight (8) hours.

**Certification/Education Pay:**

<b>Years of Service with BHPD</b>	<b>Hire Date to 5<sup>th</sup> Anniversary</b>	<b>5<sup>th</sup> Anniversary to 10<sup>th</sup> Anniversary</b>	<b>10<sup>th</sup> Anniversary to 15<sup>th</sup> Anniversary</b>	<b>15<sup>th</sup> Anniversary and beyond</b>
<b>Intermediate Certificate or Associates Degree</b>	\$910/year	\$1,170/year	\$1,430/year	\$1,690/year
<b>Advanced Certificate or Bachelor's Degree</b>	\$1,560/year	\$1,820/year	\$2,080/year	\$2,340/year
<b>Master Certificate or Master's Degree</b>	\$2,110/year	\$2,370/year	\$2,630/year	\$2,890/year

**Base Pay:**

The below list gives annual base pays at the various ranks and years within that rank. These numbers do not reflect additional monies earned through education pay, shift differential, or other specialty pays.

**Police Officer  
Grade 24**

	<b>Annually</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
<b>Starting Pay</b>	\$44,112	\$1,697	\$21.21
<b>After 1 year</b>	\$44,994	\$1,731	\$21.63
<b>After 2 years</b>	\$45,894	\$1,765	\$22.06
<b>After 3 years</b>	\$46,812	\$1,800	\$22.51
<b>After 5 years</b>	\$47,748	\$1,836	\$22.96
<b>After 7 years</b>	\$48,703	\$1,873	\$23.42
<b>After 9 years</b>	\$49,677	\$1,911	\$23.88
<b>After 12 years</b>	\$50,671	\$1,949	\$24.36
<b>After 15 years</b>	\$51,684	\$1,988	\$24.85
<b>After 18 years</b>	\$52,718	\$2,028	\$25.35

**Corporal  
Grade 29**

	<b>Annual</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
<b>Starting Pay</b>	\$49,934	\$1,921	\$24.01
<b>After 1 year</b>	\$50,932	\$1,959	\$24.49
<b>After 2 years</b>	\$51,951	\$1,998	\$24.98
<b>After 3 years</b>	\$52,990	\$2,038	\$25.48
<b>After 5 years</b>	\$54,050	\$2,079	\$25.99
<b>After 7 years</b>	\$55,131	\$2,120	\$26.51
<b>After 9 years</b>	\$56,233	\$2,163	\$27.04
<b>After 12 years</b>	\$57,358	\$2,206	\$27.58
<b>After 15 years</b>	\$58,505	\$2,250	\$28.13
<b>After 18 years</b>	\$59,675	\$2,295	\$28.69

**Sergeant  
Grade 32**

	<b>Annual</b>	<b>Bi-Weekly</b>	<b>Hourly</b>
<b>Starting Pay</b>	\$53,765	\$2,068	\$25.85
<b>After 1 year</b>	\$54,840	\$2,109	\$26.37
<b>After 2 years</b>	\$55,937	\$2,151	\$26.89
<b>After 3 years</b>	\$57,056	\$2,194	\$27.43
<b>After 5 years</b>	\$58,197	\$2,238	\$27.98
<b>After 7 years</b>	\$59,361	\$2,283	\$28.54
<b>After 9 years</b>	\$60,548	\$2,329	\$29.11
<b>After 12 years</b>	\$61,759	\$2,375	\$29.69
<b>After 15 years</b>	\$62,994	\$2,423	\$30.29
<b>After 18 years</b>	\$64,254	\$2,471	\$30.89

**Leave:**

Vacation and Sick Leave – New officers will be eligible for paid vacation and sick leave at the accrual rate of four (4) hours per pay period.

**Health Insurance:**

The city will pay the premium for individual coverage of all officers under its employee group health and life insurance programs. Officers become eligible for the programs on the first day of the month after the month they started employment. Officers may enroll eligible family members in the program by paying the full cost of their coverage by payroll deduction.

**Retirement:**

The City participates in the Texas Municipal Retirement System (TMRS) and has elected to 20-year retirement plan at the current contribution rate of 7% / 2:1 match.