



PEACE OFFICER SALARY STUDY

November 2022

This report was produced by the Texas Commission on Law Enforcement
directed by the 87th Legislative Session.

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Executive Summary

The 87th Texas Legislature charged the Texas Commission on Law Enforcement (TCOLE) with developing a peace officer salary study. The overall goal of the survey was to gather and organize data, analyze the results, and create a report. The purpose of the study was to understand salary ranges among Texas commissioned peace officers. The Commission began this project in September of 2021 and concluded the project in September of 2022.

- The annual state median income for Texas citizens is \$63,836.
- The median annual salary of a Texas non-supervisory peace officer is \$42,500, which is \$21,336 below the state median income.
- The median annual salary of a Texas supervisory peace officer is \$52,500, which is \$11,336 below the state median income.
- All 24 regions have areas that reported salaries as low as \$20,000 for non-supervisory positions.
- Regions 12, Capital Area Council of Governments; 16, Houston-Galveston Area Council; and 22, Texoma Council of Governments, responded having the highest reported salaries for non-supervisory positions, which ranges between \$95,000-\$100+.
- The median annual income of a non-supervisory peace officer nationwide is \$47,500, which is \$5,000 above the median income of a Texas non-supervisory peace officer.
- The median annual income of a supervisory peace officer nationwide is \$62,500, which is \$10,000 above the median income of a Texas first line supervisory peace officer.

Limitations

This report does not include information for Independent School District (ISD) police departments, port authorities, university police agencies, tribal police agencies, and federal law enforcement agencies, as these do not follow the same jurisdictional boundaries as municipalities or county offices. Furthermore, their salary structures are also different from municipalities and county offices, thus making the data incomparable to other states as well as departments within Texas.

There were not any critical risks in creating this report. However, it is important to highlight some anomalies and other possible reasons for any discrepancies the data shows.

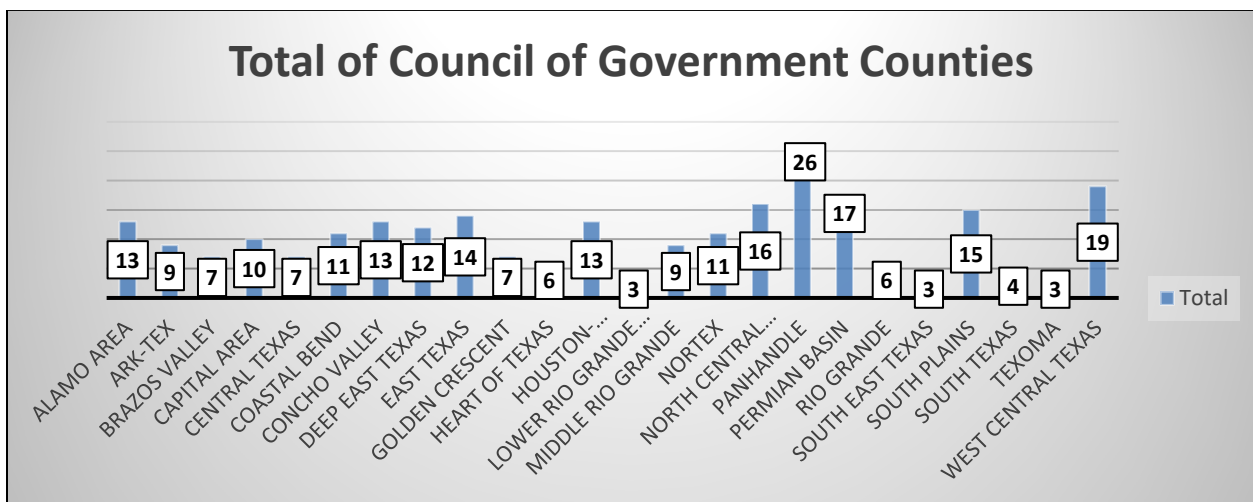
- ❖ There are several agencies in the state of Texas that are in an inactive status in TCOLE records; or
- ❖ There can be high turnover of agency personnel, which makes reaching out to some agencies difficult; and
- ❖ Some agencies responded and did not enter complete information. This made it difficult to decipher the information received. In some instances, the TCOLE agency number or agency name that was asked for in the survey was not given, and due to the nature of the survey being anonymous it was impossible to reach out to the individual who responded.

Background Information

Total Number of Law Enforcement Agencies: 3,040
Total Number of Appointed Peace Officers: 78,490
Municipal Agencies: 818
County Agencies: 925
State Agencies: 15

Scope

The Texas Commission on Law Enforcement presents the following report on the salaries of licensed Texas peace officers. Using the language given in the rider, located in the General Appropriations Act from the 87th legislative session, the Commission developed a detailed report based on the findings obtained through survey responses. The commission worked diligently to produce a product that highlights the vast salary ranges of Texas peace officers and the cost of living regionally. This report provides the overall peace officer salaries (at both supervisory and non-supervisory levels) from differing regions in Texas, a comparison of the regions based on like populations, the cost-of-living for these regions, and how Texas compares to the rest of the nation.



This graph depicts the number of counties in each region.

In-State Survey Data

The in-state survey was emailed out to all municipalities, sheriff offices, and constable offices asking for both supervisory and non-supervisory salary ranges. Supervisory positions were classified as first-line supervisory positions including: sergeants, patrol supervisors, lieutenants, captains, sheriffs, and chiefs. The non-supervisory positions include: patrol officers, deputy sheriffs, and deputy constables.

TCOLE received a total of 1,216 responses.

The in-state survey required the responder to fill in six identifiers:

1. The name of the responding agency.
2. The TCOLE assigned number of the responding agency.
3. The type of entity the responding agency; municipality, county, or state agency.
4. The number of paid full-time appointed officers that are currently employed by the agency.
5. The annual baseline salary for supervisory officer positions.
6. The annual baseline salary for non-supervisory officer positions.

****The surveys have been downloaded and are included under Appendix B.****

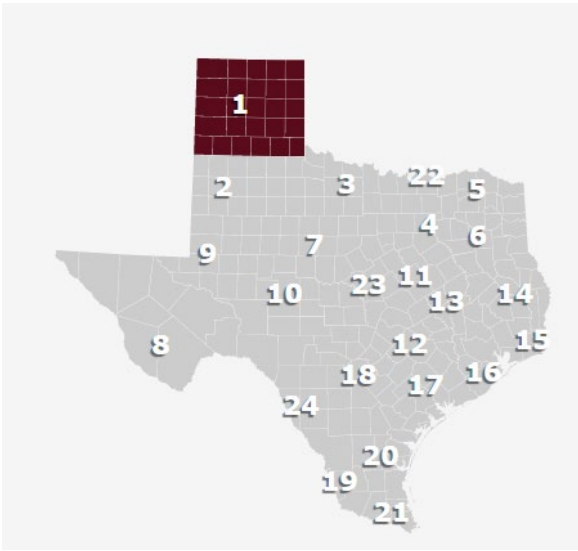
****All salary information in this report is based on incomes before taxes.****

Below are the breakdowns for each Council Of Governments (COG) region that contain a brief analysis of each COG, the salary range for both non-supervisory and supervisory peace officers, the cost of living for the region, and the median household income per region.

Region 1: Panhandle Regional Planning Commission

Region 1 consists of twenty-six (26) counties with a total of 431,585 residents. There are 1,107 appointed, full-time peace officers and 58 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$30,000-\$60,000, with six (6) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 1 as a whole by \$19,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 1,107 to 431,585, which equals roughly 2.56 licensed peace officers per 1,000 residents. The average cost of living for Region 1 is \$30,433 with a median income of \$59,000 for the region.



Counties

Armstrong, Briscoe, Carson, Castro, Childress, Collingsworth, Dallam, Deaf Smith, Donley, Gray, Hall, Hansford, Hartley, Hemphill, Hutchinson, Lipscomb, Moore, Ochiltree, Oldham, Parmer, Potter, Randall, Roberts, Sherman, Swisher, Wheeler

Region 1: Panhandle Regional Planning Commission

Area:	25,887 sq. miles
Population: (World Population Data)	433,971
Licensed Police Officers:	1,107
Counties:	26
Law Enforcement Agencies:	58
Non-Supervisory Salary Range:	\$30,000-\$60,000
Supervisory Salary Range:	\$20,000-\$85,000



Region 1

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

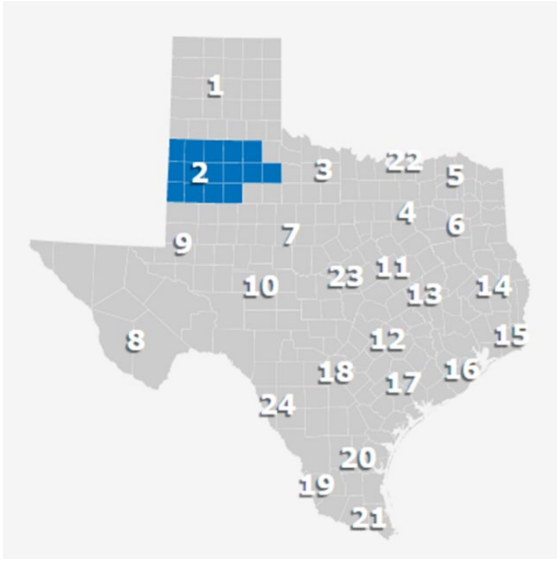
Agency	Non-Supervisory Average	Supervisory Average
Amarillo Police Department	50,000-54,999	80,000-84,999
Armstrong Sheriff Office	40,000-44,999	40,000-44,999
Booker Police Department	35,000-39,999	40,000-44,999
Borger Police Department	40,000-55,000	50,000-75,000
Bovina Police Department	35,000-39,999	40,000-44,999
Briscoe Sheriff Office	35,000-39,999	45,000-49,999
Cactus Police Department	50,000-54,999	65,000-69,999
Canyon Police Department	45,000-49,999	55,000-59,999
Carson Sheriff Office	40,000-44,999	40,000-44,999
Castro Sheriff Office	35,000-39,999	35,000-39,999
Childress Constable Precinct 1	Less than 20,000	35,000-39,999
Childress Police Department	35,000-39,999	45,000-49,999
Childress Sheriff Office	45,000-49,999	50,000-54,999
Collingsworth Constable Precinct 1	Less than 20,000	Less than 20,000
Dalhart Police Department	40,000-44,999	45,000-49,999
Dallam Sheriff Office	40,000-44,999	50,000-54,999
Deaf Smith Sheriff Office	50,000-54,999	55,000-59,999
Donley Sheriff Office	40,000-44,999	40,000-44,999
Dumas Police Department	40,000-44,999	45,000-49,999
Friona Police Department	30,000-34,999	35,000-39,999
Gray Constable Precinct 1&3	30,000-34,999	30,000-34,999
Gray Constable Precinct 2&4	Less than 20,000	30,000-34,999
Gray Sheriff Office	40,000-44,999	40,000-44,999
Hall Sheriff Office	40,000-44,999	Less than 20,000
Hansford Sheriff Office	45,000-49,999	50,000-54,999
Hartley Sheriff Office	45,000-49,999	50,000-54,999
Hemphill Sheriff Office	50,000-54,999	55,000-59,999
Hereford Police Department	45,000-49,999	60,000-64,999
Hutchinson Constable Precinct 1	40,000-44,999	40,000-44,999
Hutchinson Constable Precinct 2	45,000-49,999	45,000-49,999
Hutchinson Sheriff Office	55,000-59,999	55,000-59,999
Lake Tanglewood Police Department	Less than 20,000	20,000-24,999
Lipscomb Sheriff Office	50,000-54,999	55,000-59,999
Memphis Police Department	Less than 20,000	35,000-39,999
Moore Sheriff Office	55,000-59,999	60,000-64,999
Ochiltree Constable Precinct 1	35,000-39,999	35,000-39,999
Ochiltree Sheriff Office	45,000-49,999	55,000-59,999
Oldham Sheriff Office	40,000-44,999	45,000-49,999

Pampa Police Department	45,000-49,999	55,000-59,999
Panhandle Police Department	40,000-44,999	40,000-44,999
Parmer Sheriff Office	40,000-44,999	45,000-49,999
Perryton Police Department	40,000-44,999	45,000-49,999
Potter Constable Precinct 1	55,000-59,999	55,000-59,999
Potter Constable Precinct 2	Less than 20,000	50,000-54,999
Potter Sheriff Office	55,000-59,999	65,000-69,999
Randall Constable Precinct 1	Less than 20,000	55,000-59,999
Randall Sheriff Office	45,000-49,999	65,000-69,999
Roberts Sheriff Office	50,000-54,999	50,000-54,999
Sherman Sheriff Office	45,000-49,999	50,000-54,999
Spearman Police Department	40,000-44,999	50,000-54,999
Stinnett Police Department	40,000-44,999	45,000-49,999
Stratford Police Department	50,000-54,999	50,000-54,999
Swisher Sheriff Office	35,000-39,999	40,000-44,999
Tulia Police Department	35,000-39,999	40,000-44,999
Wheeler Sheriff Office	40,000-44,999	40,000-44,999

Region 2: South Plains Association of Governments

Region 2 consists of fifteen (15) counties with a total of 445,988 residents. There are 1,025 appointed, full-time peace officers and 39 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$65,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 2 as a whole by \$13,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is 1,025 to 445,988, which equals roughly 2.3 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 2 is \$30,023 with a median income of \$48,000 for the region.

	<p><u>Counties</u> Bailey, Cochran, Crosby, Dickens, Floyd, Garza, Hale, Hockley, King, Lamb, Lubbock, Lynn, Motley, Terry, Yoakum</p>
<p>Region 2: South Plains Association of Governments</p>	
<p>Area:</p>	<p>13,617</p>
<p>Population: (World Population Data)</p>	<p>434,716</p>
<p>Licensed Police Officers:</p>	<p>877</p>
<p>Counties:</p>	<p>15</p>
<p>Law Enforcement Agencies:</p>	<p>39</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$65,000</p>
<p>Supervisory Salary Range:</p>	<p>\$25,000-\$95,000</p>



Region 2

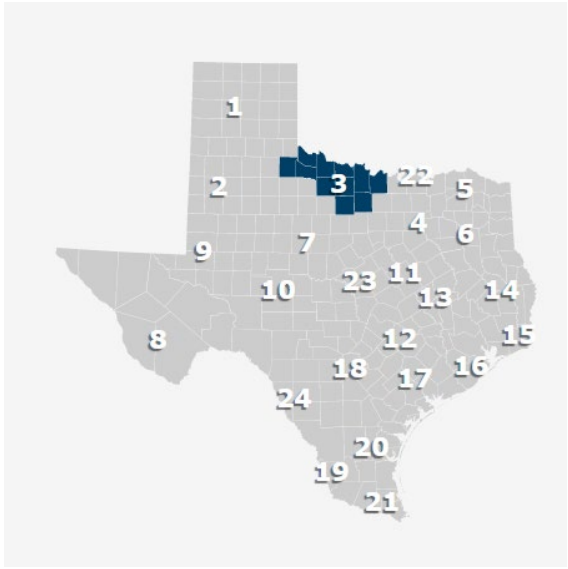

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Abernathy Police Office	40,000-44,999	45,000-49,999
Bailey Constable Precinct 3	Less than 20,000	Less than 20,000
Bailey Sheriff Office	40,000-44,999	40,000-44,999
Brownfield Police Office	40,000-44,999	55,000-65,000
Cochran Sheriff Office	40,000-44,999	45,000-49,999
Crosbyton Police Office	25,000-29,999	35,000-39,999
Dickens Sheriff Office	35,000-39,999	35,000-39,999
Earth Police Office	45,000-49,999	45,000-49,999
Floyd Sheriff Office	40,000-44,999	50,000-54,999
Floydada Police Office	35,000-39,999	40,000-44,999
Garza Constable Precinct 1	35,000-39,999	40,000-44,999
Garza Sheriff Office	40,000-44,999	45,000-49,999
Hale Center Police Office	30,000-34,999	40,000-44,999
Hale Constable Precinct 3	60,000-64,999	60,000-64,999
Idalou Police Office	35,000-39,999	40,000-44,999
King Sheriff Office	Less than 20,000	35,000-39,999
Lamb Sheriff Office	45,000-49,999	55,000-59,999
Levelland Police Office	45,000-49,999	50,000-54,999
Littlefield Police Office	35,000-39,999	40,000-44,999
Lockney Police Office	35,000-39,999	35,000-39,999
Lubbock Constable Precinct 1	50,000-54,999	45,000-49,999
Lubbock Constable Precinct 4	50,000-54,999	50,000-54,999
Lubbock Police Office	60,000-64,999	90,000-94,999
Lubbock Sheriff Office	35,000-50,000	55,000-89,999
Lynn Sheriff Office	40,000-44,999	40,000-44,999
Motley Sheriff Office	20,000-24,999	30,000-34,999
Muleshoe Police Office	35,000-39,999	40,000-44,999
New Deal Police Office	25,000-29,999	25,000-29,999
Petersburg Police Office	35,000-39,999	50,000-54,999
Plainview Police Office	40,000-44,999	40,000-44,999
Ransom Canyon Police Office	35,000-39,999	45,000-49,999
Shallowater Police Office	30,000-34,999	35,000-39,999
Slaton Police Office	30,000-34,999	35,000-39,999
Spur Police Office	30,000-34,999	35,000-39,999
Sundown Police Office	30,000-34,999	45,000-49,999
Tahoka Police Office	35,000-39,999	40,000-44,999
Terry Sheriff Office	40,000-44,999	45,000-49,999
Wolfforth Police Office	40,000-44,999	45,000-49,999

Region 3: Nortex Regional Planning Commission

Region 3 consists of eleven (11) counties with a total of 222,518 residents. There are 567 appointed, full-time peace officers and 32 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$60,000, with four (4) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 3 as a whole by \$20,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is 567 to 222,518, which equals roughly 2.08 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 3 is \$30,065 with a median income of \$55,000 for the region.

	<p><u>Counties</u> Archer, Baylor, Clay, Cottle, Foard, Hardeman, Jack, Montague, Wichita, Wilbarger, Young</p>
<p>Region 3: Nortex Regional Planning Commission</p>	
<p>Area:</p>	<p>9,649 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>218,332</p>
<p>Licensed Police Officers:</p>	<p>567</p>
<p>Counties:</p>	<p>11</p>
<p>Law Enforcement Agencies:</p>	<p>32</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$60,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>
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Region 3

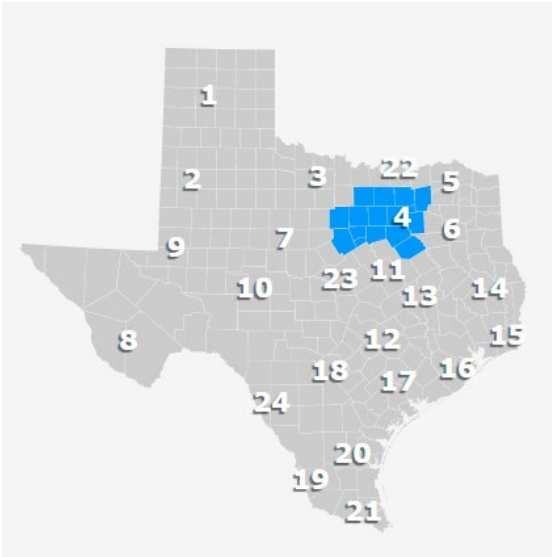
The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.


Agency	Non-Supervisory Average	Supervisory Average
Archer City Police Department	30,000-34,999	More than 100,000
Archer Constable Precinct 2	20,000-24,999	20,000-24,999
Archer Sheriff Office	40,000-44,999	40,000-44,999
Baylor Sheriff Office	25,000-29,999	35,000-39,999
Bowie Police Department	40,000-44,999	45,000-49,999
Chillicothe Police Department	40,000-44,999	65,000-69,999
Clay Constable Precinct 1	45,000-49,999	50,000-54,999
Clay Sheriff Office	40,000-44,999	45,000-49,999
Crowell Police Department	30,000-34,999	35,000-39,999
Electra Police Department	35,000-39,999	35,000-39,999
Foard Constable Precinct 1	Less than 20,000	40,000-44,999
Graham Police Department	35,000-39,999	45,000-49,999
Hardeman Constable Precinct 3	Less than 20,000	Less than 20,000
Hardeman Sheriff Office	35,000-39,999	40,000-44,999
Iowa Park Police Department	30,000-34,999	35,000-39,999
Jack Constable Precinct 1	Less than 20,000	45,000-49,999
Jack Sheriff Office	35,000-39,999	40,000-44,999
Jacksboro Police Department	45,000-49,999	40,000-49,999
Montague Constable Precinct 1	40,000-44,999	40,000-44,999
Montague Sheriff Office	45,000-49,999	55,000-59,999
Olney Police Department	40,000-44,999	50,000-54,999
Paducah Police Department	35,000-39,999	55,000-59,999
Vernon Police Department	40,000-44,999	40,000-44,999
Wichita Constable Precinct 1	40,000-44,999	45,000-49,999
Wichita Constable Precinct 3	25,000-29,999	25,000-29,999
Wichita Constable Precinct 4	Less than 20,000	Less than 20,000
Wichita Falls Police Department	55,000-59,999	75,000-79,999
Wichita Sheriff Office	45,000-49,999	50,000-54,999
Wilbarger Constable Precinct 2	Less than 20,000	40,000-44,999
Wilbarger Sheriff Office	40,000-44,999	45,000-49,999
Young Constable Precinct 1	Less than 20,000	Less than 20,000
Young Sheriff Office	35,000-39,999	45,000-49,999

Region 4: North Central Texas Council of Governments

Region 4 consists of sixteen (16) counties with a total of 8,126,835 residents. There are 15,450 appointed, full-time peace officers and 188 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$80,000, with four (4) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 4 as a whole by \$17,000 annually. The median income for a licensed peace officer in this region is \$55,000 a year. The ratio of peace officer to residents is 15,450 to 8,126,835, which equals roughly 1.90 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 4 is \$34,993 with a median income of \$72,000 for the region.

	<p><u>Counties</u> Collin, Dallas, Denton, Ellis, Erath, Hood, Hunt, Johnson, Kaufman, Navarro, Palo Pinto, Parker, Rockwall, Somervell, Tarrant, Wise</p>
<p>Region 4: North Central Texas Council of Governments</p>	
<p>Area:</p>	<p>12,797 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>7,958,961</p>
<p>Licensed Police Officers:</p>	<p>15,450</p>
<p>Counties:</p>	<p>16</p>
<p>Law Enforcement Agencies:</p>	<p>188</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$80,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>



**North Central Texas
Council of Governments**

Region 4

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Addison Police Department	65,000-90,000	95,000-More than 100,000
Allen Police Department	40,000-44,999	45,000-49,999
Alvarado Police Department	40,000-44,999	50,000-54,999
Anna Police Department	60,000-64,999	70,000-74,999
Argyle Police Department	60,000-64,999	85,000-89,999
Arlington Police Department	65,000-69,999	95,000-99,999
Aubrey Police Department	60,000-64,999	80,000-84,999
Azle Police Department	50,000-75,000	55,000-More than 100,000
Balch Springs Police Department	35,000-39,999	75,000-79,999
Bartonville Police Department	60,000-64,999	75,000-79,999
Bedford Police Department	55,000-59,999	90,000-94,999
Benbrook Police Department	60,000-64,999	85,000-89,999
Blue Mound Police Department	50,000-54,999	60,000-64,999
Bridgeport Police Department	50,000-54,999	55,000-59,999
Burleson Police Department	65,000-69,999	90,000-94,999
Caddo Mills Police Department	45,000-49,999	50,000-54,999
Carrollton Police Department	65,000-69,999	95,000-99,999
Cedar Hill Police Department	60,000-64,999	90,000-94,999
Celeste Police Department	30,000-34,999	35,000-39,999
Celina Police Department	65,000-69,999	90,000-94,999
Cleburne Police Department	55,000-59,999	80,000-84,999
Cockrell Hill Police Department	40,000-44,999	50,000-54,999
Colleyville Police Department	60,000-64,999	85,000-89,999
Collin Constable Precinct 1	55,000-59,999	60,000-64,999
Collin Constable Precinct 2	50,000-54,999	55,000-59,999
Collin Constable Precinct 3	55,000-59,999	60,000-64,999
Collin Constable Precinct 4	55,000-59,999	60,000-64,999
Collin Sheriff Office	65,000-69,999	65,000-69,999
Commerce Police Department	40,000-50,000	50,000-60,000
Coppell Police Department	65,000-69,999	80,000-84,999
Corinth Police Department	55,000-59,999	75,000-79,999
Corsicana Police Department	50,000-75,000	55,000-80,000
Crandall Police Department	45,000-49,999	55,000-59,999
Crowley Police Department	55,000-59,999	75,000-79,999
Dallas Constable Precinct 1	55,000-59,999	65,000-69,999
Dallas Constable Precinct 2	65,000-69,999	75,000-79,999
Dallas Constable Precinct 3	55,000-59,999	95,000-99,999
Dallas Constable Precinct 4	60,000-64,999	75,000-79,999
Dallas Constable Precinct 5	55,000-59,999	60,000-64,999

Dallas Police Department	60,000-85,000	80,000-More than 100,000
Dallas Sheriff Office	60,000-64,999	75,000-79,999
Dalworthington Gardens Police Department	50,000-54,999	55,000-59,999
Dawson Police Department	40,000-44,999	45,000-49,999
Decatur Police Department	50,000-54,999	60,000-64,999
Denton Constable Precinct 1	60,000-64,999	80,000-84,999
Denton Constable Precinct 2	55,000-59,999	70,000-74,999
Denton Constable Precinct 3	50,000-54,999	75,000-79,999
Denton Constable Precinct 4	55,000-59,999	85,000-89,999
Denton Police Department	65,000-95,000	More than 100,000
Denton Sheriff Office	55,000-59,999	65,000-69,999
Desoto Police Department	50,000-54,999	85,000-89,999
Double Oak Police Department	55,000-59,999	65,000-69,999
Dublin Police Department	40,000-44,999	45,000-49,999
Duncanville Police Department	60,000-64,999	85,000-89,999
Ellis Constable Precinct 2	50,000-54,999	60,000-64,999
Ellis Constable Precinct 3	65,000-69,999	60,000-64,999
Ellis Constable Precinct 4	50,000-54,999	60,000-64,999
Ellis Sheriff Office	55,000-59,999	80,000-84,999
Ennis Police Department	55,000-59,999	70,000-74,999
Erath Constable Precinct 1	50,000-54,999	50,000-54,999
Erath Sheriff Office	40,000-44,999	45,000-49,999
Eules Police Department	65,000-69,999	85,000-89,999
Everman Police Department	40,000-44,999	45,000-49,999
Fairview Police Department	60,000-64,999	80,000-84,999
Farmers Branch Police Department	70,000-74,999	90,000-94,999
Farmersville Police Department	50,000-54,999	70,000-74,999
Flower Mound Police Department	65,000-69,999	95,000-99,999
Forest Hill Police Department	55,000-59,999	60,000-64,999
Forney Police Department	60,000-85,000	80,000-More than 100,000
Fort Worth Police Department	60,000-90,000	80,000-More than 100,000
Frisco Police Department	75,000-79,999	More than 100,000
Garrett Police Department	35,000-39,999	40,000-44,999
Glen Rose Police Department	45,000-49,999	70,000-74,999
Glenn Heights Police Department	45,000-49,999	60,000-64,999
Godley Police Department	50,000-54,999	55,000-59,999
Granbury Police Department	50,000-54,999	70,000-74,999
Grand Prairie Police Department	65,000-69,999	90,000-94,999
Grandview Police Department	40,000-44,999	55,000-59,999
Grapevine Police Department	60,000-64,999	95,000-99,999
Greenville Police Department	55,000-79,999	80,000-More than 100,000
Haltom City Police Department	60,000-64,999	80,000-84,999
Heath Police Department	60,000-64,999	80,000-84,999

Hickory Creek Police Department	55,000-59,999	60,000-64,999
Highland Village Police Department	60,000-89,999	70,000-More than 100,000
Hood Constable Precinct 1	30,000-34,999	70,000-74,999
Hood Constable Precinct 3	Less than 20,000	Less than 20,000
Hood Sheriff Office	45,000-49,999	50,000-54,999
Hudson Oaks Police Department	50,000-54,999	70,000-74,999
Hunt Sheriff Office	20,000-24,999	20,000-24,999
Hurst Police Department	70,000-74,999	95,000-99,999
Hutchins Police Department	50,000-54,999	60,000-64,999
Irving Police Department	65,000-69,999	95,000-99,999
Italy Police Department	40,000-44,999	45,000-49,999
Johnson Constable Precinct 3	50,000-54,999	55,000-59,999
Johnson Constable Precinct 4	45,000-49,999	50,000-54,999
Johnson Sheriff Office	50,000-54,999	55,000-59,999
Josephine Police Department	50,000-54,999	60,000-64,999
Joshua Police Department	55,000-59,999	65,000-69,999
Kaufman Constable Precinct 2	45,000-49,999	50,000-54,999
Kaufman Police Department	50,000-54,999	55,000-59,999
Kaufman Sheriff Office	50,000-54,999	50,000-54,999
Keene Police Department	40,000-44,999	55,000-59,999
Keller Police Department	60,000-64,999	75,000-79,999
Kemp Police Department	40,000-44,999	40,000-44,999
Kennedale Police Department	60,000-64,999	75,000-79,999
Kerens Police Department	35,000-39,999	40,000-44,999
Krugerville Police Department	60,000-64,999	75,000-79,999
Krum Police Department	55,000-59,999	75,000-79,999
Lake Worth Police Department	55,000-59,999	75,000-79,999
Lakeside Police Department	55,000-59,999	65,000-69,999
Lancaster Police Department	55,000-75,000	80,000-More than 100,000
Lavon Police Department	50,000-54,999	60,000-64,999
Lewisville Police Department	70,000-74,999	More than 100,000
Lone Oak Police Department	35,000-39,999	35,000-39,999
Maypearl Police Department	40,000-44,999	45,000-49,999
McKinney Police Department	65,000-69,999	95,000-99,999
Melissa Police Department	60,000-64,999	80,000-84,999
Mesquite Police Department	65,000-90,000	More than 100,000
Midlothian Police Department	55,000-79,999	65,000-95,000
Milford Police Department	45,000-49,999	45,000-49,999
Mineral Wells Police Department	45,000-49,999	60,000-64,999
Murphy Police Department	60,000-64,999	75,000-79,999
Navarro Constable Precinct 1	Less than 20,000	35,000-39,999
Navarro Constable Precinct 2	30,000-34,999	30,000-34,999
Navarro Constable Precinct 3	30,000-34,999	30,000-34,999

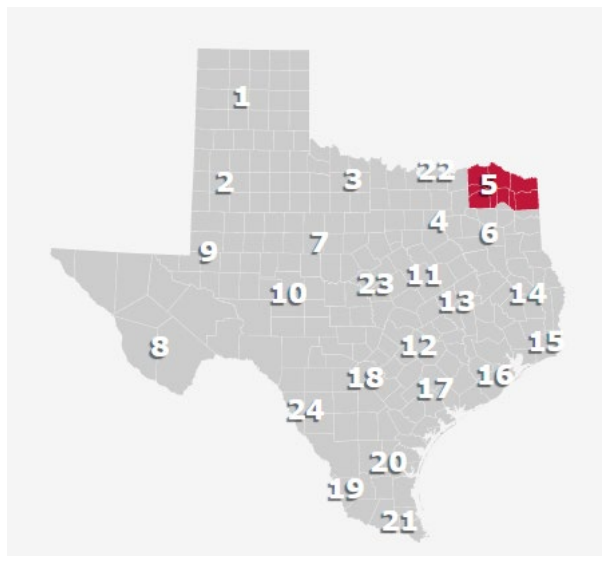

Navarro Police Department	25,000-29,999	25,000-29,999
North Richland Hills Police Department	60,000-64,999	90,000-94,999
Northlake Police Department	60,000-64,999	80,000-84,999
Oak Point Police Department	60,000-64,999	65,000-69,999
Oak Ridge Police Department	50,000-54,999	50,000-54,999
Ovilla Police Department	50,000-54,999	60,000-64,999
Palo Pinto Sheriff Office	55,000-59,999	55,000-59,999
Pantego Police Department	50,000-54,999	65,000-69,999
Parker Constable Precinct 3	50,000-54,999	60,000-64,999
Parker Constable Precinct 4	50,000-54,999	55,000-59,999
Parker Police Department	55,000-59,999	70,000-74,999
Parker Sheriff Office	50,000-54,999	65,000-69,999
Pilot Point Police Department	45,000-49,999	55,000-59,999
Plano Police Department	70,000-74,999	More than 100,000
Ponder Police Department	45,000-49,999	50,000-54,999
Princeton Police Department	55,000-59,999	75,000-79,999
Prosper Police Department	65,000-69,999	90,000-94,999
Quinlan Police Department	35,000-39,999	45,000-49,999
Red Oak Police Department	50,000-54,999	70,000-74,999
Rhome Police Department	50,000-54,999	60,000-64,999
Rice Police Department	35,000-39,999	40,000-44,999
Richardson Police Department	70,000-74,999	95,000-99,999
Richland Hills Police Department	50,000-54,999	65,000-69,999
Richland Police Department	40,000-44,999	35,000-39,999
Rio Vista Police Department	45,000-49,999	50,000-54,999
River Oaks Police Department	45,000-49,999	55,000-59,999
Roanoke Police Department	60,000-64,999	90,000-94,999
Rockwall Constable Precinct 2	55,000-59,999	75,000-79,999
Rockwall Police Department	65,000-69,999	75,000-79,999
Rockwall Sheriff Office	60,000-64,999	70,000-74,999
Rowlett Police Department	60,000-85,000	85,000-More than 100,000
Royse City Police Department	55,000-80,000	75,000-More than 100,000
Runaway Bay Police Department	40,000-44,999	50,000-54,999
Sachse Police Department	60,000-64,999	75,000-79,999
Saginaw Police Department	55,000-59,999	65,000-69,999
Sanger Police Department	35,000-39,999	40,000-44,999
Seagoville Police Department	55,000-59,999	65,000-69,999
Somervell Constable Precinct 2	50,000-54,999	50,000-54,999
Somervell Sheriff Office	40,000-44,999	45,000-49,999
Southlake Police Department	65,000-69,999	90,000-94,999
Springtown Police Department	45,000-49,999	55,000-59,999
Stephenville Police Department	45,000-49,999	60,000-64,999
Sunnyvale Police Department	55,000-59,999	75,000-79,999

Tarrant Constable Precinct 5	50,000-54,999	70,000-74,999
Tarrant Constable Precinct 6	60,000-64,999	70,000-74,999
Tarrant Sheriff Office	25,000-29,999	30,000-34,999
Terrell Police Department	60,000-64,999	85,000-89,999
The Colony Police Department	65,000-69,999	90,000-94,999
Town of Cross Roads Police Department	65,000-69,999	80,000-84,999
Trophy Club Police Department	60,000-64,999	85,000-89,999
University Park Police Department	65,000-69,999	90,000-94,999
Venus Police Department	45,000-49,999	60,000-64,999
Watagua Police Department	55,000-59,999	80,000-84,999
Waxahachie Police Department	60,000-64,999	80,000-84,999
Weatherford Police Department	50,000-54,999	80,000-84,999
Westover Hills Police Department	60,000-64,999	75,000-79,999
Westworth Village Police Department	50,000-54,999	60,000-64,999
White Settlement Police Department	50,000-54,999	70,000-74,999
Willow Park Police Department	50,000-54,999	60,000-64,999
Wilmer Police Department	50,000-54,999	65,000-69,999
Wise Constable Precinct 1	40,000-44,999	40,000-44,999
Wise Sheriff Office	50,000-54,999	65,000-69,999
Wylie Police Department	60,000-85,000	85,000-More than 100,000

Region 5: Ark-Tex Council of Governments

Region 5 consists of nine (9) counties with a total of 283,044 residents. There are 644 appointed, full-time licensed peace officers and 38 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$60,000, with two (2) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income by Region 5 as a whole by \$12,500 annually. The median income for a licensed peace officer in this region is \$37,500 a year. The ratio of peace officer to residents is 644 to 283,044, which equals roughly 2.28 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 5 is \$29,667 with a median income of \$50,000 for the region.

		<p><u>Counties</u> Bowie, Delta, Franklin, Hopkins, Lamar, Morris, Red River, Titus</p>
<p>Region 5: Ark-Tex Council of Governments</p>		
Area:	5,923 sq. miles	
Population: (World Population Data)	279,074	
Licensed Police Officers:	644	
Counties:	9	
Law Enforcement Agencies:	38	
Non-Supervisory Salary Range:	\$20,000-\$60,000	
Supervisory Salary Range:	\$25,000-\$65,000	
		

Region 5

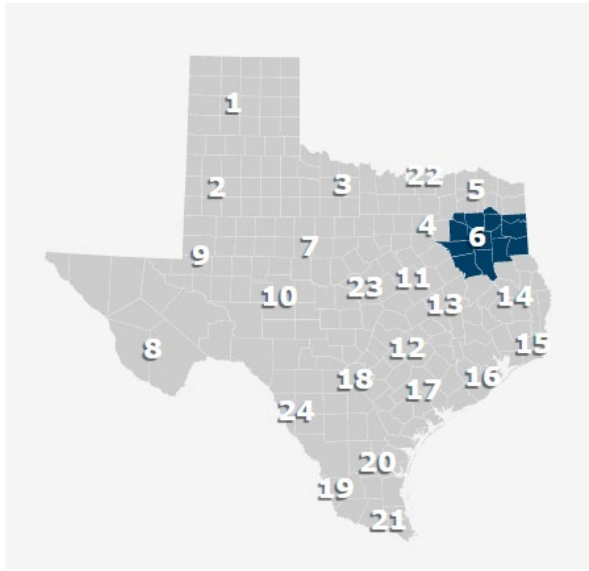

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Atlanta Police Department	35,000-39,999	40,000-44,999
Bogata Police Department	25,000-29,999	25,000-29,999
Bowie Constable Precinct 1	30,000-34,999	30,000-34,999
Bowie Constable Precinct 3	50,000-54,999	60,000-64,999
Bowie Constable Precinct 4	Less than 20,000	Less than 20,000
Bowie Sheriff Office	40,000-44,999	45,000-49,999
Cass Constable Precinct 2	Less than 20,000	Less than 20,000
Cass Constable Precinct 4	Less than 20,000	Less than 20,000
Cass Sheriff Office	40,000-44,999	45,000-49,999
Clarksville Police Department	35,000-39,999	35,000-39,999
Cumby Police Department	30,000-34,999	35,000-39,999
Daingerfield Police Department	30,000-34,999	35,000-39,999
De Kalb Police Department	45,000-49,999	45,000-49,999
Delta Sheriff Office	35,000-39,999	40,000-44,999
Franklin Constable Precinct 1	20,000-24,999	55,000-59,999
Franklin Sheriff Office	40,000-44,999	45,000-49,999
Hooks Police Department	40,000-44,999	45,000-49,999
Hopkins Constable Precinct 1	Less than 20,000	Less than 20,000
Hopkins Sheriff Office	45,000-49,999	50,000-54,999
Hughes Springs Police Department	30,000-34,999	40,000-44,999
Lamar Constable Precinct 1	55,000-59,999	55,000-59,999
Lamar Constable Precinct 2	55,000-59,999	55,000-59,999
Lamar Constable Precinct 3	Less than 20,000	50,000-54,999
Lamar Sheriff Office	40,000-44,999	45,000-49,999
Maud Police Department	Less than 20,000	Less than 20,000
Morris Sheriff Office	35,000-39,999	35,000-39,999
Mount Pleasant Police Department	45,000-49,999	60,000-64,999
Mount Vernon Police Department	40,000-44,999	40,000-44,999
Nash Police Department	50,000-54,999	60,000-64,999
New Boston Police Department	45,000-49,999	50,000-54,999
Paris Police Department	50,000-54,999	55,000-59,999
Queen City Police Department	30,000-34,999	30,000-34,999
Red River Constable Precinct 1	30,000-34,999	30,000-34,999
Red River Sheriff Office	25,000-29,999	30,000-34,999
Reno Police Department	45,000-49,999	50,000-54,999
Sulphur Springs Police Department	50,000-54,999	60,000-64,999
Titus Constable Precinct 1	45,000-49,999	45,000-49,999
Titus Sheriff Office	40,000-44,999	45,000-49,999

Region 6: East Texas Council of Governments

Region 6 consists of fourteen (14) counties with a total of 892,748 residents. There are 2,024 appointed, full-time peace officers and 92 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$80,000, with four (4) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 6 as a whole by \$20,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is: 2,024 to 892,748, which equals roughly 2.27 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 6 is \$30,397 with a median income of \$55,000 for the region.

		<p><u>Counties</u> Anderson, Camp, Cherokee, Gregg, Harrison, Henderson, Marion, Panola, Rains, Rusk, Smith, Upshur, Van Zandt</p>
<p>Region 6: East Texas Council of Governments</p>		
Area:	10,019 sq. miles	
Population: (World Population Data)	882,815	
Licensed Police Officers:	2,024	
Counties:	14	
Law Enforcement Agencies:	92	
Non-Supervisory Salary Range:	\$20,000-\$80,000	
Supervisory Salary Range:	\$25,000-\$100,000+	

Region 6

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Alba Police Department	45,000-49,999	45,000-49,999
Alto Police Department	40,000-44,999	50,000-54,999
Anderson Sheriff Office	40,000-44,999	45,000-49,999
Arp Police Department	35,000-39,999	40,000-44,999
Athens Police Department	45,000-60,000	65,000-80,000
Big Sandy Police Department	30,000-34,999	35,000-39,999
Brownsboro Police Department	30,000-34,999	40,000-44,999
Camp Constable	Less than 20,000	40,000-44,999
Camp Sheriff Office	40,000-44,999	45,000-49,999
Canton Police Department	35,000-45,000	40,000-65,000
Chandler Police Department	40,000-44,999	50,000-54,999
Cherokee Constable Precinct 2	35,000-39,999	35,000-39,999
Cherokee Constable Precinct 3	40,000-44,999	45,000-49,999
Cherokee Constable Precinct 4	35,000-39,999	35,000-39,999
Cherokee Sheriff Office	40,000-44,999	45,000-49,999
Coffee City Police Department	20,000-24,999	40,000-44,999
Cuney Police Department	25,000-29,999	25,000-29,999
East Mountain Police Department	45,000-49,999	50,000-54,999
East Tawakoni Police Department	30,000-34,999	40,000-44,999
Edgewood Police Department	Less than 20,000	Less than 20,000
Emory Police Department	35,000-39,999	45,000-49,999
Eustace Police Department	35,000-39,999	35,000-39,999
Gilmer Police Department	40,000-44,999	45,000-49,999
Gladewater Police Department	25,000-29,999	25,000-29,999
Grand Saline Police Department	35,000-39,999	40,000-44,999
Gregg Constable Precinct 3	45,000-49,999	45,000-49,999
Gregg Sheriff Office	45,000-49,999	50,000-54,999
Gun Barrel City Police Department	50,000-54,999	60,000-69,999
Hallsville Police Department	35,000-39,999	40,000-44,999
Harrison Constable Precinct 3	35,000-39,999	35,000-39,999
Harrison Constable Precinct 4	35,000-39,999	35,000-39,999
Hawkins Police Department	30,000-34,999	35,000-39,999
Henderson Constable Precinct 1	45,000-49,999	45,000-49,999
Henderson Constable Precinct 4	35,000-39,999	35,000-39,999
Henderson Constable Precinct 5	Less than 20,000	40,000-44,999
Henderson Police Department	40,000-44,999	45,000-49,999
Henderson Sheriff Office	45,000-49,999	50,000-54,999
Jacksonville Police Department	40,000-44,999	45,000-49,999
Jefferson Police Department	40,000-44,999	45,000-49,999

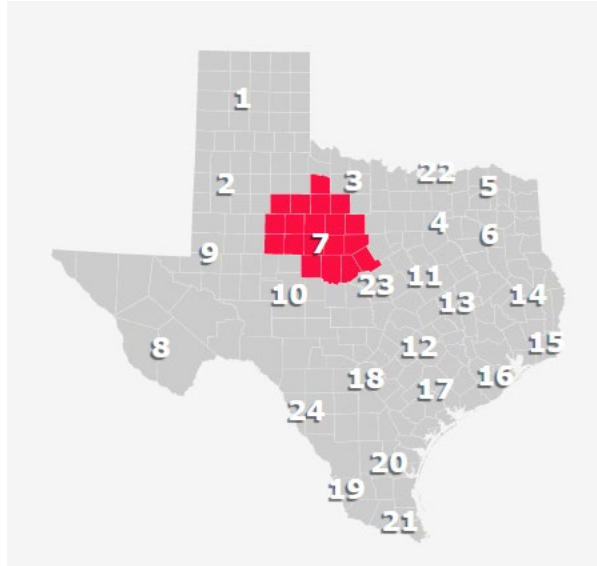
Kilgore Police Department	45,000-49,999	60,000-64,999
Lakeport Police Department	30,000-34,999	35,000-39,999
Log Cabin Police Department	40,000-44,999	40,000-44,999
Longview Police Department	55,000-79,999	80,000-More than 100,000
Malakoff Police Department	45,000-49,999	45,000-49,999
Marion Constable Precinct 1	30,000-34,999	Less than 20,000
Marion Constable Precinct 2	20,000-24,999	20,000-24,999
Marion Sheriff Office	30,000-34,999	30,000-34,999
Mineola Police Department	40,000-44,999	45,000-49,999
New London Police Department	40,000-44,999	45,000-49,999
New Summerfield Police Department	35,000-39,999	65,000-69,999
Ore City Police Department	40,000-44,999	45,000-49,999
Overton Police Department	40,000-44,999	40,000-44,999
Palestine Police Department	35,000-49,999	45,000-69,999
Panola Constable Precinct 1	30,000-34,999	40,000-44,999
Panola Constable Precinct 2	45,000-49,999	50,000-54,999
Panola Sheriff Office	45,000-49,999	45,000-49,999
Payne Springs Police Department	30,000-34,999	40,000-44,999
Pittsburg Police Department	40,000-44,999	45,000-49,999
Point Police Department	35,000-39,999	40,000-44,999
Quitman Police Department	35,000-39,999	40,000-44,999
Rains Sheriff Office	35,000-39,999	40,000-44,999
Rusk Constable Precinct 1	45,000-49,999	45,000-49,999
Rusk Constable Precinct 4	30,000-34,999	30,000-34,999
Rusk Constable Precinct 5	25,000-29,999	25,000-29,999
Rusk Police Department	45,000-49,999	55,000-59,999
Rusk Sheriff Office	45,000-49,999	45,000-49,999
Smith Constable Precinct 2	50,000-54,999	55,000-59,999
Smith Constable Precinct 3	50,000-54,999	60,000-64,999
Smith Sheriff Office	55,000-59,999	60,000-64,999
Star Harbor Police Department	Less than 20,000	45,000-49,999
Tatum Police Department	35,000-39,999	35,000-39,999
Tool Police Department	45,000-49,999	50,000-54,999
Trinidad Police Department	30,000-34,999	35,000-39,999
Troup Police Department	35,000-39,999	30,000-34,999
Tyler Police Department	55,000-59,999	80,000-84,999
Upshur Constable Precinct 1	25,000-29,999	25,000-29,999
Upshur Constable Precinct 3	25,000-29,999	25,000-29,999
Upshur Constable Precinct 4	25,000-29,999	25,000-29,999
Upshur Sheriff Office	35,000-39,999	40,000-44,999
Van Police Department	40,000-44,999	50,000-54,999
Van Zandt Constable Precinct 1	Less than 20,000	40,000-44,999
Van Zandt Constable Precinct 2	40,000-44,999	40,000-44,999


Van Zandt Constable Precinct 4	40,000-44,999	40,000-44,999
Waskom Police Department	30,000-34,999	45,000-49,999
White Oak Police Department	40,000-44,999	45,000-49,999
Whitehouse Police Department	35,000-39,999	50,000-54,999
Wills Point Police Department	35,000-39,999	45,000-49,999
Winnsboro Police Department	35,000-39,999	40,000-44,999
Wood Constable Precinct 2	50,000-54,999	50,000-54,999
Wood Constable Precinct 3	Less than 20,000	50,000-54,999
Wood Constable Precinct 4	50,000-54,999	50,000-54,999
Wood Sheriff Office	50,000-54,999	55,000-59,999

Region 7: West Central Texas Council of Governments

Region 7 consists of nineteen (19) counties with a total of 332,259 residents. There are 793 appointed, full-time peace officers and 52 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$25,000-\$55,000, with three (3) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 7 as a whole by \$14,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents 793 to 332,259, which equals roughly 2.39 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 7 is \$30,177 with a median income of \$49,000 for the region.

	<p><u>Counties</u> Brown, Callahan, Coleman, Comanche, Eastland, Fisher, Haskell, Jones, Kent, Knox, Mitchell, Nolan, Runnels, Scurry, Shackelford, Stephens, Stonewall, Taylor, Throckmorton</p>
<p>Region 7: West Central Texas Council of Governments</p>	
<p>Area:</p>	<p>17,913 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>333,628</p>
<p>Licensed Police Officers:</p>	<p>793</p>
<p>Counties:</p>	<p>19</p>
<p>Law Enforcement Agencies:</p>	<p>52</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$55,000</p>
<p>Supervisory Salary Range:</p>	<p>\$25,000-\$60,000</p>



Region 7

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

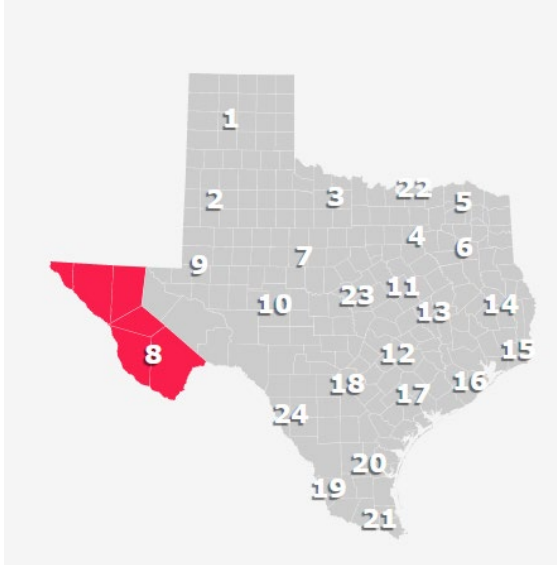

Agency	Non-Supervisory Average	Supervisory Average
Abilene Police Department	25,000-29,999	40,000-44,999
Bangs Police Department	40,000-44,999	45,000-49,999
Breckenridge Police Department	30,000-34,999	35,000-39,999
Brown Constable 4	45,000-49,999	40,000-44,999
Brown Constable Precinct 1	45,000-49,999	45,000-49,999
Brown Constable Precinct 3	40,000-44,999	40,000-44,999
Brown Sheriff Office	40,000-44,999	45,000-49,999
Brownwood Police Department	45,000-49,999	50,000-54,999
Callahan Sheriff Office	40,000-44,999	40,000-44,999
Clyde Police Department	40,000-44,999	45,000-49,999
Coleman County	45,000-49,999	45,000-49,999
Coleman Police Department	40,000-44,999	50,000-54,999
Colorado City Police Department	40,000-44,999	40,000-44,999
Comanche Police Department	30,000-34,999	35,000-39,999
Comanche Sheriff Office	35,000-39,999	40,000-44,999
De Leon Police Department	35,000-39,999	55,000-59,999
Early Police Department	35,000-39,999	40,000-44,999
Eastland Constable Precinct 2	Less than 20,000	20,000-24,999
Eastland Police Department	40,000-44,999	45,000-49,999
Eastland Sheriff Office	40,000-44,999	40,000-44,999
Fisher Sheriff Office	35,000-39,999	40,000-44,999
Gorman Police Department	30,000-34,999	40,000-44,999
Hamlin Police Department	35,000-39,999	35,000-39,999
Haskell Police Department	30,000-34,999	40,000-44,999
Haskell Sheriff Office	25,000-29,999	30,000-34,999
Hawley Police Department	25,000-29,999	50,000-54,999
Jones Sheriff Office	30,000-34,999	30,000-34,999
Kent Sheriff Office	35,000-39,999	45,000-49,999
Knox City Police Department	30,000-34,999	35,000-39,999
Knox Sheriff Office	30,000-34,999	35,000-39,999
Merkel Police Department	35,000-39,999	40,000-44,999
Miles Police Department	35,000-39,999	40,000-44,999
Mitchell Sheriff Office	40,000-44,999	40,000-44,999
Munday Police Department	25,000-29,999	30,000-34,999
Nolan Sheriff Office	45,000-49,999	50,000-54,999
Ranger Police Department	35,000-39,999	40,000-44,999
Roscoe Police Department	35,000-39,999	35,000-39,999
Runnels Constable Precinct 1	Less than 20,000	Less than 20,000

Runnels Sheriff Office	35,000-39,999	40,000-44,999
Santa Anna Police Department	30,000-34,999	35,000-39,999
Scurry Sheriff Office	45,000-49,999	45,000-49,999
Shackelford Constable Precinct 1	Less than 20,000	Less than 20,000
Shackelford Sheriff Office	25,000-29,999	35,000-39,999
Snyder Police Department	50,000-54,999	55,000-59,999
Stamford Police Department	35,000-39,999	40,000-44,999
Stephens Constable Precinct 1	Less than 20,000	Less than 20,000
Stephens Sheriff Office	45,000-49,999	45,000-49,999
Stonewall Sheriff Office	30,000-34,999	30,000-34,999
Taylor Constable Precinct 1	40,000-44,999	45,000-49,999
Taylor Constable Precinct 3	45,000-49,999	50,000-54,999
Taylor Constable Precinct 4	Less than 20,000	Less than 20,000
Taylor Sheriff Office	40,000-44,999	50,000-54,999
Throckmorton Sheriff Office	30,000-34,999	30,000-34,999
Tye Police Department	35,000-39,999	40,000-44,999
Winters Police Department	35,000-39,999	40,000-44,999

Region 8: Rio Grande Council of Governments

Region 8 consists of six (6) counties with a total of 871,370 residents. There are 1,704 appointed, full-time peace officers and 18 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$30,000-\$55,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 8 as a whole by \$9,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 1,704 to 871,370, which equals roughly 1.74 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 8 is \$30,099 with a median income of \$49,000 for the region.

		<p><u>Counties</u> Brewster, Culberson, El Paso, Hudspeth, Jeff Davis, Presidio</p>
<p>Region 8: Rio Grande Council of Governments</p>		
Area:	21,712 sq. miles	
Population: (World Population Data)	890,965	
Licensed Police Officers:	1,074	
Counties:	6	
Law Enforcement Agencies:	18	
Non-Supervisory Salary Range:	\$30,000-\$55,000	
Supervisory Salary Range:	\$35,000-\$100,000+	
		

Region 8

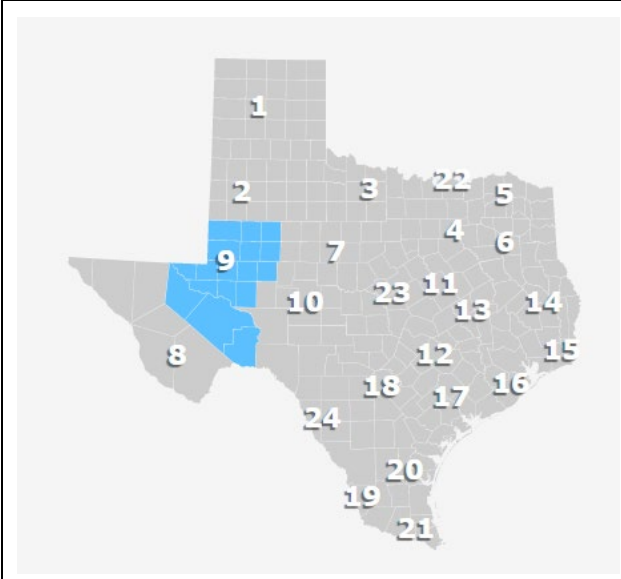

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Alpine Police Department	35,000-39,999	40,000-44,999
Anthony Police Department	35,000-39,999	40,000-44,999
Brewster Sheriff Office	40,000-44,999	50,000-54,999
Clint Police Department	30,000-34,999	35,000-39,999
Culberson Constable Precinct 3	Less than 20,000	Less than 20,000
Culberson Sheriff Office	35,000-55,000	65,000-70,000
El Paso Constable Precinct 2	50,000-54,999	75,000-79,999
El Paso Constable Precinct 3	50,000-54,999	75,000-79,999
El Paso Constable Precinct 4	50,000-54,999	75,000-79,999
El Paso Constable Precinct 5	50,000-54,999	75,000-79,999
El Paso Constable Precinct 7	35,000-39,999	50,000-54,999
El Paso Police Department	45,000-55,000	70,000-More than 100,000
El Paso Sheriff Office	50,000-54,999	75,000-79,999
Horizon City Police Department	40,000-44,999	45,000-49,999
Hudspeth Sheriff Office	35,000-39,999	40,000-44,999
Jeff Davis Constable Precinct 1	40,000-44,999	45,000-49,999
Jeff Davis Sheriff Office	40,000-44,999	45,000-49,999
Presidio Sheriff Office	40,000-44,999	45,000-49,999
Socorro Police Department	40,000-44,999	55,000-84,999

Region 9: Permian Basin Regional Planning Commission

Region 9 consists of seventeen (17) counties with a total of 537,924 residents. There are 1,031 appointed, full-time peace officers and 34 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$35,000-\$90,000, with seven (7) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 9 as a whole by \$14,000 annually. The median income for a licensed peace officer in this region is \$48,000 a year. The ratio of peace officer to residents is 1,031 to 537,924 which equals roughly 1.92 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 9 is \$29,667 with a median income of \$64,000 for the region.

		<p><u>Counties</u> Andrews, Borden, Crane, Dawson, Ector, Gaines, Glasscock, Howard, Loving, Martin, Midland, Pecos, Reeves, Terrell, Upton, Ward, Winkler</p>
<p>Region 9: Permian Basin Regional Planning Commission</p>		
Area:	23,483 sq. miles	
Population: (World Population Data)	479,853	
Licensed Police Officers:	1,031	
Counties:	17	
Law Enforcement Agencies:	34	
Non-Supervisory Salary Range:	\$35,000-\$90,000	
Supervisory Salary Range:	\$20,000-\$100,000+	

Region 9

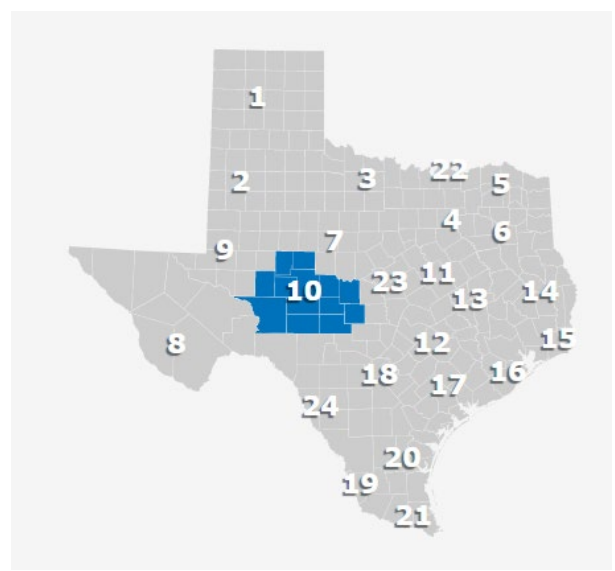
The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.


Agency	Non-Supervisory Average	Supervisory Average
Andrews Police Department	45,000-49,999	50,000-54,999
Big Spring Police Department	50,000-54,999	65,000-69,999
Borden Sheriff Office	35,000-39,999	40,000-44,999
Crane Police Department	55,000-59,999	60,000-64,999
Crane Sheriff Office	45,000-49,999	55,000-59,999
Dawson Sheriff Office	50,000-54,999	50,000-54,999
Denver City Police Department	45,000-49,999	50,000-54,999
Ector Constable Precinct 2	Less than 20,000	Less than 20,000
Ector Constable Precinct 3	Less than 20,000	Less than 20,000
Ector Constable Precinct 4	Less than 20,000	Less than 20,000
Ector Sheriff Office	60,000-64,999	65,000-69,999
Fort Stockton Police Department	45,000-49,999	50,000-54,999
Gaines Constable Precinct 1	Less than 20,000	Less than 20,000
Gaines Sheriff Office	50,000-54,999	50,000-54,999
Glasscock Constable Precinct 1	35,000-39,999	20,000-24,999
Glasscock Sheriff Office	60,000-64,999	70,000-74,999
Howard Sheriff Office	40,000-44,999	45,000-49,999
Loving Constable Precinct 1	85,000-89,999	More than 100,000
Loving Sheriff Office	80,000-84,999	90,000-94,999
Martin Sheriff Office	55,000-59,999	60,000-64,999
Midland Constable Precinct 3	65,000-69,999	65,000-69,999
Midland Police Department	60,000-64,999	85,000-89,999
Monahans Police Department	50,000-54,999	65,000-69,999
Odessa Police Department	60,000-64,999	70,000-74,999
Pecos Constable Precinct 6	Less than 20,000	Less than 20,000
Pecos Police Department	40,000-44,999	60,000-64,999
Pecos Sheriff Office	45,000-49,999	65,000-69,999
Reeves Constable Precinct 2	Less than 20,000	Less than 20,000
Reeves Sheriff Office	50,000-54,999	50,000-54,999
Seminole Police Department	45,000-49,999	50,000-54,999
Stanton Police Department	40,000-44,999	50,000-54,999
Terrell Constable Precinct 3 & 4	Less than 20,000	Less than 20,000
Terrell Sheriff Office	35,000-39,999	40,000-44,999
Upton Constable Precinct 1	Less than 20,000	Less than 20,000
Upton Sheriff Office	55,000-59,999	60,000-64,999
Ward Sheriff Office	55,000-59,999	60,000-64,999
Winkler Sheriff Office	50,000-54,999	55,000-59,999

Region 10: Concho Valley Council of Governments

Region 10 consists of number thirteen (13) counties with a total of 164,886 residents. There are 469 appointed, full-time peace officers and 20 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$35,000-\$60,000, with two (2) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 10 as a whole by \$14,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 469 to 164,886, which equals roughly 2.84 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 10 is \$30,509 with a median income of \$54,000 for the region.

	<p><u>Counties</u> Coke, Concho, Crockett, Irion, Kimble, Mason, McCulloch, Menard, Reagan, Schleicher, Sterling, Sutton, Tom Green</p>
<p>Region 10: Concho Valley Council of Governments</p>	
<p>Area:</p>	<p>16,345 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>158,898</p>
<p>Licensed Police Officers:</p>	<p>469</p>
<p>Counties:</p>	<p>13</p>
<p>Law Enforcement Agencies:</p>	<p>20</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$35,000-\$60,000</p>
<p>Supervisory Salary Range:</p>	<p>\$40,000-\$70,000</p>



CONCHO VALLEY
COUNCIL OF GOVERNMENTS

Region 10

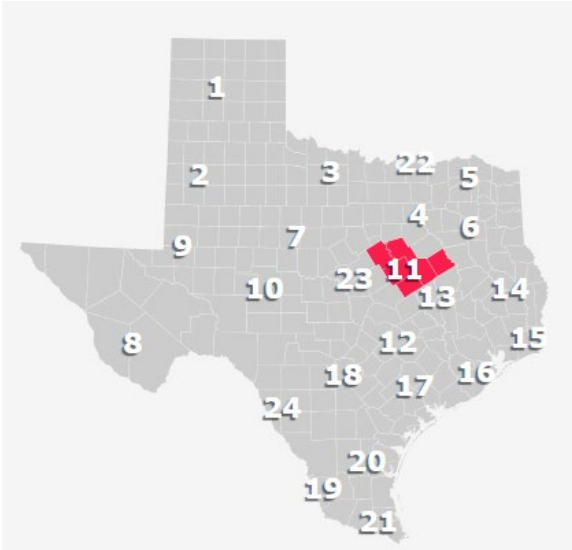

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Coke Sheriff Office	35,000-39,999	40,000-44,999
Concho Constable Precinct 4	Less than 20,000	Less than 20,000
Concho Sheriff Office	40,000-44,999	40,000-44,999
Crockett Constable Precinct 1	55,000-59,999	55,000-59,999
Crockett Sheriff Office	45,000-49,999	50,000-54,999
Irion Sheriff Office	50,000-54,999	55,000-59,999
Junction Police Department	40,000-44,999	45,000-49,999
Kimble Sheriff Office	45,000-49,999	45,000-49,999
Mason Sheriff Office	35,000-39,999	40,000-44,999
McCulloch Sheriff Office	35,000-39,999	40,000-44,999
Menard Constable Precinct 1	Less than 20,000	Less than 20,000
Menard Sheriff Office	35,000-39,999	40,000-44,999
Reagan Sheriff Office	55,000-59,999	60,000-64,999
San Angelo Police Department	40,000-44,999	65,000-69,999
Schleicher Sheriff Office	40,000-44,999	50,000-54,999
Sonora Police Department	40,000-44,999	40,000-44,999
Sterling Sheriff Office	45,000-49,999	50,000-54,999
Tom Green Constable Precinct 1	35,000-39,999	60,000-64,999
Tom Green Constable Precinct 3	45,000-49,999	65,000-69,999
Tom Green Constable Precinct 4	40,000-44,999	65,000-69,999
Tom Green Sheriff Office	40,000-44,999	50,000-54,999

Region 11: Heart of Texas Council of Governments

Region 11 consists of six (6) counties with a total of 381,573 residents. There are 947 appointed, full-time peace officers and 43 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$30,000-\$65,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 11 as a whole by \$15,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 947 to 381,573, which equals roughly 2.48 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 11 is \$29,908 with a median income of \$55,000 for the region.

	<p><u>Counties</u> Bosque, Falls, Freestone, Hill, Limestone, McLennan</p>	
<p>Region 11: Heart of Texas Council of Governments</p>		
Area:	5,647 sq. miles	
Population: (World Population Data)	377,295	
Licensed Police Officers:	947	
Counties:	6	
Law Enforcement Agencies:	43	
Non-Supervisory Salary Range:	\$30,000-\$65,000	
Supervisory Salary Range:	\$30,000-\$100,000+	

Region 11

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

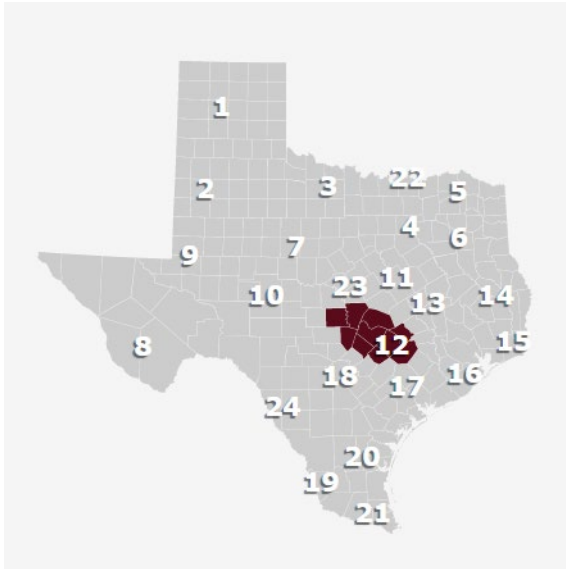

Agency	Non-Supervisory Average	Supervisory Average
Bellmead Police Department	45,000-75,000	55,000-95,000
Beverly Hills Police Department	35,000-39,999	40,000-44,999
Bosque Constable Precinct 1	45,000-49,999	45,000-49,999
Bosque Constable Precinct 2	45,000-49,999	45,000-49,999
Bosque Sheriff Office	40,000-44,999	40,000-44,999
Bruceville-Eddy Police Department	30,000-34,999	30,000-34,999
Clifton Police Department	40,000-44,999	50,000-54,999
Coolidge Police Department	30,000-34,999	40,000-44,999
Crawford Police Department	35,000-39,999	35,000-39,999
Fairfield Police Department	35,000-39,999	40,000-44,999
Falls Constable Precinct	30,000-34,999	30,000-34,999
Falls Constable Precinct 4	35,000-39,999	35,000-39,999
Freestone Sheriff Office	40,000-44,999	40,000-44,999
Groesbeck Police Department	40,000-44,999	45,000-49,999
Hewitt Police Department	55,000-59,999	65,000-69,999
Hill Constable Precinct 1	50,000-54,999	50,000-54,999
Hill Constable Precinct 2	45,000-49,999	45,000-49,999
Hill Constable Precinct 3	35,000-39,999	50,000-54,999
Hill Constable Precinct 4	50,000-54,999	35,000-39,999
Hill Sheriff Office	40,000-44,999	45,000-49,999
Hillsboro Police Department	40,000-44,999	55,000-59,999
Kosse Police Department	40,000-44,999	40,000-44,999
Lacy Lakeview Police Department	40,000-44,999	55,000-59,999
Limestone Constable Precinct 1	40,000-44,999	40,000-44,999
Limestone Constable Precinct 2	Less than 20,000	40,000-44,999
Limestone Constable Precinct 4	40,000-44,999	Less than 20,000
Lorena Police Department	35,000-39,999	40,000-44,999
Lott Police Department	60,000-64,999	70,000-74,999
Marlin Police Department	40,000-44,999	45,000-49,999
Mart Police Department	35,000-39,999	40,000-44,999
McGregor Police Department	35,000-39,999	55,000-59,999
McLennan Constable Precinct 1	45,000-49,999	45,000-49,999
McLennan Sheriff Office	50,000-54,999	70,000-74,999
Mexia Police Department	40,000-44,999	45,000-49,999
Moody Police Department	30,000-34,999	30,000-34,999
Riesel Police Department	40,000-44,999	50,000-54,999
Robinson Police Department	40,000-65,000	70,000-More than 100,000
Teague Police Department	35,000-39,999	40,000-44,999

Valley Mills Police Department	35,000-39,999	40,000-44,999
Waco Police Department	55,000-75,000	80,000-More than 100,000
West Police Department	35,000-39,999	40,000-44,999
Whitney Police Department	45,000-49,999	45,000-49,999
Wortham Police Department	30,000-34,999	35,000-39,999

Region 12: Capital Area Council of Governments

Region 12 consists of ten (10) counties with a total of 2,540,804 residents. There are 4,420 appointed, full-time peace officers and 75 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$95,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 12 as a whole by \$25,000 annually. The median income for a licensed peace officer in this region is \$50,000 a year. The ratio of peace officer to residents is 4,420 to 2,540,804, which equals roughly 1.74 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 12 is \$34,453 with a median income of \$75,000 for the region.

	<p><u>Counties</u> Bastrop, Blanco, Burnet, Caldwell, Fayette, Hays, Lee, Llano, Travis, Williamson</p>	
<p>Region 12: Capital Area Council of Governments</p>		
<p>Area:</p>	<p>8,575 sq. miles</p>	
<p>Population: (World Population Data)</p>	<p>2,781,825</p>	
<p>Licensed Police Officers:</p>	<p>4,420</p>	
<p>Counties:</p>	<p>10</p>	
<p>Law Enforcement Agencies:</p>	<p>75</p>	
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$95,000</p>	
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>	

Region 12

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

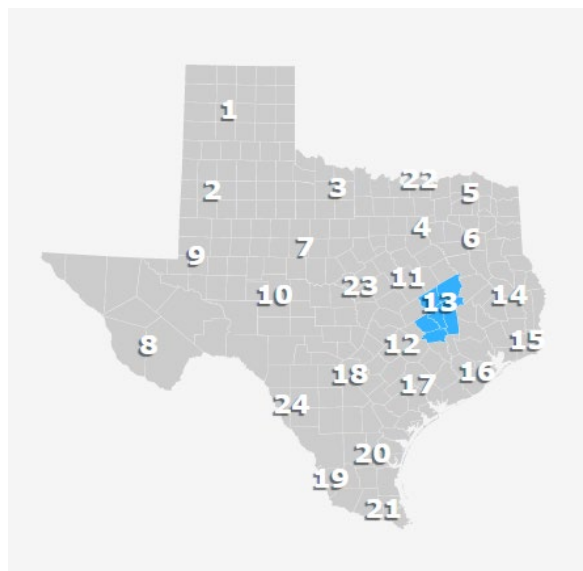

Agency	Non-Supervisory Average	Supervisory Average
Austin Police Department	60,000-64,999	95,000-99,999
Bastrop Constable Precinct 1	45,000-49,999	45,000-49,999
Bastrop Constable Precinct 2	50,000-54,999	Less than 20,000
Bastrop Constable Precinct 3	40,000-44,999	40,000-44,999
Bastrop Constable Precinct 4	45,000-49,999	45,000-49,999
Bastrop Police Department	50,000-54,999	60,000-64,999
Bastrop Sheriff Office	45,000-49,999	50,000-54,999
Bee Cave Police Department	45,000-49,999	70,000-74,999
Bertram Police Department	45,000-49,999	55,000-59,999
Blanco Constable Precinct 1	25,000-29,999	25,000-29,999
Blanco Constable Precinct 4	25,000-29,999	25,000-29,999
Blanco Police Department	50,000-54,999	60,000-64,999
Blanco Sheriff Office	40,000-44,999	45,000-49,999
Buda Police Department	50,000-54,999	75,000-79,999
Burnet Constable Precinct 4	70,000-74,999	60,000-64,999
Burnet Police Department	55,000-59,999	70,000-74,999
Burnet Sheriff Office	50,000-54,999	65,000-69,999
Caldwell Constable Precinct 2	Less than 20,000	Less than 20,000
Caldwell Constable Precinct 4	Less than 20,000	Less than 20,000
Caldwell Sheriff Office	40,000-44,999	50,000-54,999
Cedar Park Police Department	60,000-95,000	85,000-More than 100,000
Elgin Police Department	50,000-54,999	65,000-69,999
Fayette Constable Precinct 2	20,000-24,999	20,000-24,999
Fayette Sheriff Office	40,000-44,999	50,000-54,999
Flatonía Police Department	45,000-49,999	55,000-59,999
Georgetown Police Department	55,000-59,999	80,000-84,999
Giddings Police Department	40,000-44,999	50,000-54,999
Granger Police Department	40,000-44,999	40,000-44,999
Granite Shoals Police Department	55,000-59,999	65,000-69,999
Hays Constable Precinct 3	55,000-59,999	65,000-69,999
Hays Constable Precinct 4	55,000-59,999	75,000-79,999
Hays Constable Precinct 5	55,000-59,999	75,000-79,999
Hays Sheriff Office	55,000-59,999	65,000-69,999
Horseshoe Bay Police Department	55,000-59,999	70,000-74,999
Hutto Police Department	55,000-59,999	75,000-79,999
Johnson City Police Department	40,000-44,999	50,000-54,999
Jonestown Police Department	50,000-54,999	55,000-59,999
Kyle Police Department	55,000-59,999	75,000-79,999

La Grange Police Department	45,000-49,999	50,000-54,999
Lago Vista Police Department	50,000-54,999	65,000-69,999
Lakeway Police Department	50,000-54,999	75,000-79,999
Leander Police Department	55,000-59,999	75,000-79,999
Lee Constable Precinct 3	30,000-34,999	30,000-34,999
Lee Constable Precinct 4	35,000-39,999	35,000-39,999
Lee Sheriff Office	35,000-39,999	45,000-49,999
Lexington Police Department	35,000-39,999	60,000-64,999
Liberty Hill Police Department	55,000-59,999	70,000-74,999
Llano Police Department	45,000-49,999	50,000-54,999
Llano Sheriff Office	45,000-49,999	50,000-54,999
Lockhart Police Department	50,000-54,999	65,000-69,999
Luling Police Department	40,000-44,999	45,000-49,999
Manor Police Department	55,000-59,999	65,000-69,999
Marble Falls Police Department	45,000-49,999	60,000-64,999
Martindale Police Department	35,000-39,999	50,000-54,999
Pflugerville Police Department	55,000-85,000	65,000-More than 100,000
Rollingwood Police Department	50,000-54,999	70,000-74,999
Round Rock Police Department	60,000-64,999	80,000-84,999
San Marcos Police Department	50,000-80,000	70,000-More than 100,000
Schulenburg Police Department	45,000-49,999	50,000-54,999
Smithville Police Department	40,000-44,999	45,000-49,999
Sunrise Beach Police Department	45,000-49,999	55,000-59,999
Sunset Valley Police Department	50,000-54,999	70,000-74,999
Taylor Police Department	50,000-69,999	55,000-84,999
Thrall Police Department	40,000-44,999	45,000-49,999
Travis Constable Precinct 1	50,000-54,999	70,000-74,999
Travis Constable Precinct 2	50,000-54,999	80,000-84,999
Travis Constable Precinct 3	50,000-54,999	75,000-79,999
Travis Constable Precinct 5	50,000-54,999	80,000-84,999
Travis Sheriff Office	55,000-59,999	80,000-84,999
West Lake Hills Police Department	50,000-54,999	60,000-64,999
Williamson Constable 3	60,000-64,999	80,000-84,999
Williamson Constable Precinct 1	55,000-59,999	65,000-69,999
Williamson Constable Precinct 2	55,000-59,999	65,000-69,999
Williamson Constable Precinct 4	60,000-64,999	65,000-69,999
Williamson Office	55,000-69,999	65,000-More than 100,000

Region 13: Brazos Valley Council of Governments

Region 13 consists of seven (7) counties with a total of 374,477 residents. There are 691 appointed, full-time peace officers and 31 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$65,000, with five (5) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 13 as a whole by \$15,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 691 to 374,477, which equals roughly 1.85 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 13 is \$31,268 with a median income of \$55,000 for the region.

	<p><u>Counties</u> Brazos, Burleson, Grimes, Leon, Madison, Robertson, Washington</p>
<p>Region 13: Brazos Valley Council of Governments</p>	
<p>Area:</p>	<p>5,110 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>367,896</p>
<p>Licensed Police Officers:</p>	<p>691</p>
<p>Counties:</p>	<p>7</p>
<p>Law Enforcement Agencies:</p>	<p>31</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$65,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$85,000</p>
	

Region 13

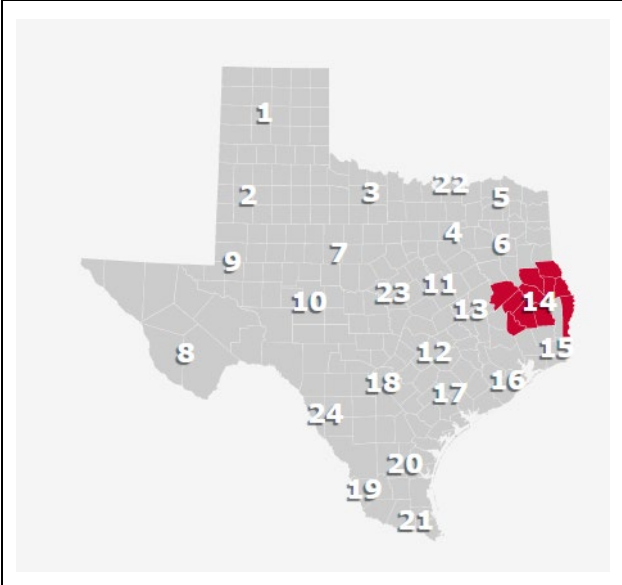

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Brazos Constable Precinct 1	55,000-59,999	60,000-64,999
Brazos Constable Precinct 2	60,000-64,999	65,000-69,999
Brazos Constable Precinct 3	55,000-59,999	70,000-74,999
Brazos Constable Precinct 4	50,000-54,999	60,000-64,999
Brazos Sheriff Office	55,000-59,999	65,000-69,999
Brenham Police Department	50,000-54,999	65,000-69,999
Bryan Police Department	55,000-59,999	80,000-84,999
Buffalo Police Department	30,000-34,999	55,000-65,000
Burleson Constable Precinct 1	Less than 20,000	20,000-24,999
Burleson Office	40,000-44,999	45,000-49,999
Caldwell Police Department	40,000-44,999	45,000-49,999
Calvert Police Department	40,000-44,999	40,000-44,999
Franklin Police Department	35,000-39,999	40,000-44,999
Grimes Constable Precinct 2	45,000-49,999	45,000-49,999
Grimes County	45,000-49,999	45,000-49,999
Hearne Police Department	40,000-44,999	45,000-49,999
Leon Constable Precinct 1	Less than 20,000	Less than 20,000
Leon Constable Precinct 2	Less than 20,000	Less than 20,000
Leon Sheriff Office	35,000-39,999	40,000-44,999
Madison Office	30,000-34,999	35,000-39,999
Madisonville Police Department	40,000-44,999	50,000-54,999
Navasota Police Department	35,000-39,999	40,000-44,999
Oakwood Police Department	30,000-34,999	45,000-49,999
Robertson Constable Precinct 4	45,000-49,999	50,000-54,999
Robertson Office	40,000-44,999	55,000-59,999
Somerville Police Department	50,000-54,999	55,000-59,999
Washington Constable Precinct 1	40,000-44,999	40,000-44,999
Washington Constable Precinct 2	Less than 20,000	Less than 20,000
Washington Constable Precinct 3	Less than 20,000	Less than 20,000
Washington Constable Precinct 4	20,000-24,999	20,000-24,999
Washington Sheriff Office	40,000-44,999	45,000-49,999

Region 14: Deep East Texas Council of Governments

Region 14 consists of eleven (11) counties with a total of 387,401 residents. There are 909 appointed, full-time peace officers and 49 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$80,000, with eight (8) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 14 as a whole by \$13,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is 909 to 387,401, which equals roughly 2.35 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 14 is \$30,210 with a median income of \$48,000 for the region.

		<p><u>Counties</u> Angelina, Houston, Nacogdoches, Newton, Polk, Sabine, San Augustine, San Jacinto, Shelby, Trinity, Tyler</p>
<p>Region 14: Deep East Texas Council of Governments</p>		
Area:	10,383 sq. miles	
Population: (World Population Data)	341,237	
Licensed Police Officers:	909	
Counties:	11	
Law Enforcement Agencies:	49	
Non-Supervisory Salary Range:	\$20,000-\$80,000	
Supervisory Salary Range:	\$20,000-\$100,000+	
		

Region 14

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

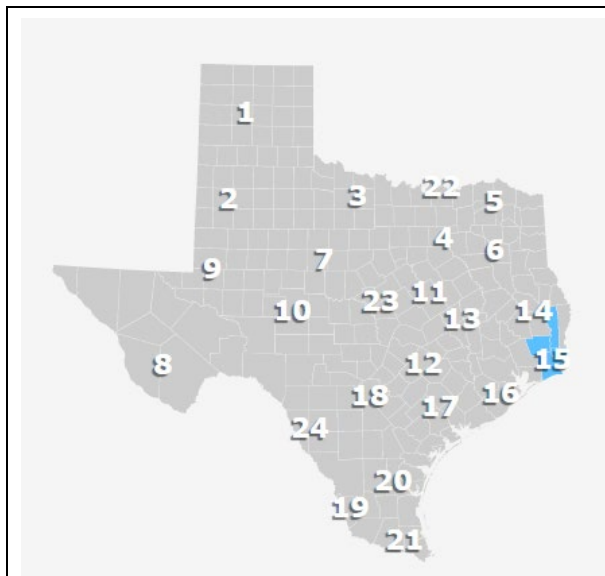
Agency	Non-Supervisory Average	Supervisory Average
Angelina Sheriff Office	45,000-49,999	50,000-54,999
Center Police Department	Less than 20,000	45,000-49,999
City of Jasper Police Department	40,000-44,999	50,000-54,999
Corrigan Police Department	35,000-39,999	40,000-44,999
Crockett Police Department	35,000-39,999	35,000-39,999
Diboll Police Department	40,000-44,999	45,000-49,999
Grapeland Police Department	40,000-44,999	45,000-49,999
Groveton Police Department	25,000-29,999	25,000-29,999
Hemphill Police Department	45,000-49,999	55,000-59,999
Houston Constable Precinct 1	Less than 20,000	Less than 20,000
Houston Constable Precinct 2	20,000-24,999	Less than 20,000
Houston Sheriff Office	35,000-39,999	40,000-44,999
Hudson Police Department	35,000-39,999	40,000-44,999
Huntington Police Department	35,000-39,999	45,000-49,999
Jasper Constable Precinct 5	45,000-49,999	45,000-49,999
Jasper Sheriff Office	40,000-44,999	45,000-49,999
Kirbyville Police Department	40,000-44,999	40,000-44,999
Livingston Police Department	40,000-44,999	50,000-54,999
Lufkin Police Department	50,000-79,999	65,000-More than 100,000
Nacogdoches Constable Precinct 1	45,000-49,999	45,000-49,999
Nacogdoches Sheriff Office	45,000-54,999	55,000-65,000
Newton Constable Precinct 1	Less than 20,000	Less than 20,000
Newton Constable Precinct 3	Less than 20,000	Less than 20,000
Newton Constable Precinct 4	Less than 20,000	Less than 20,000
Newton Police Department	35,000-39,999	35,000-39,999
Newton Sheriff Office	25,000-29,999	30,000-34,999
Onalaska Police Department	35,000-39,999	40,000-44,999
Pineland Police Department	30,000-34,999	45,000-49,999
Polk Constable Precinct 1	35,000-39,999	40,000-44,999
Polk Constable Precinct 2	Less than 20,000	Less than 20,000
Polk Constable Precinct 3	20,000-24,999	20,000-24,999
Polk Constable Precinct 4	Less than 20,000	Less than 20,000
Polk Sheriff Office	35,000-39,999	40,000-44,999
Sabine Constable Precinct 1	20,000-24,999	20,000-24,999
Sabine Sheriff Office	40,000-44,999	40,000-44,999
San Augustine Constable Precinct 1	Less than 20,000	Less than 20,000
San Augustine Police Department	35,000-39,999	50,000-54,999
San Augustine Sheriff Office	35,000-39,999	35,000-39,999

San Jacinto Constable Precinct 1	30,000-34,999	30,000-34,999
San Jacinto Constable Precinct 3	35,000-39,999	35,000-39,999
San Jacinto Sheriff Office	35,000-39,999	40,000-44,999
Shelby Sheriff Office	40,000-44,999	40,000-44,999
Trinity Constable Precinct 2	20,000-24,999	20,000-24,999
Trinity Constable Precinct 4	20,000-24,999	20,000-24,999
Trinity Police Department	30,000-34,999	30,000-34,999
Trinity Sheriff Office	30,000-34,999	35,000-39,999
Tyler Constable Precinct 4	20,000-24,999	20,000-24,999
Tyler Sheriff Office	40,000-44,999	45,000-49,999
Woodville Police Department	35,000-39,999	45,000-49,999
Zavalla Police Department	35,000-39,999	40,000-44,999

Region 15: Southeast Texas Regional Planning Commission

Region 15 consists of three (3) counties with a total of 388,807 residents. There are 945 appointed, full-time peace officers and 22 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$40,000-\$75,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 15 as a whole by \$8,500 annually. The median income for a licensed peace officer in this region is \$52,500 a year. The ratio of peace officer to residents is: 945 to 388,807, which equals roughly 2.43 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 15 is \$31,523 with a median income of \$61,000 for the region.



Counties

Hardin, Jasper, Jefferson, Orange

Region 15: Southeast Texas Regional Planning Commission

Area:	2,389 sq. miles
Population: (World Population Data)	341,237
Licensed Police Officers:	909
Counties:	11
Law Enforcement Agencies:	49
Non-Supervisory Salary Range:	\$20,000-\$80,000
Supervisory Salary Range:	\$20,000-\$100,000+



Region 15

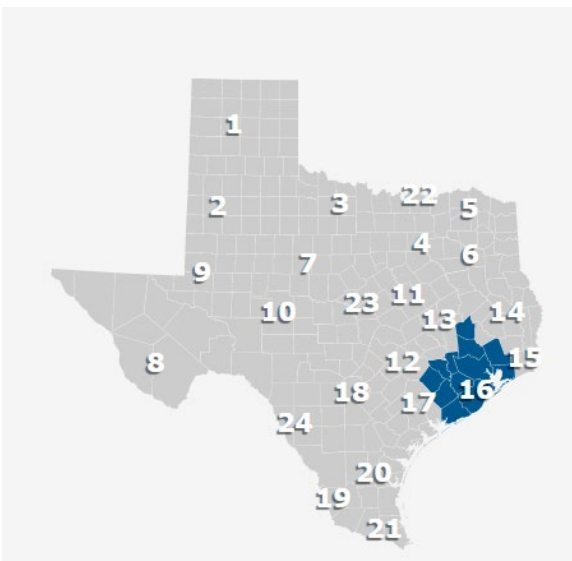

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Beaumont Police Department	65,000-69,999	90,000-94,999
Bridge City Police Department	60,000-64,999	70,000-74,999
Groves Police Department	60,000-64,999	80,000-84,999
Hardin Constable Precinct 2	40,000-44,999	40,000-44,999
Hardin Constable Precinct 3	40,000-44,999	40,000-44,999
Hardin Constable Precinct 5	40,000-44,999	40,000-44,999
Hardin Sheriff Office	50,000-54,999	50,000-54,999
Jefferson Constable Precinct 2	55,000-59,999	60,000-64,999
Jefferson Constable Precinct 6	60,000-64,999	60,000-64,999
Jefferson Constable Precinct 7	45,000-49,999	80,000-84,999
Kountze Police Department	40,000-44,999	50,000-54,999
Lumberton Police Department	55,000-59,999	60,000-64,999
Nederland Police Department	55,000-59,999	75,000-79,999
Orange Police Department	55,000-59,999	80,000-84,999
Orange Sheriff Office	45,000-59,999	60,000-79,999
Pine Forest Police Department	Less than 20,000	Less than 20,000
Pinehurst Police Department	55,000-59,999	60,000-64,999
Port Arthur Police Department	60,000-64,999	90,000-94,999
Silsbee Police Department	45,000-49,999	70,000-74,999
Sour Lake Police Department	45,000-49,999	55,000-59,999
Vidor Police Department	50,000-54,999	65,000-69,999
West Orange Police Department	70,000-74,999	75,000-79,999

Region 16: Houston-Galveston Area Council

Region 16 consists of thirteen (13) counties with a total of 7,509,252 residents. There are 16,087 appointed, full-time peace officers and 120 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$95,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 16 as a whole by \$19,000 annually. The median income for a licensed peace officer in this region is \$50,000 a year. The ratio of peace officer to residents is 16,087 to 7,509,252, which equals roughly 2.14 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 16 is \$33,321 with a median income of \$69,000 for the region.

	<p><u>Counties</u> Austin, Brazoria, Chambers, Colorado, Fort Bend, Galveston, Harris, Liberty, Matagorda, Montgomery, Waller, Wharton</p>	
<p>Region 16: Houston-Galveston Area Council</p>		
<p>Area:</p>	<p>13,926 sq. miles</p>	
<p>Population: (World Population Data)</p>	<p>7,383,513</p>	
<p>Licensed Police Officers:</p>	<p>16,087</p>	
<p>Counties:</p>	<p>13</p>	
<p>Law Enforcement Agencies:</p>	<p>120</p>	
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$95,000</p>	
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>	

Region 16

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Alvin Police Department	50,000-54,999	60,000-64,999
Angleton Police Department	50,000-54,999	60,000-64,999
Arcola Police Department	35,000-39,999	45,000-49,999
Austin Constable Precinct 1	Less than 20,000	Less than 20,000
Austin Constable Precinct 4	Less than 20,000	30,000-34,999
Austin Sheriff Office	50,000-54,999	60,000-64,999
Bay City Police Department	45,000-49,999	60,000-64,999
Baytown Police Department	65,000-95,000	More than 100,000
Bellaire Police Department	60,000-64,999	65,000-69,999
Brazoria Constable Precinct 2	40,000-44,999	70,000-74,999
Brazoria Constable Precinct 3	45,000-49,999	65,000-69,999
Brazoria Police Department	45,000-49,999	65,000-69,999
Brazoria Sheriff Office	45,000-49,999	60,000-64,999
Brookshire Police Department	45,000-49,999	50,000-54,999
Chambers Constable Precinct 5	75,000-79,999	75,000-79,999
Chambers Sheriff Office	55,000-59,999	75,000-79,999
Clear Lake Shores Police Department	45,000-49,999	55,000-59,999
Cleveland Police Department	45,000-49,999	65,000-69,999
Clute Police Department	50,000-54,999	65,000-69,999
Colorado Constable Precinct 4	20,000-24,999	20,000-24,999
Colorado Sheriff Office	45,000-49,999	50,000-54,999
Columbus Police Department	45,000-49,999	55,000-59,999
Conroe Police Department	60,000-64,999	85,000-89,999
Danbury Police Department	40,000-44,999	60,000-64,999
Dayton Police Department	40,000-44,999	45,000-49,999
Deer Park Police Department	60,000-64,999	85,000-89,999
Dickinson Police Department	50,000-54,999	60,000-64,999
El Campo Police Department	40,000-44,999	55,000-59,999
Fort Bend Constable Precinct 1	45,000-49,999	60,000-64,999
Fort Bend Sheriff Office	45,000-49,999	65,000-69,999
Friendswood Police Department	60,000-85,000	80,000-More than 100,000
Fulshear Police Department	64,000-95,000	80,000-More than 100,000
Galena Park Police Department	45,000-49,999	55,000-59,999
Galveston Constable Precinct 1	45,000-49,999	70,000-74,999
Galveston Constable Precinct 3	35,000-39,999	40,000-44,999
Galveston Police Department	55,000-59,999	80,000-84,999
Galveston Sheriff Office	45,000-49,999	70,000-74,999
Harris Constable Precinct 1	50,000-54,999	80,000-84,999
Harris Constable Precinct 2	50,000-54,999	75,000-79,999

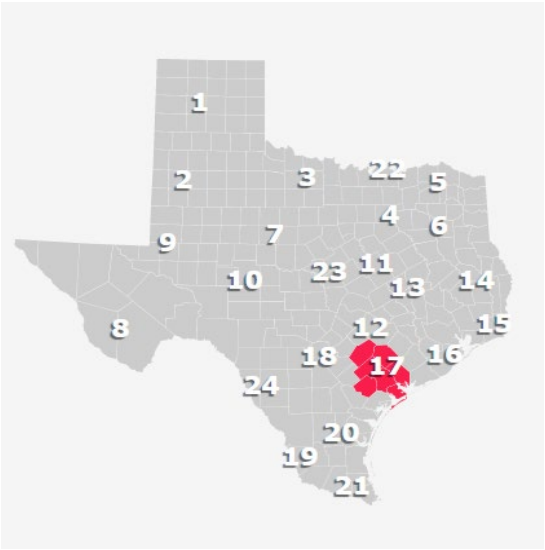

Harris Constable Precinct 4	50,000-54,999	75,000-79,999
Harris Constable Precinct 6	50,000-54,999	75,000-79,999
Harris Constable Precinct 7	50,000-54,999	75,000-79,999
Harris Sheriff Office	50,000-54,999	75,000-79,999
Hedwig Village Police Department	65,000-69,999	80,000-84,999
Hempstead Police Department	55,000-59,999	60,000-64,999
Hitchcock Police Department	45,000-65,000	45,000-85,000
Holiday Lakes Police Department	20,000-24,999	30,000-34,999
Houston Police Department	55,000-95,000	90,000-More than 100,000
Huntsville Police Department	50,000-54,999	65,000-69,999
Iowa Colony Police Department	40,000-44,999	55,000-59,999
Jacinto City Police Department	35,000-39,999	50,000-54,999
Jersey Village Police Department	65,000-69,999	90,000-94,999
Katy Police Department	50,000-54,999	70,000-74,999
Kemah Police Department	55,000-59,999	65,000-69,999
La Porte Police Department	55,000-59,999	80,000-84,999
Lake Jackson Police Department	50,000-75,000	60,000-95,000
Lakeview Police Department	55,000-59,999	80,000-84,999
League City Police Department	60,000-64,999	85,000-89,999
Liberty Constable Precinct 2	45,000-49,999	50,000-54,999
Liberty Constable Precinct 4	45,000-49,999	45,000-49,999
Liberty Constable Precinct 5	40,000-44,999	40,000-44,999
Liberty Constable Precinct 6	45,000-49,999	45,000-49,999
Liberty Police Department	40,000-69,999	65,000-75,000
Liverpool Police Department	30,000-34,999	45,000-49,999
Magnolia Police Department	45,000-49,999	55,000-59,999
Manvel Police Department	55,000-59,999	70,000-74,999
Matagorda Bay Constable Precinct 6	20,000-24,999	20,000-24,999
Matagorda Sheriff Office	40,000-44,999	40,000-44,999
Meadows Place Police Department	55,000-59,999	60,000-64,999
Memorial Villages Police Department	65,000-69,999	85,000-89,999
Missouri City Police Department	55,000-59,999	70,000-74,999
Mont Belvieu Police Department	65,000-69,999	75,000-79,999
Montgomery Police Department	55,000-59,999	75,000-79,999
Montgomery Constable Precinct 1	50,000-54,999	65,000-69,999
Montgomery Constable Precinct 3	50,000-54,999	65,000-69,999
Montgomery Sheriff Office	50,000-74,999	60,000-More than 100,000
Morgans Police Department	40,000-44,999	45,000-49,999
Nassau Bay Police Department	50,000-54,999	60,000-64,999
Oak Ridge North Police Department	55,000-59,999	75,000-79,999
Oyster Creek Police Department	40,000-44,999	60,000-64,999
Palacios Police Department	30,000-34,999	35,000-39,999
Panorama Village Police Department	40,000-44,999	45,000-49,999

Pasadena Police Department	65,000-69,999	95,000-99,999
Pearland Police Department	60,000-64,999	85,000-89,999
Plum Grove Police Department	30,000-34,999	30,000-34,999
Richmond Police Department	50,000-54,999	70,000-74,999
Richwood Police Department	45,000-49,999	55,000-59,999
Roman Forest Police Department	40,000-44,999	45,000-49,999
Rosenberg Police Department	55,000-59,999	70,000-74,999
San Felipe Police Department	40,000-44,999	60,000-64,999
Santa Fe Police Department	45,000-49,999	50,000-54,999
Seabrook Police Department	55,000-59,999	80,000-84,999
Sealy Police Department	45,000-64,999	50,000-80,000
Shenandoah Police Department	55,000-59,999	75,000-79,999
Shoreacres Police Department	55,000-59,999	65,000-69,999
Southside Place Police Department	50,000-54,999	65,000-69,999
Spring Valley Village Police Department	50,000-54,999	65,000-69,999
Stafford Police Department	50,000-54,999	65,000-69,999
Stagecoach Police Department	20,000-24,999	30,000-34,999
Sugar Land Police Department	60,000-64,999	80,000-84,999
Sweeny Police Department	35,000-39,999	45,000-49,999
Texas City Police Department	60,000-64,999	More than 100,000
Tomball Police Department	55,000-59,999	70,000-74,999
Walker Constable Precinct 4	55,000-59,999	55,000-59,999
Walker Sheriff Office	50,000-54,999	80,000-84,999
Waller Constable Precinct 3	35,000-39,999	55,000-59,999
Waller Constable Precinct 4	45,000-49,999	45,000-49,999
Waller Sheriff Office	45,000-49,999	60,000-64,999
Wallis Police Department	45,000-49,999	50,000-54,999
Webster Police Department	55,000-59,999	80,000-84,999
Weimar Police Department	40,000-49,999	55,000-64,999
West Columbia Police Department	50,000-54,999	55,000-59,999
West Univ. Place Police Department	65,000-69,999	85,000-89,999
Wharton Constable Precinct 1	35,000-39,999	40,000-44,999
Wharton Constable Precinct 3	40,000-44,999	40,000-44,999
Wharton Constable Precinct 4	50,000-54,999	50,000-54,999
Wharton Police Department	45,000-49,999	60,000-64,999
Wharton Sheriff Office	40,000-44,999	50,000-54,999
Willis Police Department	70,000-74,999	75,000-79,999
Woodbranch Police Department	30,000-34,999	30,000-34,999

Region 17: Golden Crescent Regional Planning Commission

Region 17 consists of seven (7) counties with a total of 197,357 residents. There are 561 appointed, full-time peace officers and 29 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$25,000-\$60,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 17 as a whole by \$15,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 561 to 197,357, which equals roughly 2.84 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 17 is \$30,798 with a median income of \$55,000 for the region.

		<p><u>Counties</u> Calhoun, DeWitt, Goliad, Gonzales, Jackson, Lavaca, Victoria</p>
<p>Region 17: Golden Crescent Regional Planning Commission</p>		
Area:	6,097 sq. miles	
Population: (World Population Data)	241,943	
Licensed Police Officers:	561	
Counties:	7	
Law Enforcement Agencies:	29	
Non-Supervisory Salary Range:	\$20,000-\$60,000	
Supervisory Salary Range:	\$20,000-\$70,000	

Region 17

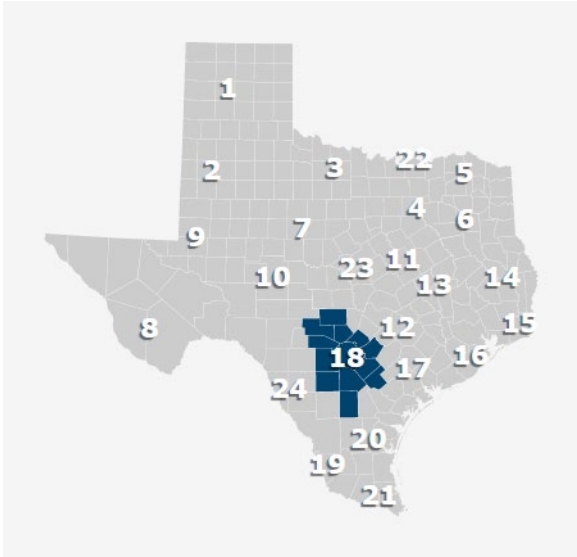

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Calhoun Constable Precinct 1	Less than 20,000	Less than 20,000
Calhoun Constable Precinct 4	Less than 20,000	Less than 20,000
Calhoun Constable Precinct 5	Less than 20,000	Less than 20,000
Calhoun Sheriff Office	50,000-54,999	55,000-59,999
Cuero Police Department	40,000-44,999	40,000-44,999
DeWitt Constable Precinct 1	25,000-29,999	25,000-29,999
DeWitt Sheriff Office	45,000-49,999	45,000-49,999
Edna Police Department	40,000-44,999	50,000-54,999
Goliad Constable Precinct 2	Less than 20,000	Less than 20,000
Goliad Sheriff Office	40,000-44,999	45,000-49,999
Gonzales Constable Precinct 1	55,000-59,999	55,000-59,999
Gonzales Constable Precinct 3	35,000-39,999	35,000-39,999
Gonzales Constable Precinct 4	30,000-34,999	50,000-54,999
Gonzales Police Department	55,000-59,999	60,000-64,999
Gonzales Sheriff Office	55,000-59,999	55,000-59,999
Hallettsville Police Department	45,000-49,999	50,000-54,999
Jackson Office	50,000-54,999	50,000-54,999
Lavaca Constable Precinct 1	Less than 20,000	Less than 20,000
Lavaca Sheriff Office	45,000-49,999	50,000-54,999
Moulton Police Department	40,000-44,999	45,000-49,999
Point Comfort Police Department	45,000-49,999	50,000-54,999
Port Lavaca Police Department	45,000-49,999	55,000-59,999
Shiner Police Department	45,000-49,999	55,000-59,999
Victoria Constable Precinct 3	45,000-49,999	45,000-49,999
Victoria Constable Precinct 4	45,000-49,999	45,000-49,999
Victoria Police Department	40,000-44,999	65,000-69,999
Victoria Sheriff Office	45,000-49,999	55,000-59,999
Waelder Police Department	40,000-44,999	40,000-44,999
Yoakum Police Department	35,000-39,999	40,000-44,999

Region 18: Alamo Area Council of Governments

Region 18 consists of thirteen (13) counties with a total of 2,784,503 residents. There are 5,800 appointed, full-time peace officers and 90 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$70,000, with seven (7) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 18 as a whole by \$16,000 annually. The median income for a licensed peace officer in this region is \$45,000 a year. The ratio of peace officer to residents is 5,800 to 2,784,503, which equals roughly 2.08 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 18 is \$31,988 with a median income of \$61,000 for the region.

	<p><u>Counties</u> Atascosa, Bandera, Bexar, Comal, Frio, Gillespie, Guadalupe, Karnes, Kendall, Kerr, Medina, McMullen, Wilson</p>
<p>Region 18: Alamo Area Council of Governments</p>	
<p>Area:</p>	<p>12,494 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>2,667,198</p>
<p>Licensed Police Officers:</p>	<p>5,800</p>
<p>Counties:</p>	<p>13</p>
<p>Law Enforcement Agencies:</p>	<p>90</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$70,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>
	

Region 18

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Alamo Height Police Department	55,000-59,999	70,000-74,999
Atascosa Constable Precinct 1	50,000-54,999	50,000-54,999
Atascosa Constable Precinct 2	50,000-54,999	50,000-54,999
Atascosa Constable Precinct 4	45,000-49,999	50,000-54,999
Atascosa Sheriff Office	45,000-49,999	50,000-54,999
Balcones Heights Police Department	45,000-60,000	55,000-85,000
Bandera Constable Precinct 1	Less than 20,000	Less than 20,000
Bandera Constable Precinct 4	Less than 20,000	35,000-39,999
Bandera Sheriff Office	45,000-49,999	50,000-54,999
Bexar Constable Precinct 1	35,000-39,999	35,000-39,999
Bexar Constable Precinct 2	45,000-49,999	50,000-54,999
Bexar Constable Precinct 3	40,000-44,999	40,000-44,999
Bexar Constable Precinct 4	35,000-39,999	40,000-44,999
Bexar Sheriff Office	50,000-54,999	75,000-79,999
Castle Hills Police Department	45,000-49,999	65,000-69,999
Castroville Police Department	40,000-44,999	45,000-49,999
Charlotte Police Department	45,000-49,999	45,000-49,999
China Grove Police Department	35,000-39,999	35,000-39,999
Cibolo Police Department	55,000-59,999	70,000-74,999
Comal Constable Precinct 1	55,000-59,999	55,000-59,999
Comal Constable Precinct 2	55,000-59,999	55,000-59,999
Comal Constable Precinct 3	50,000-54,999	55,000-59,999
Comal Sheriff Office	50,000-54,999	60,000-64,999
Converse Police Department	45,000-49,999	55,000-59,999
Devine Police Department	20,000-24,999	25,000-29,999
Dilley Police Department	35,000-39,999	40,000-44,999
Elmendorf Police Department	40,000-44,999	85,000-89,999
Fair Oaks Ranch Police Department	50,000-54,999	70,000-74,999
Floresville Police Department	45,000-49,999	65,000-69,999
Fredericksburg Police Department	55,000-59,999	65,000-69,999
Frio Constable Precinct 2	40,000-44,999	50,000-54,999
Frio Constable Precinct 4	50,000-54,999	50,000-54,999
Frio Sheriff Office	40,000-44,999	55,000-59,999
Garden Ridge Police Department	50,000-54,999	60,000-64,999
Gillepsie Constable Precinct 4	55,000-59,999	55,000-59,999
Gillepsie Police Department	55,000-59,999	55,000-59,999
Gillespie Constable Precinct 2	55,000-59,999	55,000-59,999
Grey Forest Police Department	Less than 20,000	40,000-44,999
Guadalupe Constable Precinct 1	55,000-59,999	55,000-59,999

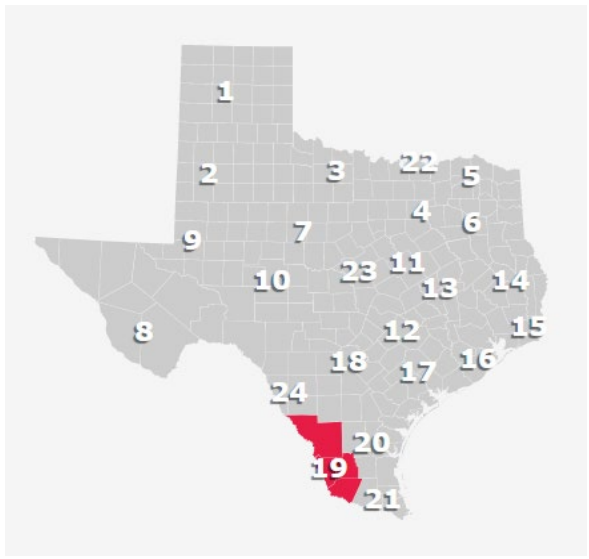
Guadalupe Constable Precinct 2	40,000-44,999	50,000-54,999
Guadalupe Constable Precinct 3	45,000-49,999	60,000-64,999
Guadalupe Constable Precinct 4	60,000-64,999	55,000-59,999
Guadalupe Sheriff Office	50,000-54,999	60,000-64,999
Hill Country Village Police Department	50,000-54,999	60,000-64,999
Hondo Police Department	35,000-65,000	45,000-More than 100,000
Ingram Police Department	45,000-49,999	45,000-49,999
Jourdanton Police Department	40,000-44,999	40,000-44,999
Karnes Constable Precinct 1	30,000-34,999	30,000-34,999
Karnes Constable Precinct 3	Less than 20,000	Less than 20,000
Karnes Constable Precinct 4	30,000-34,999	30,000-34,999
Karnes Sheriff Office	40,000-44,999	45,000-49,999
Kendall Constable Precinct 1	65,000-69,999	65,000-69,999
Kendall Constable Precinct 2	65,000-69,999	65,000-69,999
Kendall Constable Precinct 3	50,000-54,999	65,000-69,999
Kendall Constable Precinct 4	50,000-54,999	65,000-69,999
Kendall Sheriff Office	50,000-54,999	65,000-69,999
Kenedy Police Department	40,000-44,999	60,000-64,999
Kerr Constable Precinct 2	45,000-49,999	45,000-49,999
Kerr Constable Precinct 4	50,000-54,999	50,000-54,999
Kerr Sheriff Office	40,000-44,999	45,000-49,999
Kerrville Police Department	55,000-59,999	70,000-74,999
La Coste Police Department	25,000-29,999	30,000-34,999
Leon Valley Police Department	45,000-49,999	55,000-59,999
Lytle Police Department	40,000-44,999	50,000-54,999
Marion Police Department	40,000-44,999	45,000-49,999
Medina Constable Precinct 1	Less than 20,000	Less than 20,000
Medina Constable Precinct 2	30,000-34,999	30,000-34,999
Natalia Police Department	30,000-34,999	30,000-34,999
New Braunfels Police Department	55,000-80,000	80,000-More than 100,000
Olmos Park Police Department	45,000-49,999	50,000-54,999
Pearsall Police Department	40,000-44,999	50,000-54,999
Poteet Police Department	30,000-34,999	30,000-34,999
Poth Police Department	40,000-44,999	55,000-59,999
San Antonio Police Department	40,000-44,999	50,000-54,999
Sandy Oaks Police Department	35,000-39,999	65,000-69,999
Schertz Police Department	55,000-59,999	70,000-74,999
Seguin Police Department	55,000-59,999	75,000-79,999
Selma Police Department	60,000-64,999	70,000-74,999
Somerset Police Department	35,000-39,999	40,000-44,999
Terrell Hills Police Department	50,000-54,999	60,000-64,999
Universal City Police Department	45,000-49,999	35,000-39,999
Von Ormy Police Department	35,000-39,999	35,000-39,999

Wilson Constable	Less than 20,000	35,000-39,999
Wilson Constable Office Precinct 3	Less than 20,000	35,000-39,999
Wilson Constable Precinct 2	25,000-29,999	25,000-29,999
Wilson Constable Precinct 4	35,000-39,999	35,000-39,999
Wilson Office	35,000-39,999	50,000-54,999
Windcrest Police Department	45,000-49,999	55,000-59,999

Region 19: South Texas Development Council

Region 19 consists of four (4) counties with a total of 366,526 residents. There are 991 appointed, full-time peace officers and 13 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$25,000-\$55,000, with four (4) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 19 as a whole by \$10,000 annually. The median income for a licensed peace officer in this region is \$30,000 a year. The ratio of peace officer to residents is 991 to 366,526, which equals roughly 2.70 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 19 is \$30,391 with a median income of \$40,000 for the region.

	<p><u>Counties</u> Jim Hogg, Starr, Webb, Zapata</p>
<p>Region 19: South Texas Development Council</p>	
<p>Area:</p>	<p>6,718 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>352,703</p>
<p>Licensed Police Officers:</p>	<p>991</p>
<p>Counties:</p>	<p>4</p>
<p>Law Enforcement Agencies:</p>	<p>13</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$25,000-\$55,000</p>
<p>Supervisory Salary Range:</p>	<p>\$30,000-\$95,000</p>



Region 19

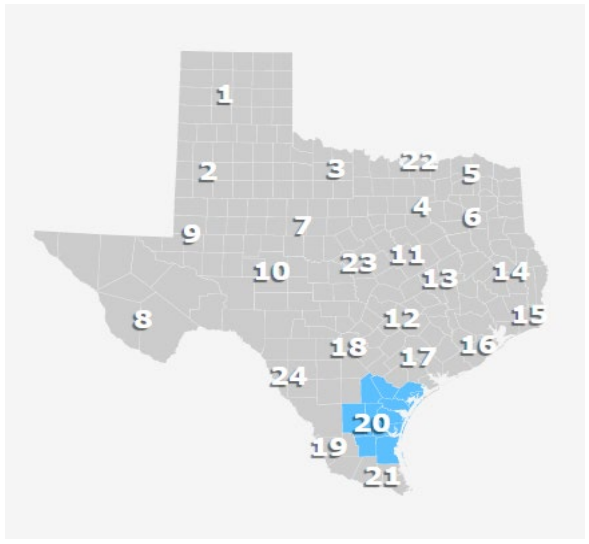
The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Jim Hogg Constable Precinct 2	Less than 20,000	Less than 20,000
Jim Hogg Sheriff Office	25,000-29,999	30,000-34,999
La Grulla Police Department	25,000-29,999	30,000-34,999
Laredo Police Department	50,000-54,999	90,000-94,999
Rio Grande City Police Department	35,000-39,999	35,000-39,999
Starr Constable Precinct 1	30,000-34,999	30,000-34,999
Starr Constable Precinct 8	30,000-34,999	30,000-34,999
Webb Constable Precinct 1	35,000-39,999	40,000-44,999
Webb Constable Precinct 3	35,000-39,999	45,000-49,999
Webb Sheriff Office	50,000-54,999	55,000-59,999
Zapata Constable Precinct 1	Less than 20,000	Less than 20,000
Zapata Constable Precinct 2	Less than 20,000	Less than 20,000
Zapata Constable Precinct 3	Less than 20,000	Less than 20,000

Region 20: Coastal Bend Council of Governments

Region 20 consists of eleven (11) counties with a total of 594,523 residents. There are 1,380 appointed, full-time licensed peace officers and 45 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$70,000, with five (5) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 20 as a whole by \$14,500 annually. The median income for a licensed peace officer in this region is \$37,500 a year. The ratio of peace officer to residents is 1,380 to 594,523, which equals roughly 2.32 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 20 is \$31,125 with a median income of \$52,000 for the region.

	<p><u>Counties</u> Bee, Brooks, Duval, Jim Wells, Kenedy, Kleberg, Live Oak, Nueces, Refugio, San Patricio</p>
<p>Region 20: Coastal Bend Council of Governments</p>	
<p>Area:</p>	<p>10,413 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>558,407</p>
<p>Licensed Police Officers:</p>	<p>1,380</p>
<p>Counties:</p>	<p>11</p>
<p>Law Enforcement Agencies:</p>	<p>45</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$70,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$100,000+</p>



Region 20

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

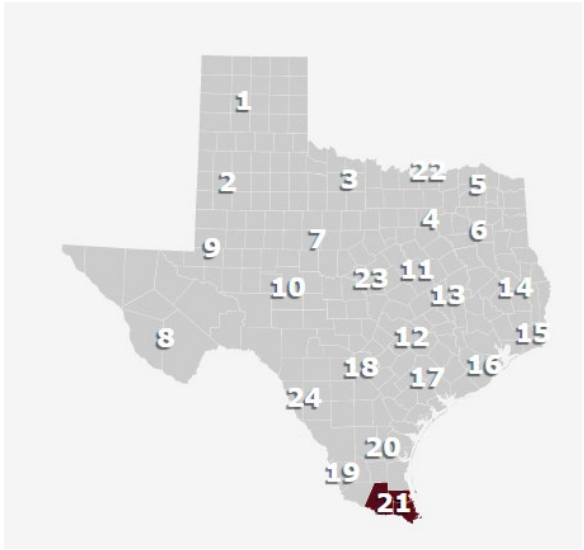

Agency	Non-Supervisory Average	Supervisory Average
Alice Police Department	35,000-40,000	75,000-More than 100,000
Aransas Pass Police Department	40,000-44,999	50,000-54,999
Aransas Sheriff Office	45,000-49,999	50,000-54,999
Bee Constable Precinct 4	Less than 20,000	Less than 20,000
Bee Sheriff Office	35,000-39,999	45,000-49,999
Beeville Police Department	40,000-44,999	45,000-60,000
Benavides Police Department	40,000-44,999	45,000-49,999
Bishop Police Department	30,000-34,999	30,000-34,999
Brooks Constable Precinct 2	35,000-39,999	40,000-44,999
Corpus Christi Police Department	45,000-70,000	70,000-85,000
Driscoll Police Department	30,000-34,999	30,000-34,999
Duval Constable Precinct 1	35,000-39,999	35,000-39,999
Duval Constable Precinct 2	35,000-39,999	35,000-39,999
Duval Constable Precinct 4	35,000-39,999	40,000-44,999
Falfurrias Police Department	35,000-39,999	35,000-39,999
Freer Police Department	30,000-34,999	35,000-39,999
George West Police Department	40,000-44,999	45,000-49,999
Ingleside Police Department	45,000-49,999	55,000-59,999
Jim Wells Constable Precinct 1	20,000-24,999	20,000-24,999
Jim Wells Constable Precinct 3	30,000-34,999	30,000-34,999
Jim Wells Constable Precinct 5	Less than 20,000	Less than 20,000
Kenedy Sheriff Office	40,000-44,999	45,000-49,999
Kingsville Police Department	40,000-44,999	60,000-64,999
Kleberg Constable Precinct 3	20,000-24,999	25,000-29,999
Live Oak Constable Precinct 3	Less than 20,000	Less than 20,000
Live Oak Sheriff Office	45,000-49,999	50,000-54,999
Mathis Police Department	35,000-39,999	40,000-44,999
McMullen Constable Precinct 3	30,000-34,999	30,000-34,999
McMullen Sheriff Office	40,000-44,999	40,000-44,999
Nueces Constable 5	40,000-44,999	45,000-49,999
Nueces Constable Precinct 2	40,000-44,999	45,000-49,999
Nueces Constable Precinct 4	40,000-44,999	45,000-49,999
Nueces Sheriff Office	30,000-34,999	40,000-44,999
Odem Police Department	35,000-39,999	35,000-39,999
Orange Grove Police Department	30,000-34,999	35,000-39,999
Port Aransas Police Department	50,000-54,999	60,000-64,999
Portland Police Department	45,000-49,999	60,000-64,999
Refugio Constable Precinct 1	Less than 20,000	Less than 20,000
Refugio Police Department	40,000-44,999	45,000-49,999

Refugio Sheriff Office	40,000-44,999	40,000-44,999
Rockport Police Department	45,000-49,999	60,000-64,999
San Patricio Constable Precinct 1	45,000-49,999	Less than 20,000
San Patricio Constable Precinct 2	45,000-49,999	45,000-49,999
San Patricio Police Department	30,000-34,999	50,000-54,999
Sinton Police Department	35,000-39,999	40,000-44,999
Taft Police Department	45,000-49,999	50,000-54,999
Three Rivers Police Department	40,000-44,999	60,000-64,999
Woodsboro Police Department	40,000-44,999	55,000-59,999

Region 21: Lower Rio Grande Valley Development Council

Region 21 consists of three (3) counties with a total of 1,335,251 residents. There are 2,511 appointed, full-time peace officers and 37 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$55,000, with zero (0) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 21 as a whole by \$9,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is 2,511 to 1,335,251, which equals roughly 1.88 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 21 is \$30,145 with a median income of \$44,000 for the region.

	<p><u>Counties</u> Cameron, Hidalgo, Willacy</p>	
<p>Region 21: Lower Rio Grande Valley Development Council</p>		
<p>Area:</p>	<p>3,053 sq. miles</p>	
<p>Population: (World Population Data)</p>	<p>1,323,701</p>	
<p>Licensed Police Officers:</p>	<p>2,511</p>	
<p>Counties:</p>	<p>3</p>	
<p>Law Enforcement Agencies:</p>	<p>37</p>	
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$55,000</p>	
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$80,000</p>	

Region 21

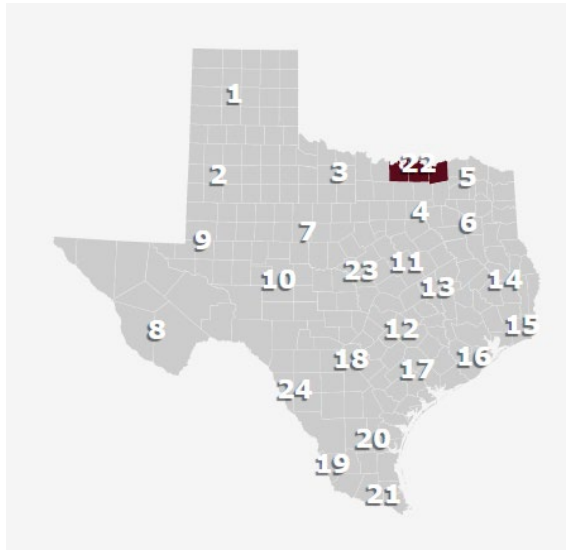

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Alton Police Department	40,000-44,999	45,000-49,999
Brownsville Police Department	45,000-49,999	75,000-79,999
Cameron Constable Precinct 1	35,000-39,999	40,000-44,999
Cameron Constable Precinct 2	35,000-39,999	40,000-44,999
Cameron Constable Precinct 5	35,000-39,999	35,000-39,999
Cameron Sheriff Office	35,000-39,999	40,000-44,999
Combes Police Department	30,000-34,999	40,000-44,999
Edcouch Police Department	25,000-29,999	25,000-29,999
Edinburg Police Department	35,000-39,999	75,000-79,999
Elsa Police Department	30,000-34,999	30,000-34,999
Harlingen Police Department	35,000-39,999	60,000-64,999
Hidalgo Constable Precinct 2	35,000-39,999	40,000-44,999
Hidalgo Constable Precinct 3	45,000-49,999	60,000-64,999
Hidalgo Constable Precinct 4	45,000-49,999	60,000-64,999
Hidalgo Police Department	35,000-39,999	40,000-44,999
Hidalgo Sheriff Office	45,000-49,999	50,000-80,000
La Joya Police Department	35,000-39,999	40,000-44,999
Los Fresnos Police Department	35,000-39,999	40,000-44,999
Los Indios Police Department	25,000-29,999	30,000-34,999
Lyford Police Department	25,000-29,999	30,000-34,999
McAllen Police Department	35,000-55,000	60,000-70,000
Mercedes Police Department	35,000-39,999	40,000-44,999
Mission Police Department	40,000-44,999	60,000-64,999
Palm Valley Police Department	30,000-34,999	35,000-39,999
Palmhurst Police Department	40,000-44,999	45,000-49,999
Penitas Police Department	35,000-39,999	60,000-64,999
Port Isabel Police Department	35,000-39,999	40,000-44,999
Port Mansfield Police Department	30,000-34,999	30,000-34,999
Primera Police Department	30,000-34,999	40,000-44,999
Rio Hondo Police Department	25,000-29,999	45,000-49,999
San Benito Police Department	40,000-44,999	50,000-54,999
Sullivan City Police Department	35,000-39,999	40,000-44,999
Weslaco Police Department	45,000-49,999	50,000-54,999
Willacy Constable Precinct 1	20,000-24,999	20,000-24,999
Willacy Constable Precinct 2	20,000-24,999	20,000-24,999
Willacy Constable Precinct 3	20,000-24,999	50,000-54,999
Willacy Sheriff Office	35,000-39,999	35,000-39,999

Region 22: Texoma Council of Governments

Region 22 consists of three (3) counties with a total of 223,504 residents. There are 442 appointed, full-time licensed peace officers and 26 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$30,000-\$60,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 22 as a whole by \$17,500 annually. The median income for a licensed peace officer in this region is \$42,500 a year. The ratio of peace officer to residents is 442 to 223,504, which equals roughly 1.98 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 22 is \$30,814 with a median income of \$60,000 for the region.

	<p><u>Counties</u> Cooke, Fannin, Grayson</p>
<p>Region 22: Texoma Council of Governments</p>	
<p>Area:</p>	<p>2,699 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>218,149</p>
<p>Licensed Police Officers:</p>	<p>442</p>
<p>Counties:</p>	<p>3</p>
<p>Law Enforcement Agencies:</p>	<p>26</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$30,000-\$60,000</p>
<p>Supervisory Salary Range:</p>	<p>\$35,000-\$100,000+</p>
	

Region 22

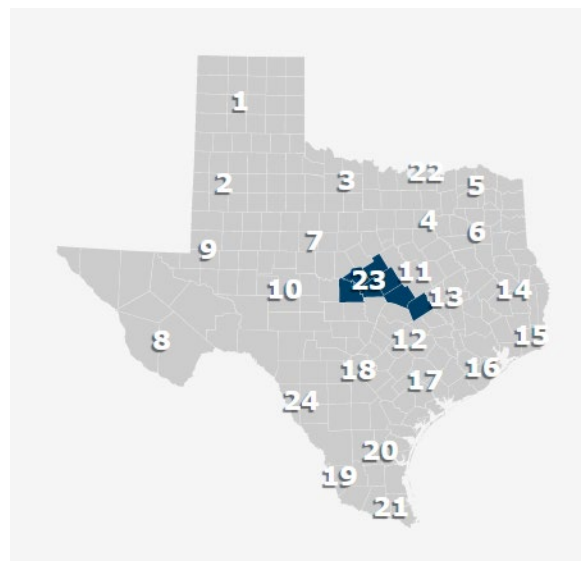

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Bells Police Department	35,000-39,999	45,000-49,999
Bonham Police Department	45,000-49,999	50,000-54,999
Collinsville Police Department	45,000-49,999	50,000-54,999
Cooke Constable Precinct 1	45,000-49,999	45,000-49,999
Cooke Sheriff Office	45,000-49,999	50,000-54,999
Denison Police Department	50,000-54,999	75,000-79,999
Fannin Constable Precinct 2	Less than 20,000	Less than 20,000
Fannin Sheriff Office	35,000-39,999	35,000-39,999
Gainesville Police Department	45,000-More than 100,000	70,000-More than 100,000
Grayson Constable Precinct 1	45,000-49,999	50,000-54,999
Grayson Constable Precinct 4	55,000-59,999	55,000-59,999
Grayson Sheriff Office	55,000-59,999	65,000-69,999
Gunter Police Department	45,000-49,999	55,000-59,999
Honey Grove Police Department	35,000-39,999	35,000-39,999
Howe Police Department	40,000-44,999	55,000-59,999
Leonard Police Department	40,000-44,999	45,000-49,999
Muenster Police Department	45,000-49,999	50,000-54,999
Pottsboro Police Department	40,000-44,999	50,000-54,999
Sherman Police Department	55,000-59,999	80,000-84,999
Southmayd Police Department	30,000-34,999	40,000-44,999
Tioga Police Department	40,000-44,999	45,000-49,999
Trenton Police Department	40,000-44,999	45,000-49,999
Valley View Police Department	35,000-39,999	40,000-44,999
Van Alstyne Police Department	55,000-59,999	65,000-69,999
Whitesboro Police Department	35,000-39,999	55,000-59,999
Whitewright Police Department	40,000-44,999	50,000-54,999

Region 23: Central Texas Council of Governments

Region 23 consists of seven (7) counties with a total of 580,849 residents. There are 920 appointed, full-time peace officers and 31 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$20,000-\$65,000, with one (1) agency reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 23 as a whole by \$14,000 annually. The median income for a licensed peace officer in this region is \$40,000 a year. The ratio of peace officer to residents is 920 to 580,849, which equals roughly 1.73 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 23 is \$30,219 with a median income of \$54,000 for the region.

	<p><u>Counties</u> Bell, Coryell, Hamilton, Lampasas, Milam, Mills, San Saba</p>	
<p>Region 23: Central Texas Council of Governments</p>		
<p>Area:</p>	<p>6,552 sq. miles</p>	
<p>Population: (World Population Data)</p>	<p>529,743</p>	
<p>Licensed Police Officers:</p>	<p>920</p>	
<p>Counties:</p>	<p>7</p>	
<p>Law Enforcement Agencies:</p>	<p>31</p>	
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$65,000</p>	
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$90,000</p>	

Region 23

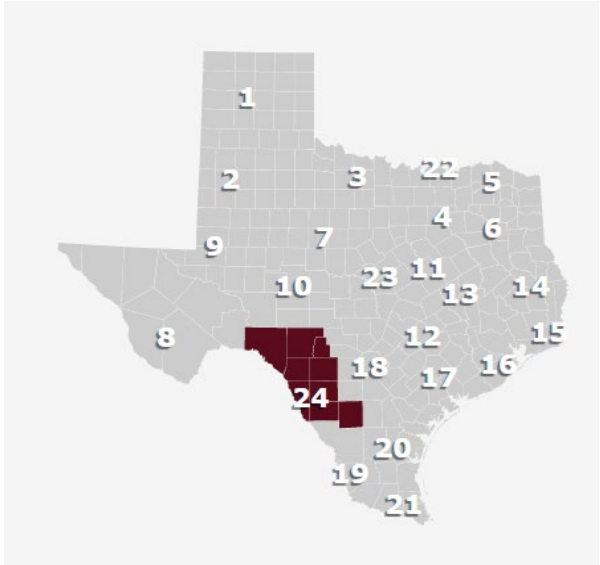

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Bell Constable Precinct 1	45,000-49,999	50,000-54,999
Bell Constable Precinct 2	50,000-54,999	60,000-64,999
Bell Constable Precinct 3	50,000-54,999	60,000-64,999
Bell Constable Precinct 4	45,000-49,999	50,000-54,999
Bell Sheriff Office	45,000-49,999	55,000-59,999
Belton Police Department	45,000-55,000	55,000-90,000
Copperas Cove Police Department	50,000-54,999	60,000-64,999
Coryell Constable Precinct 1	30,000-34,999	35,000-39,999
Coryell Constable Precinct 3	35,000-39,999	35,000-39,999
Coryell Constable Precinct 4	Less than 20,000	30,000-34,999
Gatesville Police Department	45,000-49,999	50,000-54,999
Hamilton Police Department	30,000-34,999	35,000-39,999
Hamilton Sheriff Office	35,000-39,999	35,000-39,999
Harker Heights Police Department	60,000-64,999	60,000-64,999
Holland Police Department	45,000-49,999	60,000-64,999
Kempner Police Department	20,000-24,999	25,000-29,999
Killeen Police Department	55,000-59,999	80,000-84,999
Lampasas Police Department	40,000-44,999	50,000-54,999
Lampasas Sheriff Office	35,000-39,999	50,000-54,999
Lometa Police Department	35,000-39,999	45,000-49,999
Milam Constable Precinct 1	35,000-39,999	35,000-39,999
Milam Constable Precinct 2	20,000-24,999	20,000-24,999
Milam Sheriff Office	45,000-49,999	50,000-54,999
Mills Sheriff Office	40,000-44,999	50,000-54,999
Morgan's Point Resort Police Department	40,000-44,999	45,000-49,999
Nolanville Police Department	40,000-44,999	45,000-49,999
Rockdale Police Department	40,000-44,999	50,000-54,999
Rogers Police Department	40,000-44,999	55,000-59,999
Salado Police Department	45,000-49,999	55,000-59,999
San Saba Sheriff Office	45,000-49,999	50,000-54,999
San Saba Police Department	40,000-44,999	50,000-54,999
Temple Police Department	60,000-64,999	75,000-79,999
Troy Police Department	45,000-49,999	55,000-59,999

Region 24: Middle Rio Grande Development Council

Region 24 consists of nine (9) counties with a total of 173,737 residents. There are 813 appointed, full-time peace officers and 24 law enforcement agencies in this region. The yearly salary range for entry level non-supervisory officers is \$25,000-\$60,000, with five (5) agencies reporting a yearly salary of under \$20,000.

The data indicates an estimated salary gap between peace officer median income, which is lower than that of the median income of Region 24 as a whole by \$11,000 annually. The median income for a licensed peace officer in this region is \$35,000 a year. The ratio of peace officer to residents is 813 to 173,737, which equals roughly 4.68 licensed peace officers per 1,000 residents. The average cost of living for the entire population of Region 24 is \$30,393 with a median income of \$46,000 for the region.

	<p><u>Counties</u> Dimmit, Edwards, Kinney, La Salle, Maverick, Real, Uvalde, Val Verde, Zavala</p>
<p>Region 24: Middle Rio Grande Development Council</p>	
<p>Area:</p>	<p>14,266 sq. miles</p>
<p>Population: (World Population Data)</p>	<p>162,420</p>
<p>Licensed Police Officers:</p>	<p>813</p>
<p>Counties:</p>	<p>9</p>
<p>Law Enforcement Agencies:</p>	<p>24</p>
<p>Non-Supervisory Salary Range:</p>	<p>\$20,000-\$60,000</p>
<p>Supervisory Salary Range:</p>	<p>\$20,000-\$60,000</p>
	

Region 24

The table represents the average yearly salary range for non-supervisory and supervisory peace officers in the state of Texas.

Agency	Non-Supervisory Average	Supervisory Average
Crystal City Police Department	30,000-34,999	30,000-34,999
Del Rio Police Department	35,000-39,999	45,000-49,999
Dimmit Constable Precinct 3	35,000-39,999	35,000-39,999
Eagle Pass Police Department	35,000-39,999	45,000-49,999
Edwards Sheriff Office	35,000-39,999	35,000-39,999
Encinal Police Department	30,000-34,999	35,000-39,999
Kinney Constable Precinct 1	40,000-44,999	40,000-44,999
Kinney Sheriff Office	30,000-34,999	30,000-34,999
La Salle Constable Precinct 3	Less than 20,000	Less than 20,000
LASALLE Constable Precinct 2	45,000-49,999	55,000-59,999
Lasalle Sheriff Office	40,000-44,999	50,000-54,999
Maverick Constable Precinct 2	Less than 20,000	20,000-24,999
Maverick Constable Precinct 3-1	25,000-29,999	30,000-34,999
Maverick Sheriff Office	25,000-29,999	30,000-34,999
Real Sheriff Office	40,000-44,999	40,000-44,999
Sabinal City Police Department	30,000-34,999	30,000-34,999
Uvalde Constable Precinct 1	Less than 20,000	Less than 20,000
Uvalde Constable Precinct 2	Less than 20,000	35,000-39,999
Uvalde Constable Precinct 3	35,000-39,999	35,000-39,999
Uvalde Constable Precinct 6	40,000-44,999	40,000-44,999
Uvalde Police Department	40,000-44,999	45,000-49,999
Uvalde Sheriff Office	50,000-54,999	50,000-54,999
Val Verde Constable Precinct 4	55,000-59,999	55,000-59,999
Val Verde Sheriff Office	35,000-39,999	40,000-44,999
Zavala Constable Precinct 1	30,000-34,999	30,000-34,999
Zavala Constable Precinct 3	Less than 20,000	Less than 20,000

Out-of-State Survey Data

The out-of-state survey was emailed to all the United States members of the International Association of Directors of Law Enforcement Standards and Training (IADLEST). These members further sent the survey out to law enforcement agencies within their state.

The out-of-state survey required the responder fill-in six identifiers:

1. The state in which the responding agency resides.
2. Type of entity: municipality, county/parish/township, or state agency.
3. Number of full-time peace officers that have the authority to arrest.
4. The annual salary for supervisory officer positions.
5. The annual salary for non-supervisory officer positions.

****All positions of 'peace officer', 'law enforcement officer' and 'police officer' are treated the same for this report. ****

All but twelve states responded to the survey. Attempts to contact these states have been unsuccessful, by both email and cold calling. The states that have not responded are listed below, along with their populations and cost of living. All wages listed below have been collected from each states' labor market information system and are estimated amounts. Sources for this information are listed in the References section of this document.

Below the table of unresponsive states, list the populations, number of responses, and cost of living for each time zone. States are split into their respective time zones for ease of presentation and transparency.* An Excel spreadsheet documents out-of-state information, and can be found under Appendix C.

****Disclaimer: Alaska and Hawaii do not adhere to any of the four time zones discussed in this report. However, the Commission did receive responses from Alaska and the findings are documented in this report. Hawaii did not respond to the survey, but outsourcing research was conducted, and those findings are documented in the table.****

Unresponsive States	Population	Cost of Living	Supervisory	Non-Supervisory
Alabama	5,039,877	\$33,094	\$83,000	\$53,000
Connecticut	3,605,591	\$39,526	\$111,000	\$81,000
Delaware	1,003,384	\$36,896	\$114,000	\$80,000
Georgia	10,799,566	\$36,686	\$71,000	\$50,000
Hawaii	1,441,553	\$45,747	\$117,000	\$81,000
Illinois	12,671,469	\$37,782	\$85,000	\$60,000
Louisiana	4,624,047	\$33,585	\$68,000	\$48,000
Maine	1,372,247	\$37,184	\$73,000	\$52,000
Minnesota	5,707,390	\$36,898	\$98,000	\$76,000
Mississippi	2,949,965	\$32,572	\$56,000	\$38,000
Oregon	4,246,155	\$40,587	\$115,000	\$79,000
West Virginia	1,782,959	\$32,144	\$69,000	\$49,000

All populations were gathered from the 2021 Census.

Note: The officer count per individual agency does not specify the amount of supervisory and non-supervisory officers separately. The number is the officer count in a department who are paid, full-time officers.

Pacific Time Zone

The Pacific Time Zone is located on the Western Coast of the United States, and contains four states: Washington, Oregon, California, and Nevada. Based on the information from the responses received during the time in which the survey was conducted, supervisory officers in this area are earning a median salary of \$80,000. Non-supervisory officers in the region seem to be earning a median salary of \$57,500.

Based on survey data, the total number of officers in this time zone is 6,842, and the total number of responses from police agencies was 42. The majority of the survey responses were received from police departments in California.

PACIFIC TIME ZONE



States	California, Nevada, Oregon, Washington
Population	54,366,674
Estimated Cost of Living	\$39,248
Total Number of Responses	42
Non-Supervisory Range	\$55,000-\$59,999
Supervisory Range	\$75,000-\$84,999

- California has the highest cost of living in the Pacific time zone with an estimate of \$45,382
- Nevada has the lowest cost of living in the Pacific time zone with an estimate of \$33,788.

Mountain Time Zone

The Mountain Time Zone is located to the west of Texas inland in the United States, and contains seven states: Arizona, New Mexico, Colorado, Utah, Wyoming, Idaho, and Montana. Based on the information from the responses received during the time in which the survey was conducted, supervisory officers in this area are earning a median annual salary of \$62,500.

Non-supervisory officers in the region earn a median annual salary of \$47,500.

Based on survey data, the total number of officers in this time zone is 17,005, and the total number of responses was 206. The majority of the survey responses were received from police and sheriff departments in Colorado.

MOUNTAIN TIME ZONE



States	Arizona, Colorado, Idaho, New Mexico, South Dakota, Utah, Wyoming
Population	23,021,610
Estimated Cost of Living	\$34,421
Total Number of Responses	206
Non-Supervisory Range	\$45,000-\$49,999
Supervisory Range	\$60,000-\$64,999

- Colorado has the highest cost of living in the Mountain time zone with an estimate of \$39,846.
- South Dakota has the lowest cost of living in the Mountain time zone with an estimate of \$30,895.

Central Time Zone

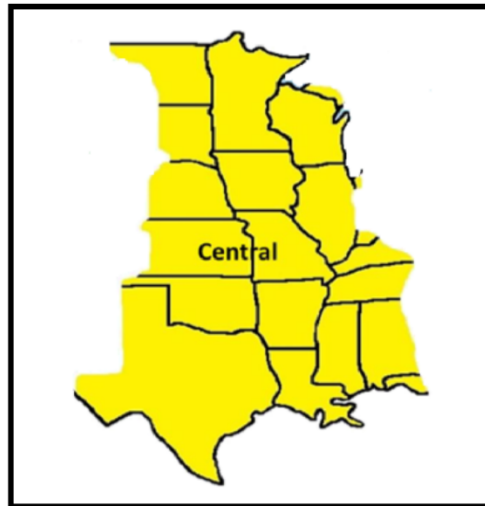
The Central Time Zone is located in the central section of the United States, and to the East of Texas and contains sixteen states: Arizona, New Mexico, Colorado, Utah, Wyoming, Idaho, and Montana. Based on the information from the responses received during the time in which the survey was conducted, supervisory officers in this area are earning a median annual salary of \$52,500. *

Non-supervisory officers in the region earn a median salary of \$42,500.

Based on survey data the total number of officers in this zone is 15,335, and the total number of responses was 346. The majority of the survey responses were received from police and sheriff departments in Oklahoma.*

**Texas was not included in this analysis, as the rest of the report provides more in-depth detail into the salaries of officers.

CENTRAL TIME ZONE



States	Alabama, Arkansas, Illinois, Iowa, Kansas, Kentucky, Louisiana, Minnesota, Mississippi, Missouri, Nebraska, North Dakota, Oklahoma, Tennessee, Texas, Wisconsin
Population	99,948,227
Estimated Cost of Living	\$33,161
Total Number of Responses	346
Non-Supervisory Range	\$40,000-\$44,999
Supervisory Range	\$50,000-\$54,999

- Minnesota has the highest cost of living in the Central time zone with an estimate of \$36,898.
- North Dakota has the lowest cost of living in the Central time zone with an estimate of \$31,976.

Eastern Time Zone

The Eastern Time Zone is located on the Eastern Coast of the United States, including in-land states, and contains twenty states: Connecticut, Delaware, Florida, Georgia, Indiana, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia. Based on the information from the responses received during the time in which the survey was conducted, supervisory officers in this area are earning a median annual salary of \$67,500.

Non-supervisory officers in the region earn a median salary of \$47,499.

Based on survey data, the total number of officers in this zone is 35,932, and the total number of responses was 430. The majority of the survey responses were received from police departments in Massachusetts.

EASTERN TIME ZONE



States	Connecticut, Delaware, Florida, Georgia, Indiana, Maine, Maryland, Massachusetts, Michigan, New Hampshire, New Jersey, New York, North Carolina, Ohio, Pennsylvania, Rhode Island, South Carolina, Vermont, Virginia, West Virginia
Population	157,712,958
Estimated Cost of Living	\$37,933
Total Number of Responses	430
Non-Supervisory Range	\$45,000-\$49,999
Supervisory Range	\$65,000-\$69,999

- New York has the highest cost of living in the Eastern time zone with an estimate of \$45,738.
- West Virginia has the lowest cost of living in the Eastern time zone with an estimate of \$32,144.

Alaska

Alaska is on two time zones, Alaska Standard Time (AKST) and Hawaii-Aleutian Time and has been separated from the other four time zones.

Non-supervisory officers in Alaska earn a median annual salary of \$62,500.

Supervisory officers in Alaska earn a median annual salary of \$77,500.

ALASKA



Population	732,673
Estimated Cost of Living	\$34,786
Total Number of Responses	9
Supervisory Pay	\$75,000-\$79,999
Non-Supervisory Pay	\$60,000-\$65,000

All cost-of-living estimates are based off required annual income before taxes because not every state taxes their residents the same amount.

Total out-of-state responses: 1,057.

State of Texas Agencies

Schedule B Agency	Non-Supervisory (entry title)	Supervisor (entry title)
Texas A&M Forest Service	\$33,280 (investigator)	\$45,700 (sergeant)
Texas Juvenile Justice – OIG	\$44,904 (officer)	\$52,860 (sergeant)
Texas Comptroller’s Office	\$48,000 (investigator)	\$58,000 (sergeant)
Texas Lottery Commission	\$51,614 (investigator)	\$63,104 (manager)
Texas State Fire Marshal’s Office	\$51,852 (sergeant)	\$81,764 (captain)
Texas Commission on Law Enforcement	\$52,500 (sergeant)	\$59,800 (lieutenant)
Texas Board of Pharmacy	\$53,184 (sergeant)	\$60,000 (lieutenant)
Texas HHSC-OIG	\$57,362 (investigator)	\$73,705 (captain)
Texas Parks & Wildlife - Park Police	\$59,712 (park police officer I)	\$78,000 (sergeant)
Texas Racing Commission	\$61,500 (investigator)	\$90,000 (chief)
Schedule C Agency	Non-Supervisory (entry title)	Supervisor (entry title)
Texas Department of Public Safety	\$59,715 (trooper I)	\$81,615 (sergeant)
Texas Parks & Wildlife – Game Warden	\$59,715 (game warden I)	\$81,615 (sergeant)
Texas Alcoholic Beverage Commission	\$59,715 (agent I)	\$81,615 (sergeant)
Texas Department of Criminal Justice	\$59,715 (investigator III)	\$92,672 (lieutenant)
Texas Department of Insurance	\$81,615 (sergeant)	\$92,672 (lieutenant)
Texas Office of the Attorney General	\$81,615 (sergeant)	\$92,672 (lieutenant)

NOTE: Non-supervisory pay is reported for a peace officer who has completed all basic licensure, field training, and probationary period. The salary numbers reported are base salary and include no supplemental pay for education, certifications, and bilingual skills; nor do they include hazardous duty pay, longevity pay, field training officer duty pay, and shift differential pay.

Peace officers employed by Texas state agencies fall into two categories for the purposes of compensation, those paid according to the State’s Position Classification Plan (Schedule B) and those paid according to State’s Law Enforcement Salary Schedule (Salary Schedule C). As noted in the previous table, salaries at agencies on Schedule B vary widely at both the supervisory and non-supervisory levels.

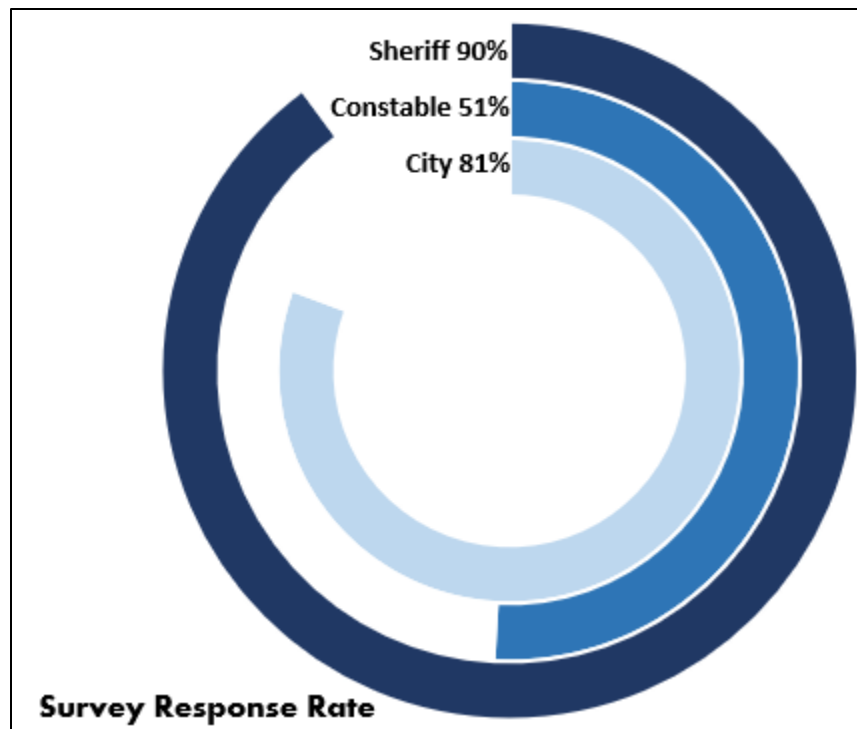
Many of the Schedule B agencies have investigative and regulatory functions that require recruitment of personnel with greater levels of education and/or law enforcement experience. Most Schedule B agencies attempt to recruit and retain peace officers who possess ten (10) or more years of investigative experience, yet most of these agencies have entry salaries below entry level Schedule C salaries paid to new employees with little or no law enforcement experience. Schedule B agencies commonly experience loss of veteran employees to state law enforcement agencies whose pay adheres to Schedule C, as well as to local law enforcement agencies whose pay is more competitive. Schedule B agencies often must rely on recruiting peace officers who have retired from other agencies and are drawing retirement income to supplement their pay. While retired peace officers tend to have valuable experience, they serve for shorter overall service periods adding to higher turnover, recruitment, and training costs.

Appendix A

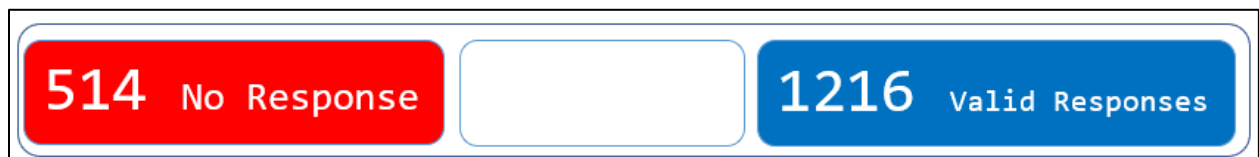
Survey Statistics

Below are the statistics that were used in the analysis of this report. This is the information we received from our survey that was distributed earlier in the year.

The circle shows the percentage of responses categorized by the type of agency from the in-state survey.

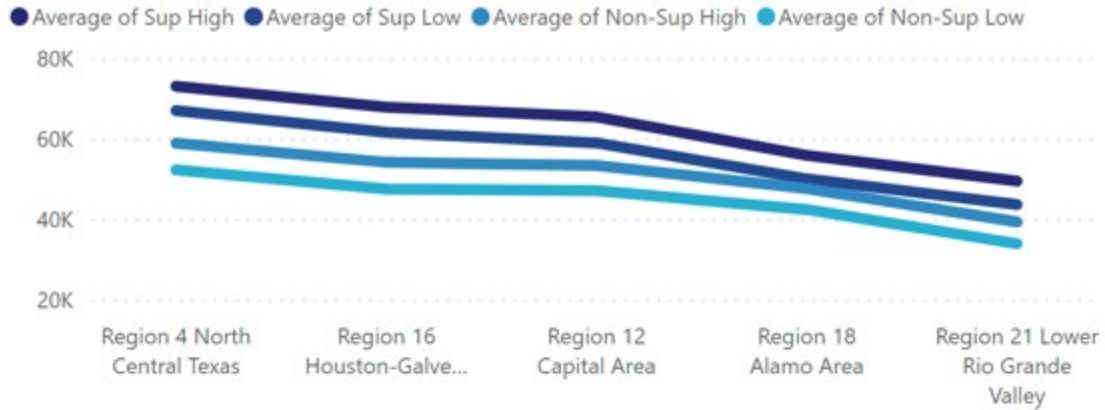


This graphic shows the actual number of responses received from the in-state survey, as well as the number of agencies that the Commission attempted to contact.

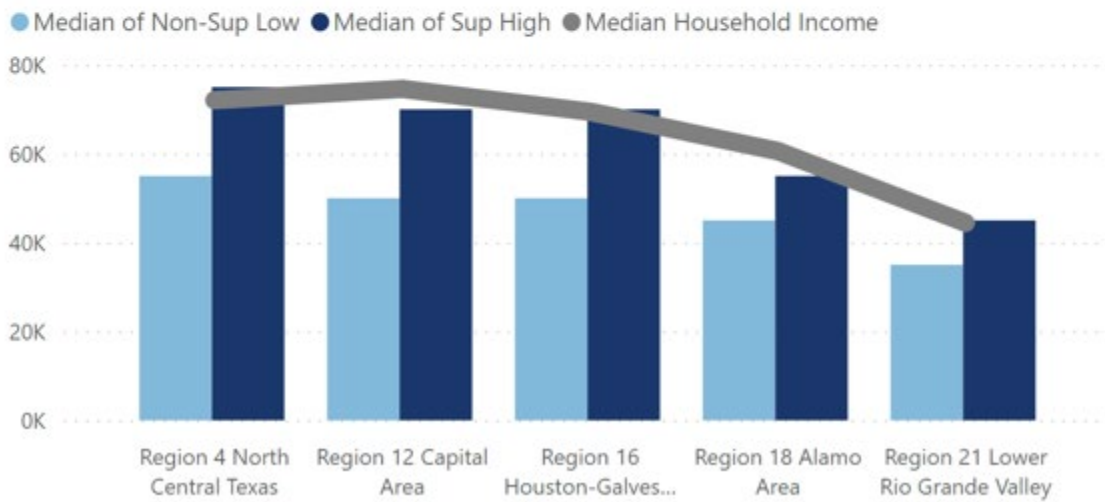


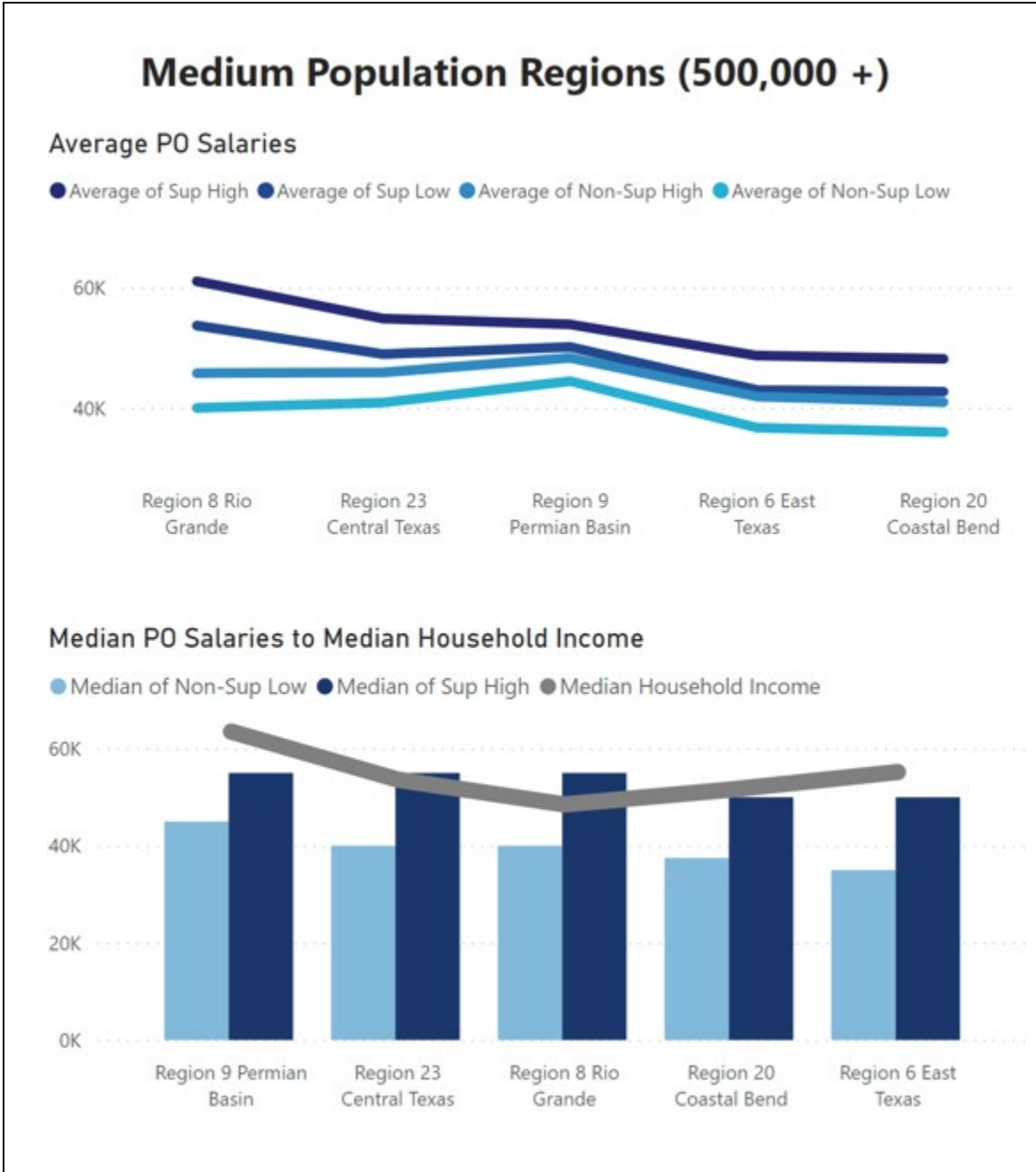
Large Population Regions (1 Million +)

Average PO Salaries



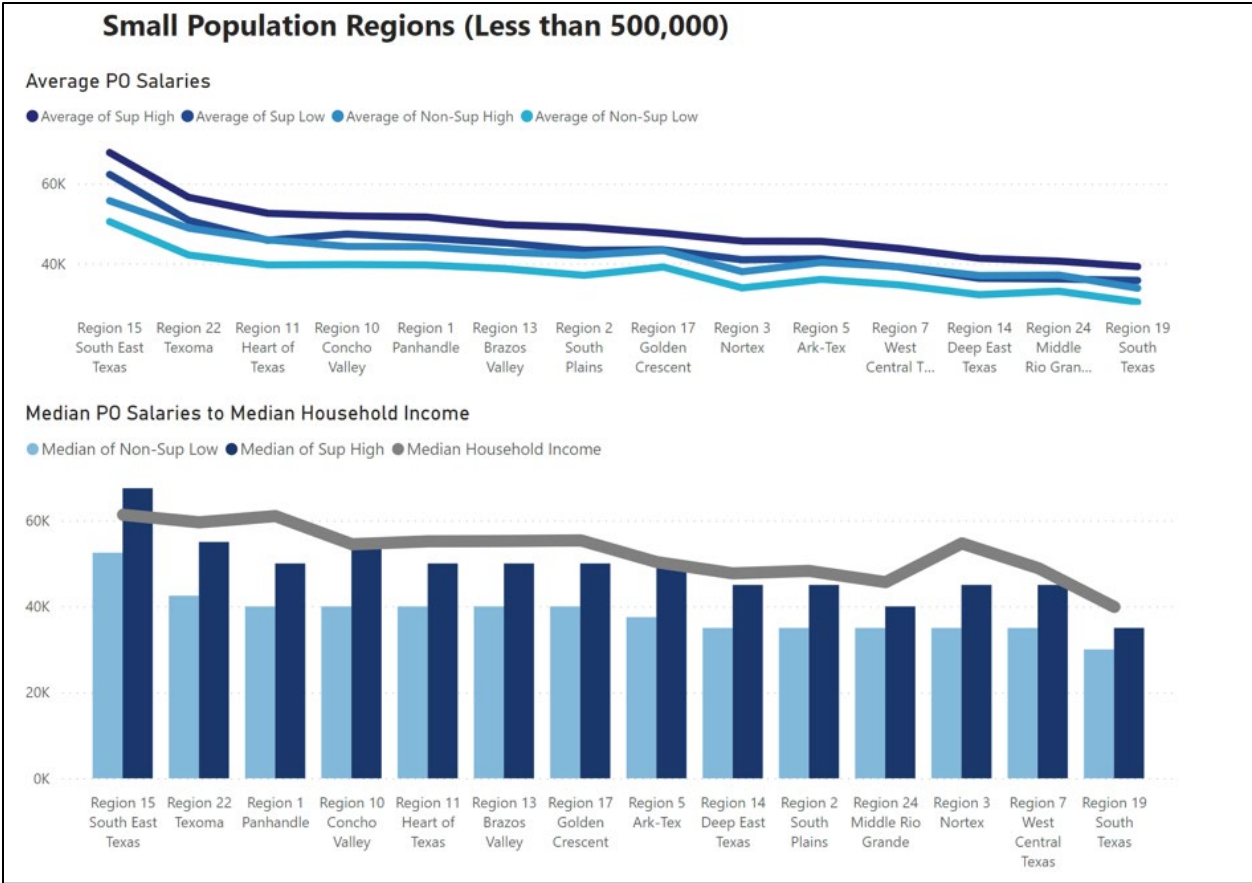
Median PO Salaries to Median Household Income





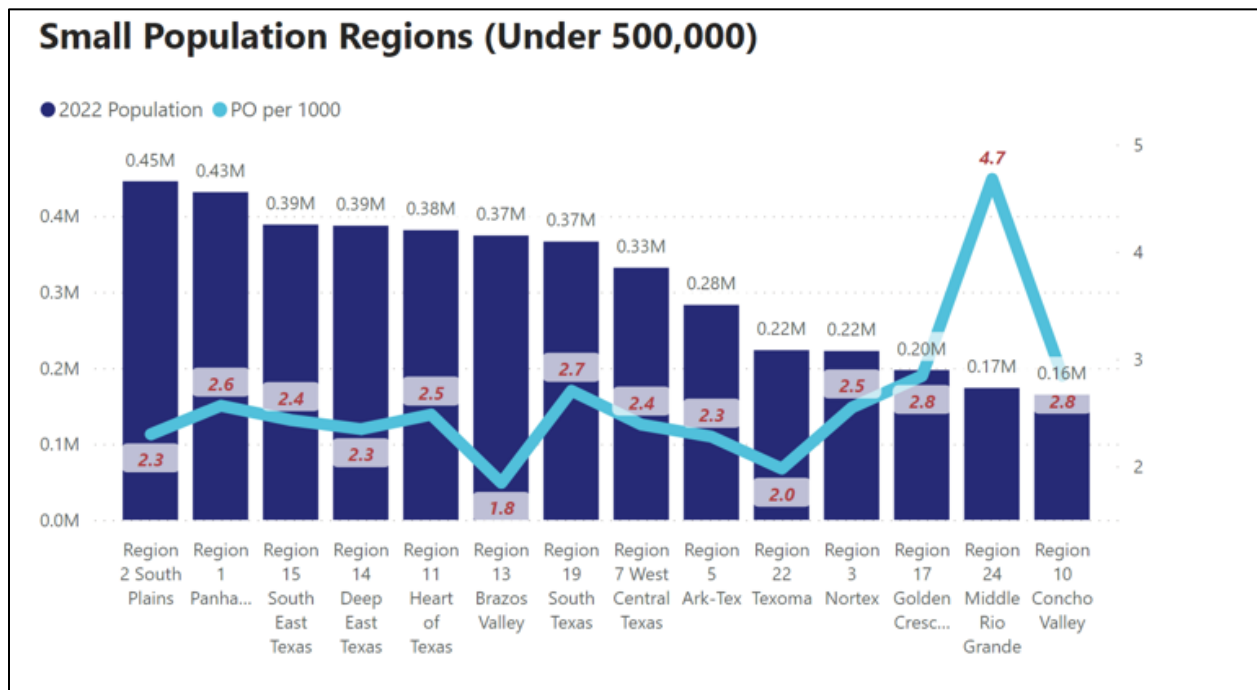
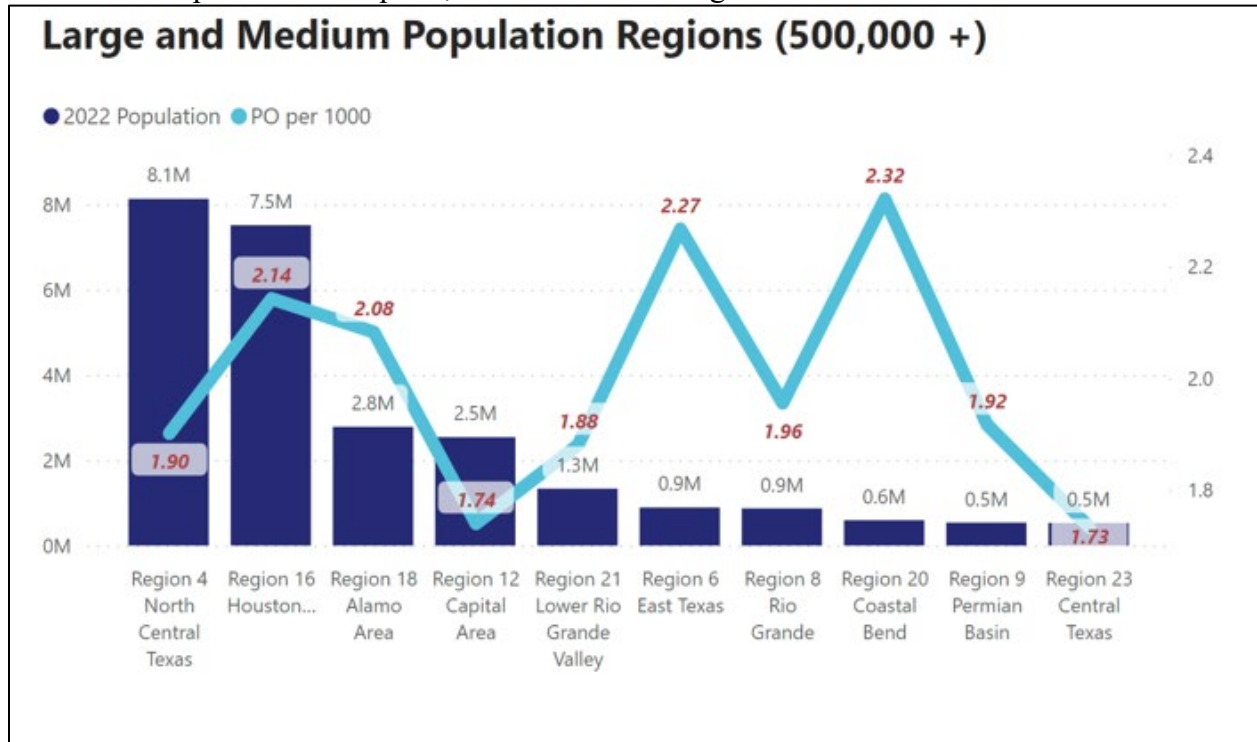
This graph shows the average peace officer income for both supervisory and non-supervisory positions for higher-population regions. The graph also shows the comparison of peace officers' median salaries to the median household income.

This graph shows the average peace officer income for both supervisory and non-supervisory positions for medium-population regions. The graph also shows the comparison of peace officers' median salaries to the median household income.



This graph shows the average peace officer income for both supervisory and non-supervisory positions for lowest-population regions. The graph also shows the comparison of peace officers' median salaries to the median household income.

In the charts below, the populations have been documented according to their size, by showing the number of peace officers per 1,000 residents in a region.



Appendix B

In-State Salary Survey Questions

* Required

1. TCOLE Agency (Department) Number and Name of Agency (Department)

*

2. What type of entity is the department? *

State City County

3. How many paid, full-time, appointed peace officers to the department? *

4. Annual entry level salary for new non-supervisory officers (patrol officers, deputy sheriffs, deputy constables, etc.) *Please do not include stipends such as: years of service, certificate pay, etc.*

*

Less than 20,000	60,000-64,999
20,000-24,999	65,000-69,999
25,000-29,999	70,000-74,999
30,000-34,999	75,000-79,999
35,000-39,999	80,000-84,999
40,000-44,999	85,000-89,999
45,000-49,999	90,000-94,999
50,000-54,999	95,000-99,999
55,000-59,999	More than 100,000

5. Annual baseline salary for first-line supervisory positions. (Sergeants, Patrol Supervisors, etc.) *Please do not include stipends such as: years of service, education pay, certificate pay, etc.* (If you do not have full-time supervisory officers, please select the option that best reflects your salary.) *

Less than 20,000	65,000-69,999
20,000-24,999	70,000-74,999
25,000-29,999	75,000-79,999
30,000-34,999	80,000-84,999
35,000-39,999	85,000-89,999
40,000-44,999	90,000-94,999
45,000-49,999	95,000-99,999
50,000-54,999	More than 100,000
55,000-59,999	
60,000-64,999	

Out-of-State Salary Survey Questions

* Required

1. Select State

Alabama	Montana
Alaska	Nebraska
Arizona	Nevada
Arkansas	New Hampshire
California	New Jersey
Colorado	New Mexico
Connecticut	New York
Delaware	North Carolina
Florida	North Dakota
Georgia	Ohio
Hawaii	Oklahoma
Idaho	Oregon
Illinois	Pennsylvania
Indiana	Rhode Island
Iowa	South Carolina
Kansas	South Dakota
Kentucky	Tennessee
Louisiana	Utah
Maine	Vermont
Maryland	Virginia
Massachusetts	Washington
Michigan	West Virginia
Minnesota	Wisconsin
Mississippi	Wyoming
Missouri	

2. Agency Name

3. Type of entity/government classification

State Municipal Parish/County

4. Number of paid, full-time peace officers with arrest authority.

5. How many paid, full-time, appointed peace officers to the department? *

Annual entry level salary for new non-supervisory officers (patrol officers, deputy sheriffs, deputy constables, etc.) *Please do not include stipends such as: years of service, certificate pay, etc.*

Less than 20,000	35,000-39,999
20,000-24,999	40,000-44,999
25,000-29,999	45,000-49,999
30,000-34,999	50,000-54,999
	55,000-59,999

60,000-64,999	85,000-89,999
65,000-69,999	90,000-94,999
70,000-74,999	95,000-99,999
75,000-79,999	More than 100,000
80,000-84,999	

6. Annual baseline salary for first-line supervisory positions. (Sergeants, Patrol Supervisors, etc.)

Please do not include stipends such as: years of service, education pay, certificate pay, etc.
 (If you do not have full-time supervisory officers, please select the option that best reflects your salary.) *

Less than 20,000	60,000-64,999
20,000-24,999	65,000-69,999
25,000-29,999	70,000-74,999
30,000-34,999	75,000-79,999
35,000-39,999	80,000-84,999
40,000-44,999	85,000-89,999
45,000-49,999	90,000-94,999
50,000-54,999	95,000-99,999
55,000-59,999	More than 100,000

Appendix C

Methodology

The Commission deliberated for approximately two months on the questions to ask law enforcement agencies. Once the questions were decided, TCOLE needed a way to distribute the questions to certain law enforcement agencies. TCOLE decided to utilize Microsoft Office's 'Forms' to best gather, organize, and analyze data. Two separate surveys were generated to gather information from both in state and out-of-state law enforcement agencies.

The out-of-state survey was distributed through the national law enforcement organization, International Association of Directors of Law Enforcement Standards and Training (IADLEST); members of this organization distributed the survey to law enforcement agencies within their state. This delivery method was beneficial for TCOLE to receive responses faster and for IADLEST representatives to distribute the surveys to their reciprocal law enforcement agencies. Since the initial email was sent from the Commission to IADLEST members, out-of-state agency responses were received at an increasing upward trend, within a 6-month period (November 2021 to April 2022) the survey collected a total of 1,057 responses. The Commission decided splitting the nation into four sections by natural, geographically established time zones was best for accuracy and easily reflected the information received.

The populations and the cost of living of states within the same zones were combined to show the information as a representative section of the United States. The Commission utilized the general information about first-line supervisors and police officers from the Labor Market Information System for the unresponsive states. The state populations of the states came from the U.S. Census Bureau, and the cost of living was sourced from the Massachusetts Institute of Technology (MIT) Living Wage Calculator. Information from each time zone included the median salaries based on survey responses, the populations, and the cost of living.

The Commission then gathered information from in-state agencies, which was a more detailed survey than the out-of-state survey to gather Texas specific information needed to properly analyze and document the findings. The in-state survey was distributed through TCOLE's mass communication distribution system and specifically sent to Chiefs or Supervisory officers in each law enforcement agency. The initial email was sent in December 2021 and again in February 2022. The survey was closed in June 2022 in order to complete the data analysis and the report. The data was filtered to remove any duplicate, invalid, and anonymous responses.

TCOLE decided it was best to divide Texas utilizing a commonly used practice by the legislative body of Texas, the Council of Government (COG) regions. Each valid agency was then segmented into their respective region based on the county the agencies reside in. The populations of each county within the regions were combined. The salaries of each region based on responses received were thoroughly analyzed to find the median salaries. Finally, the cost of living in each county in the regions were analyzed to find the median to have a single representative cost of living for the region.

****Note:** The "Background Information" section of this report details decisions why the Commission excluded certain agencies.**

Appendix D

This chart provides information for the number of peace officers and law enforcement agencies in each COG region, as well as the number of peace officers per 1,000 residents in each COG.

Region	# of Counties	COG	PO Per Capita	LE Agencies	PO
1	26	Panhandle	2.25	58	976
2	15	South Plains	2.02	39	877
3	11	Nortex	2.08	32	454
4	16	North Central Texas	1.50	188	12,000
5	9	Ark-Tex	1.50	38	420
6	14	East Texas	1.62	92	1,431
7	19	West Central Texas	2.10	52	701
8	6	Rio Grande	1.74	18	1,552
9	17	Permian Basin	1.86	34	894
10	13	Concho Valley	2.08	20	329
11	6	Heart of Texas	1.98	43	749
12	10	Capital Area	1.49	75	4149
13	7	Brazos Valley	1.54	31	568
14	12	Deep East Texas	1.48	49	508
15	3	South East Texas	1.53	22	658
16	13	Houston-Galveston	2.16	120	16,000
17	7	Golden Crescent	2.07	29	500
18	13	Alamo Area	0.83	90	2,233
19	4	South Texas	2.15	13	757
20	11	Coastal Bend	1.85	45	1,034
21	3	Lower Rio Grande Valley	1.21	37	1,604
22	3	Texoma	2.04	26	445
23	7	Central Texas	1.65	31	875
24	9	Middle Rio Grande	2.20	24	357

List of Contributors

The Texas Commission on Law Enforcement would like to thank all those who participated in our survey. This report would not have been possible without their help.

Municipalities

Amarillo PD	Abernathy PD	Granbury PD
Bovina PD	Idalou PD	Grandview PD
Canyon PD	Muleshoe PD	Heath PD
Dalhart PD	Ransom Canyon PD	Hudson Oaks PD
Lake Tanglewood PD	Archer City PD	Irving PD
Tulia PD	Crowell PD	Joshua PD
Pampa PD	Electra PD	Kennedale PD
Hereford PD	Iowa Park PD	Kerens PD
Friona PD	Wichita Falls PD	Lake Worth PD
Perryton PD	Graham PD	Lavon PD
Panhandle PD	Vernon PD	Lewisville PD
Spearman PD	Chillicothe PD	Maypearl PD
Stratford PD	Olney PD	McKinney PD
Cactus PD	Paducah PD	Melissa PD
Lakeview PD	Bowie PD	Northlake PD
Memphis PD	Allen PD	Oak Ridge PD
Borger PD	Alvarado PD	Ovilla PD
Dumas PD	Argyle PD	Parker PD
Childress PD	Arlington PD	Pilot Point PD
Stinnett PD	Aubrey PD	Plano PD
Booker PD	Balch Springs PD	Princeton PD
Earth PD	Bedford PD	Reno PD
Lubbock PD	Benbrook PD	Rhome PD
Petersburg PD	Bridgeport PD	Richland Hills PD
Plainview PD	Burleson PD	River Oaks PD
Shallowater PD	Cleburne PD	Sachse PD
Slaton PD	Coppell PD	Sanger PD
Wolfforth PD	Dalworthington Gardens PD	Southlake PD
Lockney PD	Desoto PD	The Colony PD
Spur PD	Dublin PD	University Park PD
Littlefield PD	Eules PD	Venus PD
Tahoka PD	Fairview PD	Watauga PD
Sundown PD	Flower Mound PD	Waxahachie PD
Crosbyton PD	Forest Hill PD	Weatherford PD
Levelland PD	Frisco PD	Westworth Village PD
Hale Center PD		White Settlement PD
New Deal PD		
Floydada PD		

Willow Park PD	Glenn Heights PD	Double Oak PD
Wilmer PD	Benbrook PD	Krugerville PD
Town of Cross Roads PD	Seagoville PD	Hemphill PD
Navarro PD	Pantego PD	Josephine PD
Dawson PD	Saginaw PD	Anna PD
Red Oak PD	Addison PD	Bogata PD
Oak Point PD	Azle PD	Cumby PD
North Richland Hills PD	Carrollton PD	Hooks PD
Keene PD	Celina PD	Maud PD
Cedar Hill PD	Commerce PD	New Boston PD
Hutchins PD	Corsicana PD	Paris PD
Duncanville PD	Dallas PD	Queen City PD
Rice PD	Denton PD	Sulphur Springs PD
Prosper PD	Forney PD	Hughes Springs PD
Rockwall PD	Lancaster PD	Nash PD
Crowley PD	Rowlett PD	Mount Pleasant PD
Grand Prairie PD	Royse City PD	Atlanta PD
Decatur PD	Wylie PD	Daingerfield PD
Keller PD	Westworth Village PD	Mount Vernon PD
Stephenville PD	Murphy PD	Clarksville PD
Lakeside PD	Sunnyvale PD	Dekalb PD
Godley PD	Springtown PD	Alba PD
Farmers Branch PD	Italy PD	Arp PD
Grapevine PD	Celeste PD	Big Sandy PD
Milford PD	Colleyville PD	Brownsboro PD
Hickory Creek PD	Bartonville PD	Chandler PD
Roanoke PD	Everman PD	Coffee City PD
Mineral Wells PD	Ennis PD	Gladewater PD
Krum PD	Richland PD	Grand Saline PD
Terrell PD	Fort Worth PD	Hallsville PD
Lone Oak PD	Rio Vista PD	Jacksonville PD
Kaufman PD	Glen Rose PD	Lakeport PD
Runaway Bay PD	Ponder PD	Log Cabin PD
Haltom City PD	Farmersville PD	Quitman PD
Caddo Mills PD	Cockrell Hill PD	Rusk PD
Blue Mound PD	Kemp PD	Tatum PD
Crandall PD	Quinlan PD	Tool PD
Josephine PD	Richardson PD	Trinidad PD
Somervell PD	Westover Hills PD	Tyler PD
Hurst PD	Trophy Club PD	White Oak PD

Whitehouse PD	Haskell PD	Coolidge PD
Wills Point PD	Miles PD	Fairfield PD
Winnsboro PD	Winters PD	Bellmead PD
Edgewood PD	Hawley PD	Robinson PD
Gilmer PD	Gorman PD	Groesbeck PD
Jefferson PD	Roscoe PD	Kosse PD
Payne Springs PD	Stamford PD	Lott PD
Log Cabin PD	Early PD	West PD
Troup PD	Eastland PD	Whitney PD
Emory PD	Santa Anna PD	Mart PD
East Tawakoni PD	Munday PD	Mexia PD
Ore City PD	Snyder PD	Beverly Hills PD
Athens PD	Comanche PD	Lacy Lakeview PD
Canton PD	Tye PD	Groesbeck PD
Longview PD	Merkel PD	McGregor PD
Palestine PD	Knox City PD	Bastrop PD
Star Harbor PD	Clyde PD	Bertram PD
Hawkins PD	Ranger PD	Blanco PD
Van PD	Alpine PD	Buda PD
Overton PD	Anthony PD	Burnet PD
Waskom PD	Horizon City PD	Elgin PD
New Summerfield PD	Clint PD	Flatonia PD
Alto PD	Junction PD	Georgetown PD
Mineola PD	San Angelo PD	Giddings PD
Cuney PD	Sonora PD	Granger PD
Eustace PD	Bruceville-Eddy PD	Granite Shoals PD
Pittsburg PD	Clifton PD	Horseshoe Bay PD
New London PD	Hewitt PD	Hutto PD
Malakoff PD	Riesel PD	Kyle PD
Point PD	Teague PD	Marble Falls PD
Henderson PD	Valley Mills PD	Rollingwood PD
East Mountain PD	Wortham PD	West Lake Hills PD
Winnsboro PD	Hillsboro PD	Round Rock PD
Abilene PD	Marlin PD	Jonestown PD
Bangs PD	McGregor PD	LaGrange PD
Breckenridge PD	Crawford PD	Luling PD
Brownwood PD	Moody PD	Schulenburg PD
Coleman PD	Oakwood PD	Lakeway PD
De Leon PD	Lorena PD	Leander PD
Hamlin PD	Waco PD	Johnson City PD

Austin PD	Lufkin PD	Oyster Creek PD
Manor PD	San Augustine PD	Panorama PD
Bee Cave PD	Trinity PD	Pearland PD
Thrall PD	Groveton PD	Texas City PD
Cedar Park PD	Silsbee PD	Webster PD
San Marcos PD	Sour Lake PD	Willis PD
Taylor PD	West Orange PD	Roman Forest PD
Martindale PD	Kountze PD	Huntsville PD
Smithville PD	Beaumont PD	Kemah PD
Llano PD	Lumberton PD	Liverpool PD
Sunrise Beach PD	Orange PD	Mont Belvieu PD
Lockhart PD	Groves PD	Manvel PD
Lexington PD	Nederland PD	Panorama Village PD
Lago Vista PD	Bridge City PD	Shoreacres PD
Liberty Hill PD	Kirbyville PD	Richwood PD
Sunset Valley PD	Pine Forest PD	Pasadena PD
Thrall PD	City of Jasper PD	Stafford PD
Caldwell PD	Vidor PD	El Campo PD
Brenham PD	Pinehurst PD	Plum Grove PD
Calvert PD	Alvin PD	Brookshire PD
Bryan PD	Bay City PD	Angleton PD
Hearne PD	Bellaire PD	Jacinto City PD
Madisonville PD	Clute PD	Cleveland PD
Oakwood PD	Columbus PD	Wharton PD
Somerville PD	Danbury PD	Dickinson PD
Navasota PD	Deer Park PD	Palacios PD
Franklin PD	Galena Park PD	Sugar Land PD
Hudson PD	Galveston PD	Iowa Colony PD
Corrigan PD	Hempstead PD	Southside Place PD
Grapeland PD	Jersey Village PD	Conroe PD
Huntington PD	Katy PD	Spring Valley Village PD
Livingston PD	La Porte PD	Baytown PD
Pineland PD	League City PD	Friendswood PD
Onalaska PD	Magnolia PD	Hitchcock PD
Diboll PD	Memorial Villages PD	Houston PD
Woodville PD	Metro Transit PD	Lake Jackson PD
Crockett PD	Missouri City PD	Weimar PD
Zavalla PD	Montgomery PD	Stagecoach PD
Newton PD	Nassau Bay PD	Woodbranch PD
Woodville PD	Oak Ridge North PD	Fulshear PD

West Columbia PD	Olmos Park PD	Corpus Christi PD
Sweeny PD	San Antonio PD	Three Rivers PD
Seabrook PD	Seguin PD	Freer PD
Arcola PD	Universal City PD	Benavides PD
Rosenberg PD	Von Ormy PD	Driscoll PD
Clear Lake Shores PD	Windcrest PD	Orange Grove PD
Richmond PD	Kenedy PD	Ingleside PD
Meadows Place PD	Leon Valley PD	Odem PD
Holiday Lakes PD	Poth PD	Portland PD
Brazoria PD	Poteet PD	Sinton PD
Hedwig Village PD	Fredericksburg PD	Edinburg PD
Santa Fe PD	Natalia PD	Elsa PD
Tomball PD	Dilley PD	Mercedes PD
Wallis PD	Selma PD	Mission PD
Shenandoah PD	Devine PD	Palm Valley PD
Morgans PD	Converse PD	Penitas PD
Cuero PD	Balcones Heights PD	Weslaco PD
Gonzales PD	Hondo PD	Lyford PD
Moulton PD	Schertz PD	Rio Hondo PD
Rockport PD	Somerset PD	Combes PD
Victoria PD	Terrell Hills PD	McAllen PD
Yoakum PD	Charlotte PD	Brownsville PD
Edna PD	Pearsall PD	Hidalgo PD
Point Comfort PD	Sandy Oaks PD	Palmhurst PD
Hallettsville PD	Grey Forest PD	Harlingen PD
Shiner PD	Fair Oaks Ranch PD	La Joya PD
Alamo Height PD	Marion PD	Alton PD
Castle Hill PD	La Grulla PD	San Benito PD
Castroville PD	Rio Grande City PD	Sullivan City PD
China Grove PD	Woodsboro PD	Los Indios PD
Cibolo PD	San Patricio PD	Edcouch PD
Elmendorf PD	Port Aransas PD	Primera PD
Floresville PD	Kingsville PD	Bells PD
Garden Ridge PD	George West PD	Gunter PD
Hill Country Village PD	Falfurrias PD	Muenster PD
Ingram PD	Mathis PD	Sherman PD
Jourdanton PD	Refugio PD	Southmayd PD
Kerrville PD	Taft PD	Trenton PD
La Coste PD	Alice PD	Whitewright PD
Lytle PD	Beeville PD	Denison PD

Howe PD
Leonard PD
Collinsville PD
Honey Grove PD
Corinth PD
Van Alstyne PD
Pottsboro PD
Tioga PD
Bonham PD
Valley View PD
Whitesboro PD
Copperas Cove PD

Hamilton PD
Holland PD
Lampasas PD
Rockdale PD
Salado PD
Temple PD
Gatesville PD
Holland PD
Lometa PD
Troy PD
Killeen PD
Kempner PD

Belton PD
Harker Heights PD
Nolanville PD
Morgan's Point Resort PD
Rogers PD
Sabinal City PD
Crystal City PD
Eagle Pass PD
Encinal PD
Del Rio PD
San Saba PD
Colorado City PD

Sheriff Offices

Armstrong SO
Carson SO
Castro SO
Childress SO
Lipscomb SO
Ochiltree SO
Oldham SO
Roberts SO
Wheeler SO
Hall SO
Hartley SO
Briscoe SO
Deaf Smith SO
Swisher SO
Potter SO
Moore SO
Hemphill SO
Dallam SO
Donley SO
Randall SO
Sherman SO
Parmer SO
Gray SO
Hansford SO
Dickens SO
Floyd SO
Lynn SO
Terry SO
Cochran SO
Lamb SO
Motley SO
Lubbock SO
Bailey SO
King SO
Garza SO
Clay SO
Hardeman SO
Jack SO
Archer SO

Wichita SO
Baylor SO
Montague SO
Wilbarger SO
Young SO
Kaufman SO
Palo Pinto SO
Somervell SO
Tarrant SO
Wise SO
Erath SO
Rockwall SO
Hunt SO
Ellis SO
Dallas SO
Denton SO
Parker SO
Hood SO
Johnson SO
Bowie SO
Hopkins SO
Red River SO
Delta SO
Franklin SO
Cass SO
Morris SO
Titus SO
Lamar SO
Henderson SO
Tyler SO
Cherokee SO
Panola SO
Upshur SO
Camp SO
Anderson SO
Marion SO
Rusk SO
Wood SO
Gregg SO

Rains SO
Smith SO
Comanche SO
Haskell SO
Kent SO
Nolan SO
Eastland SO
Taylor SO
Throckmorton SO
Scurry SO
Fisher SO
Knox SO
Jones SO
Stephens SO
Runnels SO
Callahan SO
Brown SO
Jeff Davis SO
Hudspeth SO
Brewster SO
El Paso SO
Borden SO
Loving SO
Pecos SO
Reeves SO
Howard SO
Upton SO
Dawson SO
Gaines SO
Ector SO
Crane SO
Martin SO
Ward SO
Winkler SO
Coke SO
Concho SO
Crockett SO
Kimble SO
Mason SO

McCulloch SO
Sterling SO
Reagan SO
Schleicher SO
Menard SO
Tom Green SO
Freestone SO
Hill SO
McLennan SO
Bosque SO
Blanco SO
Fayette SO
Llano SO
Travis SO
Caldwell SO
Burnet SO
Williamson SO
Blanco SO
Lee SO
Hays SO
Bastrop SO
Brazos SO
Washington SO
Robertson SO
Madison SO
Newton SO
Polk SO
San Augustine SO
San Jacinto SO
Shelby SO
Angelina SO

Trinity SO
Sabine SO
Hardin SO
Jasper SO
Chambers SO
Colorado SO
Galveston SO
Walker SO
Austin SO
Harris SO
Matagorda SO
Montgomery SO
Fort Bend SO
Wharton SO
Waller SO
Lavaca SO
Jackson SO
Goliad SO
Gonzales SO
Aransas SO
Victoria SO
DeWitt SO
Calhoun SO
Bexar SO
Comal SO
Frio SO
Guadalupe SO
Kerr SO
McMullen SO
Bandera SO
Atascosa SO

Kendall SO
Karnes SO
Webb SO
Jim Hogg SO
Bee SO
Refugio SO
Nueces SO
Kenedy SO
Live Oak SO
Cameron SO
Willacy SO
Cooke SO
Fannin SO
Coke SO
Grayson SO
Bell SO
Mills SO
Lampasas SO
Hamilton SO
Real SO
Maverick SO
Uvalde SO
Lasalle SO
Val Verde SO
Irion SO
Kinney SO
Mitchell SO
San Saba SO
Stonewall SO
Terrell SO

Constable Offices

Potter Const Pct 2	Navarro Const Pct 1	Van Zandt Const Pct 2
Gray Const Pct 2&4	Dallas Const Pct 3	Van Zandt Const Pct 4
Hutchinson Const Pct 1	Somervell Const Pct 2	Henderson Const Pct 5
Collingsworth Const Pct 1	Johnson Const Pct 4	Upshur Const Pct 1
Ochiltree Const Pct 1	Collin Const Pct 3	Camp Const Pct 1
Gray Const Pct 1&3	Dallas Const Pct 2	Smith Const Pct 3
Randall Const Pct 1	Ellis Const Pct 3	Harrison Const Pct 3
Potter Const Pct 1	Dallas Const Pct 4	Henderson Const Pct 1
Hutchinson Const Pct 2	Navarro Const Pct 2	Upshur Const Pct 4
Childress Const Pct 1	Dallas Const Pct 3	Gregg Const Pct 3
Lubbock Const Pct 4	Ellis Const Pct 2	Panola Const Pct 2
Hale Const Pct 3	Kaufman Const Pct 2	Rusk Const Pct 4
Garza Const Pct 1	Denton Const Pct 1	Panola Const Pct 1
Bailey Const Pct 3	Denton Const Pct 4	Wood Const Pct 2
Lubbock Const Pct 1	Tarrant Const Pct 5	Cherokee Const Pct 4
Clay Const Pct 1	Rockwall Const Pct 2	Upshur Const Pct 3
Wichita Const Pct 1	Parker Const Pct 4	Van Zandt Const Pct 1
Young Const Pct 1	Ellis Const Pct 4	Cherokee Const Pct 2
Wichita Const Pct 4	Collin Const Pct 2	Rusk Const Pct 5
Hardeman Const Pct 3	Franklin Const Pct 1	Harrison Const Pct 4
Foard Const Pct 1	Bowie Const Pct 3	Marion Const Pct 2
Montague Const Pct 1	Lamar Const Pct 1	Van Zandt Const Pct 4
Wichita Const Pct 3	Red River Const Pct 1	Van Zandt Const Pct 2
Jack Const Pct 1	Hopkins Const Pct 1	Eastland Const Pct 2
Archer Const Pct 2	Cass Const Pct 4	Brown Const Pct 4
Wilbarger Const Pct 2	Titus Const Pct 1	Brown Const Pct 4
Collin Const Pct 1	Bowie Const Pct 1	Stephens Const Pct 1
Erath Const Pct 1	Lamar Const Pct 3	Brown Const Pct 3
Hood Const Pct 1	Lamar Const Pct 2	Taylor Const Pct 3
Parker Const Pct 3	Cass Const Pct 2	Runnels Const Pct 1
Tarrant Const Pct 6	Bowie Const Pct 4	Shackelford Const Pct 1
Collin Const Pct 2	Marion Const Pct 1	Taylor Const Pct 1
Denton Const Pct 3	Rusk Const Pct 1	Brown Const Pct 1
Denton Const Pct 2	Smith Const Pct 2	Eastland Const Pct 2
Hood Const Pct 3	Wood Const Pct 3	Taylor Const Pct 4
Dallas Const Pct 5	Cherokee Const Pct 3	El Paso Const Pct 3
Johnson Const Pct 3	Wood Const Pct 4	El Paso Const Pct 2
Navarro Const Pct 3	Harrison Const Pct 3	El Paso Const Pct 5
Wise Const Pct 1	Henderson Const Pct 4	Jeff Davis Const Pct 1

Culberson Const Pct 3
El Paso Const Pct 4
El Paso Const Pct 7
El Paso Const Pct 2
Pecos Const Pct 6
Midland Const Pct 3
Glasscock Const Pct 1
Loving Const Pct 1
Reeves Const Pct 2
Upton Const Pct 1
Ector Const Pct 3
Ector Const Pct 4
Ector Const Pct 2
Tom Green Const Pct 4
Tom Green Const Pct 1
Menard Const Pct 1
Tom Green Const Pct 3
Crockett Const Pct 1
Concho Const Pct 4
Bosque Const Pct 2
Falls Const Pct 1
Hill Const Pct 4
McLennan Const Pct 1
Limestone Const Pct 1
Limestone Const Pct 4
Bosque Const Pct 1
Hill Const Pct 1
Hill Const Pct 2
Falls Const Pct
Limestone Const Pct 2
Falls Const Pct 4
Hill Const Pct 3
Caldwell Const Pct 2
Fayette Const Pct 2
Hays Const Pct 5
Travis Const Pct 5
Williamson Const Pct
Office 1
Hays Const Pct 3
Burnet Const Pct 4

Lee Const Pct 4
Lee Const Pct 3
Williamson Const Pct 2
Travis Const Pct 2
Bastrop Const Pct 2
Williamson Const Pct 3
Williamson Const Pct 4
Bastrop Const Pct 1
Travis Const Pct 3
Hays Const Pct 4
Blanco Const Pct 4
Bastrop Const Pct 4
Bastrop Const Pct 3
Caldwell Const Pct 4
Blanco Const Pct 1
Travis Const Pct 1
Washington Const Pct 4
Nacogdoches Const Pct 1
Houston Const Pct 1
Newton Const Pct 3
Polk Const Pct 2
Trinity Const Pct 2
Newton Const Pct 4
San Augustine Const Pct 1
San Jacinto Const Pct 3
Sabine Const Pct 1
Newton Const Pct 1
Polk Const Pct 1
Polk Const Pct 3
Houston Const Pct 2
San Jacinto Const Pct 1
Trinity Const Pct 4
Polk Const Pct 4
Tyler Const Pct 4
Hardin Const Pct 5
Hardin Const Pct 3
Hardin Const Pct 2
Jefferson Const Pct 6
Jasper Const Pct 5
Jefferson Const Pct 2
Jefferson Const Pct 7
Brazoria Const Pct 3
Chambers Const Pct 5
Galveston Const Pct 3

Harris Const Pct 1
Matagorda Bay Const Pct
6
Montgomery Const Pct 3
Liberty Const Pct 2
Harris Const Pct 4
Galveston Const Pct 1
Walker Const Pct 4
Fort Bend Const Pct 1
Waller Const Pct 3
Harris Const Pct 2
Montgomery Const Pct 1
Matagorda Const Pct 6
Liberty Const Pct 5
Waller Const Pct 4
Harris Const Pct 6
Colorado Const Pct 4
Liberty Const Pct 4
Liberty Const Pct 6
Wharton Const Pct 3
Wharton Const Pct 4
Wharton Const Pct 1
Brazoria Const Pct 2
Austin Const Pct 1
Harris Const Pct 7
Austin Const Pct 4
Victoria Const Pct 3
Gonzales Const Pct 3
Gonzales Const Pct 4
Johnson Const Pct 4
DeWitt Const Pct 1
Calhoun Const Pct 1
Calhoun Const Pct 4
Goliad Const Pct 2
Lavaca Const Pct 1
Victoria Const Pct 4
Calhoun Const Pct 5
Gonzales Const Pct 1
Atascosa Const Pct 4
Bexar Const Pct 1
Comal Const Pct 2
Kendall Const Pct
Guadalupe Const Pct 4
Kerr Const Pct 4
Kendall Const Pct 2
Medina Const Pct 1

Kendall Const Pct 1
Wilson Const Pct 3
Guadalupe Const Pct 3
Kerr Const Pct 2
Bexar Const Pct 2
Bexar Const Pct 4
Gillespie Const Pct 4
Frio Const Pct 2
Frio Const Pct 4
Karnes Const Pct 4
Bandera Const Pct 1
Gillespie Const Pct 2
Medina Const Pct 2
Karnes Const Pct 1
Karnes Const Pct 3
Bandera Const Pct 4
Atascosa Const Pct 1
McMullen Const Pct 3
Bexar Const Pct 3
Comal Const Pct 3
Guadalupe Const Pct 1
Kendall Const Pct 4
Wilson Const Pct 4
Guadalupe Const Pct 2
Atascosa Const Pct 2
Wilson Const Pct 2
Gillespie Co Const Pct 3
Zapata Const Pct 2
Webb Const Pct 1
Zapata Const Pct 3

Starr Const Pct 8
Starr Const Pct 1
Zapata Const Pct 1
Webb Const Pct 3
Jim Hogg Const Pct 2
San Patricio Const Pct 2
Duval Const Pct 2
Brooks Const Pct 2
Jim Wells Const Pct 3
Bee Const Pct 4
San Patricio Const Pct 2
Nueces Const Pct 5
Nueces Const 4
Duval Const Pct 4
Duval Const Pct 1
Refugio Const Pct 1
Nueces Const Pct 2
San Patricio Const Pct 1
Live Oak Const Pct 3
Kleberg Const Pct 3
Jim Wells Const Pct 1
Nueces Const Pct 5
Jim Wells Const Pct 5
Nueces Const Pct 4
Hidalgo Const Pct 2
Cameron Const Pct 2
Willacy Const Pct 3
Hidalgo Const Pct 4
Cameron Const Pct 5
Willacy Const Pct 2

Hidalgo Const Pct 3
Willacy Const Pct 1
Cameron Const Pct 1
Cooke Const Pct 1
Grayson Const Pct 4
Fannin Const Pct 2
Grayson Const Pct 1
Bell Const Pct 3
Bell Const Pct 1
Milam Const Pct 2
Bell Const Pct 2
Bell Const Pct 4
Coryell Const Pct 3
Coryell Const Pct 1
Coryell Const Pct 4
Milam Const Pct 1
Uvalde Const Pct 3
Uvalde Const Pct 6
Dimmit Const Pct 3
Maverick Const Pct 1-3
Uvalde Const Pct 1
Maverick Const Pct 2
La Salle Const Pct 3
Zavala Const Pct 3
Uvalde Const Pct 2
Zavala Const Pct 1
Val Verde Const Pct 4
Kinney Const Pct 1
Terrell Const Pct 3&4

States

Alaska
Arizona
Arkansas
California
Colorado
Florida
Idaho
Indiana
Kansas
Kentucky
Maryland
Massachusetts
Michigan
Missouri
Montana
Nebraska
Nevada
New Hampshire

New Jersey
New Mexico
New York
North Carolina
North Dakota
Ohio
Oklahoma
Pennsylvania
Rhode Island
South Carolina
South Dakota
Tennessee
Utah
Vermont
Virginia
Washington
Wisconsin
Wyoming

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