



CITY OF HOUSTON / HOUSTON POLICE DEPARTMENT

HOUSTON POLICE OFFICERS' UNION

MEET & CONFER AGREEMENT (2025-2030) SALARY

<p>SALARY INCREASES (36.5% OVER 5 YEARS):</p> <ul style="list-style-type: none">• July 2025 – 10% Increase• July 2026 – 8% Increase• July 2027 – 6% Increase• July 2028 – 6% Increase• July 2029 – 6.5% Increase <p>A first-year officer will now have a base salary of \$75,000. Additional pay can include weekend, shift, education, patrol, and other incentives.</p>	<p>PATROL PAY INCREASES:</p> <ul style="list-style-type: none">• Patrol Pay (2 years seniority) increased from \$600 to \$1600 annually.• Patrol Pay (4 years seniority) increased from \$1900 to \$2400 annually.• Patrol Pay (6 years seniority) increased from \$2200 to \$3000 annually.
<p>SHIFT DIFFERENTIAL INCREASES:</p> <ul style="list-style-type: none">• Shift Differential (shift starts at noon or later) increased from \$1820 to \$2600 annually.• Weekend Pay (2 days) increased from \$1820 to \$2600 annually.	<p>UNCHANGED INCENTIVE PAYS:</p> <ul style="list-style-type: none">• Investigator Pay• Clothing Allowance• Education Pay• Physical Agility Test• Bilingual• Assignment• Equipment (unchanged FY26-29)• TCOLE

A first-year officer, while receiving shift and weekend differential, would make:

\$81,600 on July 1, 2025