

**From:** [Jackson, Janet](#)  
**To:** [Ramirez, Nelly Paulina - BC](#); [Bernhardt, Rebecca - BC](#)  
**Cc:** [Mason, James](#); [Greenwalt, Jeff](#); [Henderson, Robin](#); [Gardner, Teresa](#); [Vires, Rob](#)  
**Bcc:** [Jackson, Janet](#); [Nguyen, Pierre - BC](#); ["Holmes, David - BC"](#); [Ruttan, Timothy - BC](#); [Kiracofe, John - BC](#); [Pena, Lauren - BC](#); [Hall-Martin, Cory - BC](#); [Smith, Yasmine - BC](#); [Orr, Kristy - BC](#); [Avants, Ashley](#); [Fitzgerald, Kyran](#)  
**Subject:** PSC backup - #2 Staff Briefing-responses to follow up requests from he PSC Board - October 2, 2023 Meeting  
**Date:** Sunday, October 1, 2023 17:51:00  
**Attachments:** [PSC Backup - #2 Staff Briefing - police-pay-scale-fy23 \(for 10-2-2023 mtg\).pdf](#)

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Public Safety Commissioners,

Please see the responses below to your follow up questions from previous months meetings and from the September 11, 2023 meeting.

## Item 2 - FOLLOW UP QUESTIONS

1. Response to resistance reports status - April Follow Up

Assistant Chief Mason will respond at October 2, 2023 meeting.

2. **OT hours spent in 911 call center by sworn officers - July Follow Up**

At present, there are 29 APD Sergeants who possess the necessary training and authorization to work overtime at the 911 call center. However, only a subset of 4-5 sergeants actively take on shifts. Collectively, these sergeants cover approximately 15 shifts each month. The pay scale, which is contingent on their years of service, is provided in the attached document.

Throughout the entire Emergency Communications Center, we pay civilians approximately \$121,000 in overtime.

## Item 3 - EMS QUARTERLY

1. **Is there a "Don't Use Alone" Hotline in Travis County?**

ATCEMS, in conjunction with Austin Public Health, have recently changed the literature in the Narcan Rescue kits we are distributing. The kits now include the "Never Use Alone" Helpline number (1-800-484-3731). This resource combined with a mental health crisis help line, and a number for treatment options from BeWell, give people several options for seeking help with addiction.

2. **EMS for next quarterly- how do the OD stats compare to national average?**

ATCEMS tracks all overdoses identified in the 911 system. Most state and national opioid tracking is focused on overdose deaths. The State of Texas uses reporting data to establish an opioid (Fentanyl) overdose fatality per 100,000 people. In 2023, Travis County has a fatality overdose rate of 6.29 per 100,000. This is roughly twice that of any other county in Texas. Harris County (Houston) is 3.18 per 100,00. Bexar County (San Antonio) is 3.02 per 100,000.

This statistic is an example of the severity of the Opioid Crisis here in our community, and

why programs like the ATCEMS Buprenorphine Bridge Program are so important

Item 4 - Overtime

1. OT hours spent in 911 call center by sworn officers – this one is duplicate to #2

*Best,*

*Janet Jackson*

*APD/Constituent Liaison*

*Public Safety Commission Liaison*

*(512) 974-5747*

*[Janet.jackson@austintexas.gov](mailto:Janet.jackson@austintexas.gov)*

## Police Pay Scale FY23

40-Hour Week																	
Rank	PCLS	SG	Step	10	20	30	40	50	60	70	80	90	100	110	120	130	
			Year	Base	1	2	3	4	5	6	7	8	9	10	11	12	
Officer	17050	P02	Hourly	31.448	35.291	38.950	38.950	38.950	38.950	41.677	41.677	41.677	41.677	44.594	44.594	44.594	
			Monthly	5,451	6,117	6,751	6,751	6,751	6,751	7,224	7,224	7,224	7,224	7,730	7,730	7,730	
			Annual	65,411	73,404	81,016	81,016	81,016	81,016	86,688	86,688	86,688	86,688	92,756	92,756	92,756	
Corporal/Detective	17025	P07	Hourly					42.456	42.456	45.428	45.428	45.428	45.428	48.608	48.608	48.608	
			Monthly					7,359	7,359	7,874	7,874	7,874	7,874	8,425	8,425	8,425	
			Annual					88,308	88,308	94,489	94,489	94,489	94,489	101,104	101,104	101,104	
Sergeant	17070	P08	Hourly								49.516	49.516	49.516	52.982	52.982	52.982	
			Monthly								8,583	8,583	8,583	9,184	9,184	9,184	
			Annual								102,993	102,993	102,993	110,203	110,203	110,203	
Lieutenant	17045	P09	Hourly										56.943	60.930	60.930	60.930	
			Monthly											9,870	10,561	10,561	10,561
			Annual											118,442	126,733	126,733	126,733
Commander	17018	P10	Hourly												70.453	70.453	
			Monthly													12,212	12,212
			Annual													146,542	146,542

**NOTES: MONTH & ANNUAL PAY RATES ARE APPROXIMATIONS DUE TO STATISTICAL ROUNDING.**  
**Police Cadet \$24.04 HOURLY; \$4,167 MONTHLY; \$50,000 ANNUAL**

Year 1: This pay schedule reflects a 4.0% increase to base wages effective with the first full pay period after April 1, 2023.

## Police Pay Scale FY23

Rank	PCLS	SG	Step	140	150	160	170	180	190	200	210	220	230	240	250	260
			Year	13	14	15	16	17	18	19	20	21	22	23	24	25

Officer	17050	P02	Hourly	44.594	47.716	47.716	51.056	51.056	51.056	51.056	51.056	51.056	51.056	52.587	52.587	52.587	
			Monthly	7,730	8,271	8,271	8,850	8,850	8,850	8,850	8,850	8,850	8,850	8,850	9,115	9,115	9,115
			Annual	92,756	99,249	99,249	106,196	106,196	106,196	106,196	106,196	106,196	106,196	106,196	109,382	109,382	109,382
Corporal/Detective	17025	P07	Hourly	48.608	52.010	52.010	55.651	55.651	55.651	55.651	55.651	55.651	55.651	57.320	57.320	57.320	
			Monthly	8,425	9,015	9,015	9,646	9,646	9,646	9,646	9,646	9,646	9,646	9,646	9,936	9,936	9,936
			Annual	101,104	108,181	108,181	115,754	115,754	115,754	115,754	115,754	115,754	115,754	115,754	119,226	119,226	119,226
Sergeant	17070	P08	Hourly	52.982	56.691	56.691	60.659	60.659	60.659	60.659	60.659	60.659	60.659	62.479	62.479	62.479	
			Monthly	9,184	9,826	9,826	10,514	10,514	10,514	10,514	10,514	10,514	10,514	10,514	10,830	10,830	10,830
			Annual	110,203	117,917	117,917	126,171	126,171	126,171	126,171	126,171	126,171	126,171	126,171	129,957	129,957	129,957
Lieutenant	17045	P09	Hourly	60.930	65.195	65.195	69.758	69.758	69.758	69.758	69.758	69.758	69.758	71.851	71.851	71.851	
			Monthly	10,561	11,300	11,300	12,091	12,091	12,091	12,091	12,091	12,091	12,091	12,091	12,454	12,454	12,454
			Annual	126,733	135,605	135,605	145,097	145,097	145,097	145,097	145,097	145,097	145,097	145,097	149,450	149,450	149,450
Commander	17018	P10	Hourly	70.453	75.385	75.385	80.661	80.661	80.661	80.661	80.661	80.661	80.661	83.081	83.081	83.081	
			Monthly	12,212	13,067	13,067	13,981	13,981	13,981	13,981	13,981	13,981	13,981	13,981	14,401	14,401	14,401
			Annual	146,542	156,800	156,800	167,776	167,776	167,776	167,776	167,776	167,776	167,776	167,776	172,809	172,809	172,809

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