



**MEET AND CONFER MEETING BY AND
BETWEEN CITY OF LEANDER AND
LEANDER LAW ENFORCEMENT
ASSOCIATION**

Development Services - San Gabriel Conference Room
201 N. Brushy Street - Leander, Texas
Wednesday, June 17, 2026
2:30 P.M.



REGULAR AGENDA

1. Call Meeting to Order.
2. Discuss and consider action on an Addendum to the Meet and Confer Agreement between the City of Leander and the Leander Law Enforcement Association to provide for retiree insurance.
3. Adjournment

CERTIFICATION

The City of Leander is committed to compliance with the American with Disabilities Act. Reasonable modifications and equal access to communications will be provided upon request. Please call the City Secretary at (512) 528-2743 for information. Hearing impaired or speech disabled persons equipped with telecommunication devices for the deaf may call (512) 528-2800. I certify that the above agenda for this meeting of the Meet and Confer Team(s) of the City of Leander, Texas, was posted on the bulletin board at City Hall in Leander, Texas, on the 9 day of June 2026 by 5:00 p.m. pursuant to Chapter 551 of the Texas Government Code.

Dara Crabtree

Dara Crabtree, City Secretary



EXECUTIVE SUMMARY
6/17/2026

AGENDA SUBJECT:

Discuss and consider action on an Addendum to the Meet and Confer Agreement between the City of Leander and the Leander Law Enforcement Association to provide for retiree insurance.

BACKGROUND:

Last session, the Texas Legislature passed House Bill 4144. The bill enacted Texas Government Code, Chapter 607, Subchapter D, which applies to a firefighter or peace officer who retires from a fire department or law enforcement agency with at least 50 firefighters or peace officers, respectively.

The bill requires the affected city or other political subdivision to provide a firefighter or peace officer with a “critical illness supplemental income benefit or comparable health benefit plan coverage” if they are diagnosed with one of 11 cancers, a heart attack, or a stroke (as defined in the workers’ compensation disease presumption statute, Texas Government Code Sections 607.055 and 607.056) within three (3) years of retirement. In the alternative, the City may provide a peace officer who retires from the political subdivision a health benefit plan that is comparable in coverage and cost to the retiree as the health benefit plan the political subdivision provided to the retiree on the day before the date the retiree retired. The proposed Appendix C provides for retirees from the police department to be covered under the City’s medical insurance program through the third anniversary date of their separation from the City after January 1, 2026. The medical coverage expires on the last day of the month at the end of the three (3) years.

Appendix C to the current agreement, if approved, would mirror Article 12 of the Labor Agreement between the City and Leander Professional Fire Fighters Association, International Association of Fire Fighters, Local 4298 approved October 16, 2025.

HISTORY/TIMELINE:

APPLICANT/AGENT:

RECOMMENDATION:

PRESENTER:

Todd Parton, City Manager

Attachments:

1. Appendix C - Retiree Insurance 06.17.2026
2. Executed Meet and Confer Agreement 2025 07.29.2025

APPENDIX C – RETIREE INSURANCE

In accordance with Texas House Bill 4144 (89th legislation), the City will provide retirees only, at no cost, with continuous coverage under the City's medical insurance program through the third anniversary date of their separation from the City for firefighters retiring after January 1, 2026. The medical coverage expires on the last day of the month at the end of the three (3) years.

IN WITNESS WHEREOF, the Parties have executed this Appendix C in duplicate by their duly authorized representatives, to be effective on June 17, 2026.

CITY OF LEANDER

LEANDER LAW ENFORCEMENT ASSOC.

Todd Parton, City Manager

Carlos Gonzalez, President

ATTEST:

Dara Crabtree, City Secretary

**MEET AND CONFER AGREEMENT
BETWEEN
THE CITY OF LEANDER
AND
THE LEANDER LAW ENFORCEMENT ASSOCIATION**

October 1, 2025

Through

September 30, 2028

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THIS AGREEMENT (as defined below) is entered into by the Leander Law Enforcement Association and the City of Leander, Texas. It is the intent and purpose of this Agreement to foster effective cooperation between the City and Police Officers. This Agreement has been reached by the Parties through the process of meet and confer, as set forth in Texas Local Government Code, Chapter 142. The Parties agree as follows:

ARTICLE I – DEFINITIONS

The following terms, abbreviations, and acronyms shall have the meanings stated below whenever referenced or used throughout this Agreement. The terms not defined herein shall be construed in accordance with their customary usage and meaning. When necessary for a reasonable construction of this Agreement, words in the singular shall include the plural, words in the plural shall include the singular, and words used or defined in one tense or form shall include other tenses or derivative forms and genders. The words "shall" or "will" are mandatory and the word "may" is permissive.

- **Agreement** shall mean this Meet and Confer Agreement entered into by the City of Leander, Texas, and the Leander Law Enforcement Association.
- **Association** shall mean the Leander Law Enforcement Association.
- **Benchmark Cities** shall mean the law enforcement agencies listed in Appendix B.
- **City** shall mean the City of Leander, Texas.
- **City Council** shall mean the City Council of the City of Leander, Texas.
- **City Manager** shall mean the person appointed by the City Council pursuant to Section 7.01 of the Charter of the City of Leander, Texas, or designee.
- **Days** shall mean calendar days, unless otherwise specified.
- **Fiscal Year** shall mean the period beginning October 1 and ending September 30.
- **Multiple Call-Out** shall mean when:
 - Officer has been cleared from prior call-out
 - Officer called back out; and
 - An additional call-out occurs more than four (4) hours from the immediately preceding call-out.
- **Parties** shall mean the City of Leander and the Leander Law Enforcement Association collectively. Each shall be referred to individually by the term "Party."

- **Personnel Policy** shall mean the personnel policy approved by the City Council and the employee handbook or other personnel manual approved by the City Manager as authorized by the personnel policy, as both may be amended from time to time.
- **Police Chief** shall mean the head of the Police Department, or designee, and shall include persons appointed to the position on an interim basis.
- **Police Department** or **Department** shall mean the Police Department of the City of Leander, Texas.
- **Police Officer** shall mean a person who is a peace officer under Article 2.12, Code of Criminal Procedure, who is employed by the City and subject to Texas Local Government Code, Chapter 143. The term "Police Officer" does not include employees exempt pursuant to Texas Local Government Code, Section 142.058(b).
- **TLGC** shall mean the Texas Local Government Code.

ARTICLE II – AUTHORITY, RECOGNITION, AND DURATION

Section 1. Authority

The City and the Association have voluntarily met and reached agreement on the conditions set out in this Agreement pursuant to the provisions of the TLGC, Chapter 142, Subchapter B.

Section 2. Recognition

The City recognizes the Association as the sole and exclusive bargaining agent for all covered Police Officers, excluding the Police Chief and the Assistant Police Chief, and excluding any employees exempt under Texas Local Government Code §142.058, subsection (b), in accordance with Subchapter B of Chapter 142 of the Texas Local Government Code. The Parties understand and agree the provisions of this agreement do not extend to employees outside of the Department.

Section 3. Duration and Continuity

This Agreement shall be effective beginning October 1, 2025, (the “**Commencement Date**”), upon ratification by the covered employees pursuant to a vote conducted by the Association and upon approval of the City by its City Council, in accordance with Chapter 142 of the TLGC.

The City and Association agree to initiate negotiations for a successor agreement no later than one hundred twenty (120) days prior to the expiration of the current agreement. If neither the Association nor the City submits a letter of intent to negotiate a new agreement, this Agreement shall continue to be in effect until such time it is renegotiated.

The City presently intends to continue this Agreement each fiscal year through its term, to pay all payments due, and to fully and promptly perform all the obligations of the City under this Agreement. All obligations of the City shall be paid only out of current revenues, reasonably anticipated and appropriated for such purpose by the City Council, in compliance with the Texas Constitution, Article XI, Sections 5 and 7. In making funding determinations in the fiscal year of this agreement following ratification, the City Council may consider operational and administrative costs, including its debt service obligations, the increases in other employee personnel costs, and the obligations arising under this agreement. In the event that the City Council fails to appropriate funds in an upcoming fiscal year of this Agreement in an amount sufficient to meet the City obligations hereunder, this entire Agreement shall terminate and becomes null and void on the first date that such funding is not met pursuant to this Agreement.

Section 4. Complete Agreement

This Agreement constitutes the entire Agreement between the City and Association; and no party is bound by any contract, condition, or stipulation, understanding or

representation not contained herein. It is understood and agreed that this Agreement may only be amended in writing by mutual consent of the City and the Association.

Section 5. Applicability

Unless otherwise specified, this Agreement applies to all Police Officers employed by the City, excluding the Police Chief and Assistant Police Chief.

ARTICLE III – MANAGEMENT RIGHTS

Section 1. Department Management

Except as provided for by State or Federal law, or as expressly modified, delegated, or abridged by the provisions of this Agreement, the City shall retain the sole, exclusive, and vested right, prerogative, power and authority to manage the Department and the workforce in the Department in all respects, including, but not limited to:

1. the right to hire, train, promote, demote, discipline, suspend, discharge, reprimand, assign, reassign, transfer, retain, or lay off employees;
2. the right to establish, eliminate, or modify the qualifications and minimum requirements for hiring, training, promotions, transfers, and job assignments and reassignments;
3. the right to establish, eliminate, classify, reclassify, or modify the number and types of positions and job classifications;
4. the right to assign and direct the work of Police Officers, including the scheduling and assignment and reassignment of duties, responsibilities and hours of work;
5. the right to establish, eliminate, or modify the methods, processes, means and personnel by which operations are to be carried out;
6. the right to establish, eliminate, modify, review, and enforce rules and standards governing job performance, personal conduct and appearance, uniforms and equipment, safety, training, education, attendance, discipline, and efficiency;
7. the right to establish, abolish, or modify processes and procedures for investigating and reviewing Police Officer conduct and complaints, relating to that conduct; and
8. the right to determine the wages, salaries, rates of pay, hours of work, and other terms of employment of the Police Officers and employees in the Department.

Section 2. Management Rights Retained

Except as provided for by State or Federal law or as expressly modified, delegated, or abridged by the provisions of this Agreement, the exclusive rights of management not expressly mentioned or described by this Article are nevertheless retained by the City and are not to be interpreted as having been diminished, waived, or ceded in any respect. If this Agreement does not, by its terms, expressly and specifically restrict, modify, or abridge a particular right or prerogative of management, then the City retains such right or prerogative of management, solely and exclusively subject to State or Federal law.

The City, through its City Manager, reserves the right to make or change any act or decision to which it is entitled to, pursuant to local, state, and federal laws and City policies and procedures, and the exercise of that right will not be limited by any written or unwritten past practice or policy. The City's exercise of such right will not be contrary to this Agreement or the City's Personnel Policy.

ARTICLE IV – BASE SALARY

Section 1. Wages

Subject to all the other provisions of this Agreement, the wages of the Police Officers covered by this Agreement shall be paid during the term of this Agreement, in accordance with the wage rates, terms, and conditions described in the structured pay plan attached in Appendix A, which is incorporated for reference, as may be amended each fiscal year.

In the event the Police Department is authorized to create any additional sworn rank, below Assistant Chief, the Parties shall meet to discuss an amendment to this Agreement specifying the salary for such rank.

Section 2. Effective Start Date of Pay Plan

Each Police Officer's base salary will be adjusted according to the pay plan in Appendix A, that is equal to or greater than the Police Officer's expected salary as of the Commencement Date unless otherwise agreed to by both parties.

Section 3. Salary Survey and Market Adjustments

City staff will survey salary competitiveness, based on Benchmark Cities, every two (2) years, starting in 2025 (the "**Compensation Survey**"). The results of each survey shall be shared with Association leadership and shall be included in the Agreement as Appendix B.

City Management will include adjustments based on the Compensation Survey to maintain a minimum competitive officer salary targeted at ninety-five percent (95%) of the median of the Benchmark Cities. Steps and salaries consistent with each completed **Compensation Survey**, and each fiscal year budget submitted to the City Council shall reflect the results of the Compensation Survey and this paragraph.

A positive market adjustment to the pay plan that is approved by City Council shall not be considered an amendment to this Agreement.

ARTICLE V – ADDITIONAL COMPENSATION

Section 1. Certification Pay

Any Police Officer who has completed their new hire probationary period shall be eligible for additional compensation according to the certification tier held at the following levels (“**Certification Pay**”):

- Certification Tier 1 \$100/month
- Certification Tier 2 \$150/month
- Certification Tier 3 \$200/month

Officers may hold multiple certification tiers up to a maximum (annually) of \$2400.

Each certification shall be assigned a tier level in writing by the Police Chief in his sole discretion and shall be agreed upon by the Police Chief with input from the Association, consistent with the approved budget. Tier levels shall be published by the Police Chief at least annually or as needed.

Adjustments to tier levels or eligibility shall not be considered an amendment to this Agreement.

Possession of a certification alone does not guarantee Certification Pay. Police Officers that hold a position that requires certification and are eligible for Certification Pay must submit their certification verifying completion of requirements to the Professional Standards Division and the Police Chief. Police Officers shall only be eligible for Certification Pay for active certifications. When a new tier is earned, pay for that tier will be effective the first full pay period following the Chief’s and Professional Standard Division’s verification of qualification for Certification Pay.

To remain eligible, Police Officers must consistently perform the duties associated with the certification. Annual qualification reviews and determinations are conducted by the Professional Standards Division.

Section 2. On-Call Pay

On-Call shall be defined as being required to remain available to answer calls, respond to scenes in a timely manner, and being subjected to maintaining a limited distance away from City premises to maintain a minimum response time to the police station or call out locations.

Police Officers designated to serve in an on-call status outside of regular work hours shall be considered “on-call” and eligible for the below listed additional compensation:

- Daily Stipend \$50/per day/ while “on-call”
- Individual Call-out Minimum 4 hours pay

Each call-out, regardless of time spent on the call-out, will be compensated at a minimum of four (4) hours pay at the overtime rate. Multiple call-outs in a single day shall be treated as “independent call outs” and shall be compensated at the minimum (four) 4 hours of pay at the overtime rate for each call-out that occurs in a single day.

Section 3. Fitness Incentive Program

In 2023, the Leander Police Department adopted the Row Standard fitness evaluation adopted by the Texas Department of Public Safety, which utilizes rowers to measure an officers VO2max, a key indicator of Police Officers’ cardiovascular fitness and endurance.

Police Officers who successfully meet the fitness standard measured by the Annual Row Standard fitness evaluation set by the Police Chief in writing (the “**Fitness Standard Assessment**”) shall be eligible for the below listed additional compensation:

- Fitness Stipend \$100/month

This incentive must be renewed annually upon successfully passing the annual Fitness Standard Assessment.

ARTICLE VI – SICK LEAVE PAYOUT PROGRAM

Section 1. Sick Leave Accrual

During the term of this Agreement, Police Officers shall accrue sick leave according to the Leander Personnel Policy, Section 6.3.7 Vacation Accrual Chart for full-time employees, as amended from time to time.

Section 2. Sick Leave Accrual Maximum

Sick leave for Police Officers shall not be limited or capped; provided that payment of sick leave upon termination is governed by the City's Personnel Policy, as modified by Article VI, Section 3 below.

Section 3. Sick Leave Payout

Upon honorable separation of employment or retirement after completing a minimum of ten (10) years of service with the City, Police Officers shall be eligible for payout of accrued sick leave up to a maximum of seven hundred twenty (720) hours.

ARTICLE VII – DISCIPLINE

Section 1. Disciplinary Window of Action

Administrative action resulting from a complaint must be initiated within one hundred eighty (180) days from the date the City and/or Police Chief becomes aware of the incident.

Failure to begin administrative action by the City or the Police Chief on an incident during this time frame shall result in documentation of the investigation only and shall result in no discipline against the officer.

Discovery of criminal culpability of any kind is exempt from this requirement.

Section 2. Written Reprimand

After one-year, written reprimands shall be documented in the Police Officer's annual review and promptly removed from the Police Officer's Department personnel file, provided no additional related infractions occur within that time period, unless the written reprimand is required to remain in the Department personnel file under applicable law.

Written reprimands are intended to be corrective and not permanently punitive. After a year with no reprimands against a Police Officer, written reprimands that occurred more than one year ago shall not be considered in: a) a Police Officer's eligibility for promotion; or b) assessment of a discipline on any sustained findings of misconduct; or as otherwise provided for by State law.

Section 3. Alternative to Suspension

Police Officers that receive disciplinary unpaid suspension are permitted the option to forfeit an equivalent number of accrued hours from vacation or compensatory time in an amount equal to the time of the suspension (up to the maximum established in this Section) under the following conditions:

- This option is limited to a ONE-TIME option for the lifetime of employment at City.
- A maximum of THREE (3) DAYS of vacation or compensatory time can be exchanged.
- Police Officers shall be required to submit decision in writing through an HR initiated form.
- The exchange will be based on your current hours of assignment (e.g., eight-hour shift/twelve-hour shift).
- Leave balance cannot cause leave balance to go into a negative.
- No holiday or sick time can be used.

Police Officers must inform the Police Chief that they wish to use this option before the discipline is imposed. Failure to do so will result in the imposition of the original discipline.

Section 4. Notice given during Administrative Investigations

The City shall provide any Police Officer under any investigation with a pamphlet, to be provided by the Leander Law Enforcement Association, that outlines the Police Officers' options available to them through the Association.

Section 5. Notification of Disciplinary Interview

Police Officers that are the subject of an administrative interview that may lead to discipline shall be provided no less than the greater of ninety (96) hours or four (4) business days' notice prior to any scheduled interview.

Section 6. Grievance Procedures

Police Officers shall be notified, in writing, within two (2) business days:

1. That they are the subject of a written grievance against them, or, if they themselves filed a grievance; or
2. If the Police Officer filed the grievance, written confirmation that of receipt of grievance.
3. The expected timeline for investigation into the grievance.

Investigations into all grievances shall be completed within thirty (30) days, absent an extension. The City shall notify the Police Officers who filed the grievance and who are the subject of the grievance shall be notified in writing of an extension prior to expiration of the thirty (30) day period. The notice shall include the reason for the extension. Extensions are allowed only by mutual agreement. Extensions shall not be unreasonable and agreement to an extension cannot be held back by either party.

Any such request for an extension must be made in writing and be approved by the Human Resources Director and must state the reason for the request. The officer who is subject of the grievance shall be provided a copy of any such request and response from the Human Resources Director.

Section 7. Disciplinary Review and Appeal

The City Manager will review proposed discipline against a Police Officer prior to it being imposed, and such review will be limited to determining whether all appropriate persons have signed off on the proposed discipline. Police Officers may appeal discipline to the City Manager in accordance with the procedure set forth in all applicable City policies. On appeal, the City Manager shall review the investigation, and any other facts and information determined appropriate to render a decision on the appeal.

ARTICLE VIII – FORCE REDUCTION AND REINSTATEMENT

Section 1. Layoff Policy

In the event that the City vacates or abolishes a Police Department position, the Police Officer who holds that position shall be demoted to a position within the Police Department below the vacated or abolished position.

If one or more positions of equal rank is vacated or abolished, the Police Officer with the least seniority in that position shall be demoted first. If a position in the lowest classification is abolished or vacated and a reduction in force occurs, the Police Officer with the least seniority shall be the first terminated.

Section 2. Recall Policy

In the event of terminations under Article VIII, Section 1, a Reinstatement List shall be developed with the last Police Officer terminated being the first Police Officer at the top of the list for potential rehire should the position be reauthorized.

Police Officers who were demoted solely due to layoff policy shall be restored to their former classifications.

ARTICLE IX – CHIEF OF POLICE SELECTION

Section 1. Process

The Police Chief selection process will be comprehensive and managed by the City Manager and Human Resources Department as ordered by the City Council. The Association will provide input on a candidate profile used to recruit and evaluate candidates. If the City elects to utilize a candidate panel or similar session as part of the selection process, one Association board member designated by the Association President shall be included as a panel participant. In addition, the Association will be provided with the opportunity to meet finalists separately and provide its feedback which will be taken into consideration of the final selection.

ARTICLE X – REOPENER PROVISION

Section 1. Contract Reopener

Both parties may request to reopen specific provisions of this Agreement during its term, only with mutual consent, and for the purpose of addressing unforeseen operational or fiscal changes.

All remaining Articles shall remain in full effect during the reopener proceedings.

Section 2. Procedure

The request shall be made in writing, detailing the specific Article, section or provision to be discussed.

Once negotiations are concluded, the agreed terms of the reopener shall be incorporated into the Agreement as an amendment pursuant to Article XI, Section 3.

ARTICLE XI – SAVINGS CLAUSE, PREEMPTION, AMENDMENT; FORCE MAJEURE; JURISDICTION AND VENUE

Section 1. Savings Clause

If any provision of this Agreement is rendered invalid by a court of competent jurisdiction, such invalidity shall not affect any other provision of this Agreement, which shall continue to be in full force and effect for the duration of the Agreement, and the Parties shall meet as soon as possible to attempt, in good faith, to agree on a substitute provision. If the Parties are unable to agree within thirty (30) days following commencement of the initial meeting, then the matter shall be postponed until Meet and Confer negotiations are resumed. The thirty (30) day deadline may be extended by mutual agreement by the Parties. To this end, the provisions of this Agreement are severable.

Section 2. Preemption Provision

Pursuant to Texas Local Government Code, Section 142.067, the provisions of this Agreement shall supersede the provisions of any statute, executive order, Department order, local ordinance, or personnel policy which are in conflict herewith. The Parties expressly agree that each provision of this Agreement involving or creating a conflict shall have the effect of superseding the statutory standard or result which would otherwise be obtained in the absence of this Agreement. It is understood and agreed that unless specifically modified by this Agreement, state law, executive orders, local ordinance, the City's Personnel Policy and administrative rules and the Department's rules, regulations, and orders shall continue to apply to employees covered by this Agreement.

Section 3. Amendment Clause

This Agreement may not be changed or altered in any manner except by mutual written agreement. The Parties agree that upon mutual agreement additional provisions may be negotiated and added as Amendments or as a Restated Agreement. Any Amendments of this Agreement shall be in writing, shall contain an effective date, and shall be dated and signed by authorized representatives of the respective Parties. All Amendments shall be ratified in the same manner as provided by state law for original ratification.

Section 4. Force Majeure

Neither the Association nor the City will be liable for any failure or delay in this Agreement due to any cause beyond its reasonable control, including acts of war, epidemics, acts of God, earthquakes, floods, embargos, riots, sabotage, cyber-attacks, labor shortages or disputes, governmental acts, including, but not limited to, measures taken to address or contain disease outbreaks, or failure of the Internet (not resulting from the negligence or willful misconduct of either party), provided that the delayed party:

- a. gives the other party prompt notice of such cause, and
- b. uses its reasonable efforts to promptly correct such failure or delay in performance.

Section 5. Jurisdiction and Venue

The parties agree that any dispute under this Agreement shall be brought in a court of competent jurisdiction in Williamson County, Texas, and that this Agreement shall be governed by Texas law, except for the conflict of law provisions.

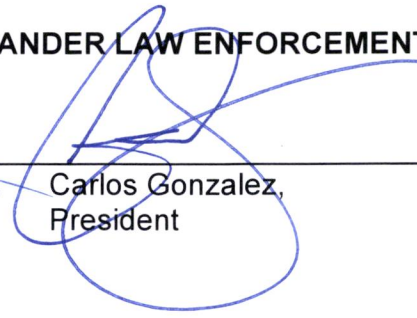
IN WITNESS WHEREOF, the Parties have executed this Agreement in duplicate originals by their duly authorized representatives, to be effective on the **1st day of October, 2025**.

CITY OF LEANDER

LEANDER LAW ENFORCEMENT ASSN.



By: Todd Parton,
City Manager



By: Carlos Gonzalez,
President

ATTEST:



Dara Crabtree, City Secretary

APPENDIX A – PAY PLAN

City of Leander Police Department
Step Plan

Effective 6/28/2025

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13	Step 14	Step 15
Police Officer	\$73,876	\$75,723	\$77,616	\$79,556	\$81,545	\$83,584	\$85,673	\$87,815	\$90,011	\$92,261	\$94,567	\$96,932	\$99,355	\$101,839	\$104,385
Hourly	\$35.52	\$36.41	\$37.32	\$38.25	\$39.21	\$40.19	\$41.19	\$42.22	\$43.28	\$44.36	\$45.47	\$46.61	\$47.77	\$48.97	\$50.19
Police Corporal			\$85,378	\$87,512	\$89,700	\$91,942	\$94,241	\$96,597	\$99,012	\$101,487	\$104,024	\$106,625	\$109,290	\$112,023	\$114,823
Hourly			\$41.05	\$42.08	\$43.13	\$44.21	\$45.31	\$46.45	\$47.61	\$48.80	\$50.02	\$51.27	\$52.55	\$53.86	\$55.21
Police Sergeant					\$98,670	\$101,137	\$103,665	\$106,257	\$108,913	\$111,636	\$114,427	\$117,287	\$120,220	\$123,225	\$126,306
Hourly					\$47.44	\$48.63	\$49.84	\$51.09	\$52.37	\$53.68	\$55.02	\$56.39	\$57.80	\$59.25	\$60.73
Police Lieutenant							\$114,031	\$116,882	\$119,804	\$122,799	\$125,869	\$129,016	\$132,241	\$135,548	\$138,936
Biweekly							\$4,385.81	\$4,495.47	\$4,607.85	\$4,723.04	\$4,841.12	\$4,962.16	\$5,086.20	\$5,213.39	\$5,343.70

APPENDIX B – COMPENSATION SURVEY DATA

City of Leander, Texas
 FY 2025 Salary Survey - Police Department

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Assistant Police Chief						
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Assistant Police Chief	Allen	\$194,103	\$206,642	\$219,181	
Assistant Police Chief	Baytown	\$154,620	\$159,328	\$164,036	
Assistant Chief of Police	Cedar Park	\$141,867	\$160,314	\$178,761	
Assistant Chief of Police	Farmers Branch	\$113,636	\$147,736	\$181,835	
Assistant Chief of Police	Flower Mound	\$159,993	\$172,827	\$185,660	
Assistant Police Chief	Georgetown	\$150,696	\$162,687	\$174,678	
Assistant Chief of Police	League City	\$120,693	\$147,849	\$175,005	
Assistant Police Chief	Lewisville	\$173,678	\$173,678	\$173,678	2 APC's, actual avg
Assistant Police Chief	Mansfield	\$156,314	\$160,222	\$164,129	
Assistant Police Chief	North Richland Hills	\$158,511	\$163,362	\$168,213	
Assistant Police Chief	Pflugerville	\$119,228	\$149,035	\$178,842	
Assistant Police Chief	Richardson	\$195,609	\$195,609	\$195,609	flat rate
No Match	Round Rock	-	-	-	
Assistant Chief of Police	San Marcos	\$142,334	\$177,923	\$213,512	
Assistant Chief of Police	Sugar Land	\$164,689	\$173,470	\$182,250	
Assistant Police Chief	The Colony	\$143,164	\$154,568	\$165,971	

Public Sector Average: \$152,609 \$167,017 \$181,424

Leander Rate: \$127,150 \$165,308 \$203,466

Variance (\$): -\$25,459 -\$1,709 \$22,042

Variance (%): -16.68% -1.02% 12.15%

**City of Leander, Texas
FY 2025 Salary Survey - Police Department**

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Police Lieutenant						
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Police Lieutenant	Allen	\$131,413	\$139,855	\$148,296
Police Lieutenant	Baytown	\$124,363	\$126,870	\$129,376
Police Lieutenant	Cedar Park	\$121,477	\$132,984	\$144,490
Police Lieutenant	Farmers Branch	\$131,648	\$137,072	\$142,496
Police Lieutenant	Flower Mound	\$125,153	\$128,970	\$132,787
Police Lieutenant	Georgetown	\$108,659	\$123,146	\$137,633
Police Lieutenant	League City	\$119,212	\$125,456	\$131,699
No Match	Lewisville	-	-	-
Police Lieutenant	Mansfield	\$116,643	\$122,622	\$128,600
Police Lieutenant	North Richland Hills	\$123,328	\$128,139	\$132,949
Police Lieutenant	Pflugerville	\$106,997	\$115,518	\$124,039
Police Lieutenant	Richardson	\$131,436	\$136,788	\$142,140
Police Lieutenant	Round Rock	\$137,280	\$145,974	\$154,668
No Match	San Marcos	-	-	-
Police Lieutenant	Sugar Land	\$119,743	\$128,231	\$136,718
Police Lieutenant	The Colony	\$120,941	\$128,890	\$136,839

Public Sector Average: \$122,735 \$130,037 \$137,338

Leander Rate: \$101,287 \$112,525 \$123,763

Variance (\$): -\$21,448 -\$17,511 -\$13,575

Variance (%): -17.47% -13.47% -9.88%

City of Leander, Texas
FY 2025 Salary Survey - Police Department

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Police Sergeant						
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Police Sergeant	Allen	\$114,461	\$121,814	\$129,166
Police Sergeant	Baytown	\$106,080	\$109,325	\$112,569
Police Sergeant	Cedar Park	\$103,836	\$115,852	\$127,867
Police Sergeant	Farmers Branch	\$113,150	\$117,813	\$122,476
Police Sergeant	Flower Mound	\$111,072	\$116,220	\$121,368
Police Sergeant	Georgetown	\$96,640	\$110,356	\$124,072
Police Sergeant	League City	\$102,388	\$109,267	\$116,146
Police Sergeant	Lewisville	\$118,349	\$121,324	\$124,299
Police Sergeant	Mansfield	\$100,761	\$105,925	\$111,089
Police Sergeant	North Richland Hills	\$105,545	\$111,501	\$117,456
Police Sergeant	Pflugerville	\$92,935	\$105,332	\$117,728
Police Sergeant	Richardson	\$113,539	\$118,156	\$122,772
Police Sergeant	Round Rock	\$100,006	\$110,760	\$121,513
Police Sergeant	San Marcos	\$89,528	\$98,000	\$106,471
Police Sergeant	Sugar Land	\$104,149	\$110,772	\$117,395
Police Sergeant	The Colony	\$103,423	\$110,223	\$117,022

Public Sector Average: \$104,741 \$112,040 \$119,338

Leander Rate: \$85,259 \$96,970 \$108,680

Variance (\$): -\$19,482 -\$15,070 -\$10,658

Variance (%): -18.60% -13.45% -8.93%

**City of Leander, Texas
FY 2025 Salary Survey - Police Department**

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Police Corporal						
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Police Corporal	Allen	\$99,229	\$107,936	\$116,642
No Match	Baytown	-	-	-
Police Corporal	Cedar Park	\$87,126	\$101,286	\$115,446
Police Corporal	Farmers Branch	\$96,408	\$102,461	\$108,513
No Match	Flower Mound	-	-	-
No Match	Georgetown	-	-	-
No Match	League City	-	-	-
No Match	Lewisville	-	-	-
No Match	Mansfield	-	-	-
No Match	North Richland Hills	-	-	-
Police Corporal	Pflugerville	\$84,869	\$96,189	\$107,509
No Match	Richardson	-	-	-
No Match	Round Rock	-	-	-
Police Corporal	San Marcos	\$77,421	\$87,549	\$97,677
No Match	Sugar Land	-	-	-
No Match	The Colony	-	-	-

Public Sector Average: \$89,011 \$99,084 \$109,157

Leander Rate: \$78,749 \$89,180 \$99,611

Variance (\$): -\$10,262 -\$9,904 -\$9,546

Variance (%): -11.53% -10.00% -8.75%

**City of Leander, Texas
FY 2025 Salary Survey - Police Department**

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Police Officer						
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Police Officer	Allen	\$93,785	\$102,015	\$110,244
Patrol Officer	Baytown	\$71,676	\$83,720	\$95,763
Police Officer	Cedar Park	\$72,270	\$89,159	\$106,048
Police Officer	Farmers Branch	\$81,981	\$94,369	\$106,757
Police Officer	Flower Mound	\$81,078	\$90,407	\$99,736
Police Officer	Georgetown	\$70,000	\$86,262	\$102,523
Police Officer	League City	\$77,987	\$89,419	\$100,850
Police Officer	Lewisville	\$83,682	\$94,703	\$105,724
Police Officer	Mansfield	\$75,190	\$85,577	\$95,964
Police Officer	North Richland Hills	\$82,620	\$91,570	\$100,520
Police Officer	Pflugerville	\$72,142	\$86,002	\$99,861
Police Officer	Richardson	\$82,565	\$94,017	\$105,468
Police Officer	Round Rock	\$75,920	\$89,960	\$104,000
Police Officer	San Marcos	\$66,879	\$79,953	\$93,026
Police Officer	Sugar Land	\$75,605	\$88,856	\$102,107
Police Officer	The Colony	\$80,847	\$90,995	\$101,142

Public Sector Average: \$77,764 \$89,811 \$101,858

Leander Rate: \$71,843 \$83,356 \$94,869

Variance (\$): -\$5,921 -\$6,455 -\$6,990

Variance (%): -7.61% -7.19% -6.86%

**City of Leander, Texas
FY 2025 Salary Survey - Police Department**

Leander Job Class	Survey Job Class	Participant Organization	Average Minimum	Average Midpoint	Average Maximum	Match Notes
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Police Cadet						
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Police Recruit	Allen	\$85,465	\$87,174	\$88,883	
No Match	Baytown	-	-	-	
No Match	Cedar Park	-	-	-	
No Match	Farmers Branch	-	-	-	
Police Recruit	Flower Mound	\$77,022	\$77,022	\$77,022	
No Match	Georgetown	-	-	-	
Police Officer - Non Certified	League City	\$54,259	\$66,123	\$77,987	
No Match	Lewisville	-	-	-	
Police Recruit	Mansfield	\$75,190	\$75,190	\$75,190	flat rate
Police Cadet	North Richland Hills	\$70,624	\$70,624	\$70,624	flat rate
No Match	Pflugerville	-	-	-	
No Match	Richardson	-	-	-	
Police Cadet	Round Rock	\$64,542	\$64,542	\$64,542	flat rate
Police Cadet	San Marcos	\$58,795	\$58,795	\$58,795	flat rate
Police Officer - Recruit	Sugar Land	\$62,130	\$62,130	\$62,130	flat rate
Police Recruit	The Colony	\$77,866	\$77,866	\$77,866	

Public Sector Average: \$69,544 \$71,052 \$72,560

Leander Rate: \$59,322 \$59,322 \$59,322

Variance (\$): -\$10,222 -\$11,730 -\$13,238

Variance (%): -14.70% -16.51% -18.24%

City of Leander, TX FY 2025 Salary Survey Summary - Police Department

Benchmark Position	Leander Current			Market Average			Variance (%)		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Assistant Police Chief	\$127,150	\$165,308	\$203,466	\$152,609	\$167,017	\$181,424	-16.68%	-1.02%	12.15%
Police Lieutenant	\$101,287	\$112,525	\$123,763	\$122,735	\$130,037	\$137,338	-17.47%	-13.47%	-9.88%
Police Sergeant	\$85,259	\$96,970	\$108,680	\$104,741	\$112,040	\$119,338	-18.60%	-13.45%	-8.93%
Police Corporal	\$78,749	\$89,180	\$99,611	\$89,011	\$99,084	\$109,157	-11.53%	-10.00%	-8.75%
Police Officer	\$71,843	\$83,356	\$94,869	\$77,764	\$89,811	\$101,858	-7.61%	-7.19%	-6.86%
Police Cadet	\$59,322	\$59,322	\$59,322	\$69,544	\$71,052	\$72,560	-14.70%	-16.51%	-18.24%