



# City of Austin

## Austin Police Association Compensation Analysis

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## Overview

- The City of Austin police compensation is highly competitive with other large local law enforcement agencies in Texas
- Based on benchmark analysis of the eight largest cities by population in Texas (including Austin), Austin ranks first at multiple career junctures for police officers, as well as at the pay range maximum for lead and supervisory ranks
- When adjusting for regional pay differences among Texas jurisdictions, Austin also retains its strong relative position at the top of the comparison group rankings
- Pay premiums available to Austin police officers are also competitive with the Texas Jurisdictions
- Since the onset of the most recent Police Association agreement, across-the-board wage increases for Austin police have trailed changes in consumer prices – yet when accounting for step increases, Austin police compensation tracks or exceeds changes in consumer price indices since October 2018



## Methodology

- To evaluate City of Austin police compensation, PFM surveyed contacts at each comparator jurisdiction, and collected and reviewed key documents (e.g., pay plans, collective bargaining agreements, civil service manuals, etc.)
- All compensation comparisons in the slides that follow are effective 9/30/2022 – the final day of the Austin Police Association’s Meet and Confer Agreement, except for San Antonio, where the most recent contract expired 9/30/2021
- Cash compensation comparisons include base pay and longevity (where applicable and noted). Additional pay premiums are presented separately
- Several jurisdictions have fiscal years that do not end on September 30. Accordingly, compensation trends across contract periods may not precisely align with Austin



# Police Compensation



## Survey Context – Texas Cities

### Community Demographics

- PFM surveyed the eight largest cities in Texas by population (including Austin) to evaluate the competitiveness of Austin police officer compensation
- Among the comparison group, Austin ranks first in income levels and home values, while maintaining the highest population growth rate since 2010

	Total Population (2010)	Total Population (2019)	Population Change (2010-2019)	Median Family Income (2019)	Per Capita Income (2019)	Median Home Value (2019)
<b>Austin</b>	<b>795,518</b>	<b>979,263</b>	<b>23.1%</b>	<b>\$98,238</b>	<b>\$46,217</b>	<b>\$378,300</b>
Arlington	367,185	398,860	8.6%	\$73,488	\$29,207	\$213,800
Corpus Christi	305,442	326,590	6.9%	\$71,505	\$26,979	\$157,100
Dallas	1,202,797	1,343,565	11.7%	\$63,180	\$36,288	\$231,400
El Paso	652,113	681,729	4.5%	\$54,147	\$22,583	\$133,600
Fort Worth	744,114	913,656	22.8%	\$75,854	\$30,115	\$209,400
Houston	2,107,208	2,316,797	9.9%	\$60,190	\$33,377	\$195,800
San Antonio	1,334,359	1,547,250	16.0%	\$63,605	\$26,826	\$171,100
<b>Median (Excluding Austin)</b>	<b>744,114</b>	<b>913,656</b>	<b>9.95%</b>	<b>\$63,605</b>	<b>\$29,207</b>	<b>\$195,800</b>
<b>Austin Rank</b>	<b>4 of 8</b>	<b>4 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>



## Step Structure

### *City of Austin Police Officer, Effective 9/30/2022*

- Austin police officer candidates earn \$50,000 while in the academy, and move to the police pay schedule upon graduation
- Police officers move through the police pay schedule, as illustrated in the table below, until they reach maximum base pay of \$102,112 sixteen years following graduation from the academy
- Additionally, police officers receive longevity pay of \$107 per year for each year of service (up to 25 years of service), which is not reflected in the table below

Step	Base Pay	% Increase	Time in Step
Academy	\$50,000	-	8 months
Base	\$62,895	25.8%	12 months
Year 1*	\$70,580	12.2%	12 months
Year 2 – Year 5	\$77,900	7.0%	48 months
Year 6 – Year 9	\$83,351	7.0%	48 months
Year 10 – Year 13	\$89,187	7.0%	48 months
Year 14 – Year 15	\$95,429	7.0%	24 months
Year 16	\$102,112	7.0%	Maximum

\*Police officers end their probation 15 months following graduation from the academy. There is no increase in base pay at the end of the probationary period



# Step Structures

## Journey Level Police Officer

	Maximum Base Pay	Steps	Years to Maximum*	Value of Step Increases
Austin	\$102,112	8 Steps	16.5 Years	Academy Graduation = 25.8% Year 1 = 12.2% 5 steps at 7.0%
Arlington	\$91,337	8 Steps	20 Years	1 step annually for 5 years (5.0%) Steps at 15 and 20 YOS (2.5%)
Corpus Christi	\$81,660	10 Steps	15 Years	Approx. 5.0% per step
Dallas	\$84,465	10 Steps	9 Years	Approx. 3.1% per step
El Paso	\$84,433	20 Steps	21.5 Years	Academy Graduation = 38.5% 7 Steps at 5.0% 5 Steps at 3.0% 2 Steps at 1.5% 3 Steps at 1.0% 1 Step at 2.0%
Fort Worth	\$96,699	12 Steps	16.5 Years	Academy Graduation = 63.0% 6 Steps at approx. 5.0% 4 Steps at approx. 2.5%
Houston	\$81,349	10 Steps	17 Years	Post Probation = 31.8% 3 Steps at 10.3%, 9.5%, 8.0% 3 Steps at 3.3%, 3.1%, and 2.5% 2 Steps at 1.4% and 1.8%
San Antonio	\$76,932	7 Steps	20 Years**	Academy Graduation = 25.5% End of Probation = 20.3% 1 Step at 6.7% 3 Steps at approx. 2.0%

\*All academies assumed to be six months, though actual length may vary from jurisdiction to jurisdiction

\*\*Maximum reached at 25 YOS if officer has fewer than 60 accredited college credit hours



## Police Officer Base Pay – Entry

- Austin academy pay ranks 3rd of 8 in the comparison group
- Following graduation from the academy – i.e., while on probation – Austin remains more than 11% above the median (Base on the Police Pay Schedule)
- One year following graduation from the academy, Austin’s relative position improves to 2<sup>nd</sup> of 8 (Year 1 on the Police Pay Schedule)

	Police Officer Candidate	Police Officer Probationary	Police Officer Post-Probationary
<b>Austin</b>	<b>\$50,000</b>	<b>\$62,895</b>	<b>\$70,580</b>
Arlington	\$68,123	\$68,123	\$71,542
Corpus Christi	\$47,424	\$55,080	\$57,828
Dallas	\$64,194	\$64,194	\$66,182
El Paso	\$34,528	\$47,833	\$50,225
Fort Worth	\$40,044	\$65,291	\$68,536
Houston	\$42,000	\$42,000	\$58,697
San Antonio	\$45,000	\$56,472	\$67,944
<b>Median (excluding Austin)</b>	<b>\$45,000</b>	<b>\$56,472</b>	<b>\$66,182</b>
<b>Austin Variance</b>	<b>11.1%</b>	<b>11.4%</b>	<b>6.7%</b>
<b>Austin Rank</b>	<b>3 of 8</b>	<b>4 of 8</b>	<b>2 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$64,194</b>	<b>\$65,291</b>	<b>\$70,580</b>
<b>Austin Variance from Second Highest Payer</b>	<b>-22.1%</b>	<b>-3.7%</b>	<b>0.0%</b>

Note – variances from second highest payer in comparison group exclude Austin  
 \*Austin: probationary period is 15 months following graduation from the academy





## Police Base Pay Officer – Career Junctures

- Austin police officer base pay ranks 1<sup>st</sup> or 2<sup>nd</sup> at each of the career junctures listed below, and exceeds the survey group median by approximately 20% at maximum base + longevity

	Post-Probation	Year 2	Year 6	Year 10	Year 14	Year 16	Max Base + Longevity
<b>Austin</b>	<b>\$70,580</b>	<b>\$77,900</b>	<b>\$83,351</b>	<b>\$89,187</b>	<b>\$95,429</b>	<b>\$102,112</b>	<b>\$104,787</b>
Arlington	\$71,542	\$75,106	\$86,931	\$86,931	\$86,931	\$89,107	\$94,145
Corpus Christi	\$57,828	\$60,828	\$70,656	\$77,784	\$77,784	\$81,660	\$86,160
Dallas	\$66,182	\$68,231	\$74,767	\$84,465	\$84,465	\$84,465	\$85,665
El Paso	\$50,225	\$52,736	\$64,101	\$73,547	\$79,197	\$80,367	\$85,633
Fort Worth	\$68,536	\$71,968	\$81,307	\$85,426	\$91,936	\$96,699	\$97,899
Houston	\$58,697	\$64,722	\$69,480	\$77,403	\$78,824	\$86,295	\$87,495
San Antonio	\$67,944	\$67,944	\$72,516	\$73,968	\$73,968	\$75,420	\$90,780
<b>Median (excluding Austin)</b>	<b>\$66,182</b>	<b>\$67,944</b>	<b>\$72,516</b>	<b>\$77,784</b>	<b>\$79,197</b>	<b>\$84,465</b>	<b>\$87,495</b>
<b>Austin Variance</b>	<b>6.7%</b>	<b>14.7%</b>	<b>14.9%</b>	<b>14.7%</b>	<b>20.5%</b>	<b>20.9%</b>	<b>19.8%</b>
<b>Austin Rank</b>	<b>2 of 8</b>	<b>1 of 8</b>	<b>2 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	-	<b>\$75,106</b>	<b>\$83,351</b>	<b>\$86,931</b>	<b>\$91,936</b>	<b>\$96,699</b>	<b>\$94,145</b>
<b>Austin Variance from Second Highest Payer</b>	-	<b>3.7%</b>	<b>0.0%</b>	<b>2.6%</b>	<b>3.8%</b>	<b>5.6%</b>	<b>11.3%</b>

Note – variances from second highest payer in comparison group exclude Austin

\* Austin: Post-Probation = Year 1 on police pay schedule

\*\* Corpus Christi: police officer job match assumes promotion to senior police officer upon earliest opportunity (five years of completed service following academy graduation)

\*\*\*San Antonio: City has education requirements for movement through pay scale. Assumes officer meets educational requirement and moves through the steps at the earliest opportunity



## Police Corporal Base Pay

- In Austin, police officers have the opportunity to promote to corporal before promoting to sergeant
- Austin corporal base pay ranks 2<sup>nd</sup> at the minimum and improves to 1<sup>st</sup> of 8 the pay range maximum and maximum base + longevity

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$84,910</b>	<b>\$111,302</b>	<b>\$113,977</b>
Arlington	\$68,124	\$91,337	\$94,145
Corpus Christi	\$70,656	\$81,660	\$86,160
Dallas	\$81,928	\$92,211	\$93,411
El Paso	\$69,325	\$84,433	\$85,633
Fort Worth	\$87,589	\$106,746	\$107,946
Houston	\$78,810	\$86,295	\$87,495
San Antonio	\$79,080	\$85,512	\$100,904
<b>Median (excluding Austin)</b>	<b>\$78,810</b>	<b>\$86,295</b>	<b>\$93,411</b>
<b>Austin Variance</b>	<b>7.7%</b>	<b>29.0%</b>	<b>22.0%</b>
<b>Austin Rank</b>	<b>2 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$84,910</b>	<b>\$106,746</b>	<b>\$107,946</b>
<b>Austin Variance from Second Highest Payer</b>	<b>0.0%</b>	<b>4.3%</b>	<b>5.6%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Sergeant Base Pay

- Austin ranks 1<sup>st</sup> of 7 comparison cities for sergeant base pay
- At maximum base + longevity, Austin lead the survey group median by more than 16%

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$99,029</b>	<b>\$121,315</b>	<b>\$123,990</b>
Arlington	\$96,421	\$106,304	\$109,725
Corpus Christi	<i>No Match</i>		
Dallas	\$94,516	\$101,783	\$102,983
El Paso	\$72,348	\$92,328	\$93,528
Fort Worth	\$98,987	\$117,624	\$118,824
Houston	\$94,644	\$99,480	\$100,680
San Antonio	\$89,820	\$93,432	\$110,250
<b>Median (excluding Austin)</b>	<b>\$94,580</b>	<b>\$100,632</b>	<b>\$106,354</b>
<b>Austin Variance</b>	<b>4.7%</b>	<b>20.6%</b>	<b>16.6%</b>
<b>Austin Rank</b>	<b>1 of 7</b>	<b>1 of 7</b>	<b>1 of 7</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$98,987</b>	<b>\$117,624</b>	<b>\$118,824</b>
<b>Austin Variance from Second Highest Payer</b>	<b>0.0%</b>	<b>3.1%</b>	<b>4.3%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Lieutenant Base Pay

- Austin lieutenant base pay ranks 2<sup>nd</sup> at the pay range minimum and improves to 1<sup>st</sup> of 8 at maximum base pay
- At maximum base + longevity, Austin lead the survey group median by more than 25%

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$113,884</b>	<b>\$139,514</b>	<b>\$142,189</b>
Arlington	\$112,910	\$118,556	\$122,084
Corpus Christi	\$83,724	\$94,716	\$99,216
Dallas	\$104,328	\$112,350	\$113,550
El Paso	\$82,573	\$109,105	\$110,305
Fort Worth	\$114,566	\$129,667	\$130,867
Houston	\$105,380	\$111,493	\$112,693
San Antonio	\$100,596	\$104,664	\$123,504
<b>Median (excluding Austin)</b>	<b>\$104,328</b>	<b>\$111,493</b>	<b>\$113,550</b>
<b>Austin Variance</b>	<b>9.2%</b>	<b>25.1%</b>	<b>25.2%</b>
<b>Austin Rank</b>	<b>2 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$113,884</b>	<b>\$129,667</b>	<b>\$130,867</b>
<b>Austin Variance from Second Highest Payer</b>	<b>0.0%</b>	<b>7.6%</b>	<b>8.7%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Commander Base Pay

- Austin ranks 1<sup>st</sup> of 7 comparison cities for police commander base pay
- At maximum base + longevity, Austin lead the survey group median by more than 23%

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$140,907</b>	<b>\$161,323</b>	<b>\$163,998</b>
Arlington	<i>No Match</i>		
Corpus Christi	\$96,612	\$102,096	\$106,596
Dallas	\$124,013	\$124,013	\$125,213
El Paso	\$99,163	\$131,026	\$132,226
Fort Worth	\$129,542	\$142,938	\$144,138
Houston	\$121,413	\$131,611	\$132,811
San Antonio	\$115,428	\$120,084	\$141,699
<b>Median (excluding Austin)</b>	<b>\$118,421</b>	<b>\$127,520</b>	<b>\$132,519</b>
<b>Austin Variance</b>	<b>19.0%</b>	<b>26.5%</b>	<b>23.8%</b>
<b>Austin Rank</b>	<b>1 of 7</b>	<b>1 of 7</b>	<b>1 of 7</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$129,542</b>	<b>\$142,938</b>	<b>\$144,138</b>
<b>Austin Variance from Second Highest Payer</b>	<b>8.8%</b>	<b>12.9%</b>	<b>13.8%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Comparison Group Summary

- Consistent with its relative income levels and housing values, Austin compensation levels rank at the top of the Texas City comparison group

	Austin Rank
Population Change (2000 – 2019)	1 of 8
Median Family Income (2019)	1 of 8
Per Capita Income (2019)	1 of 8
Median Home Value (2019)	1 of 8
Police Officer (Post-Probation)	1 of 8
Police Officer (Max Base + Longevity)	1 of 8
Corporal (Max Base + Longevity)	1 of 8
Detective (Max Base + Longevity)	1 of 8
Sergeant (Max Base + Longevity)	1 of 8
Lieutenant (Max Base + Longevity)	1 of 8
Commander (Max Base + Longevity)	1 of 8



# Adjusted Regional Labor Market Differences



## Survey Context: Regional Labor Market Differences

- Multiple factors influence the local supply and demand of labor
- Cost-of-living of living is generally considered to be one factor, but many other factors influence the supply and demand of labor within a regional labor market – local workforce characteristics, industry mix, quality of life, community amenities, etc.
  - In the aggregate, these factors that influence the supply and demand of labor in a geographical area are known as area wage differentials or regional labor market differences
- Accordingly, regional labor market differences reflect the demand for and supply of labor. In contrast, the cost of living within a geographical area is determined by the demand and supply of goods and services
  - **These determinants are related, but are not the same**
- As a result, multi-location employers who pay geographic differentials – from private corporations with branch offices in multiple regions across the country to the U.S. federal government – typically base any such locality adjustments regional labor market differences, not cost of living
- When performing regional wage adjustments, PFM uses the same methodology developed by the U.S. federal government to calculate locality pay differentials and “area pay gaps,” which is explained on the following slide





## U.S. Locality Pay and Area Pay Gaps

- To adjust pay for employees living in higher wage markets, the federal government has established locality pay differentials for paying federal workers at different rates depending on location assignment
- Locality pay differentials are based on data regarding regional wage levels outside of the federal employment across occupations, drawn from detailed federal Bureau of Labor Statistics (BLS) National Compensation Survey data
- In turn, these non-federal regional wage levels are compared to federal General Schedule (GS) pay within a Metropolitan Statistical Area (MSA) to develop locality pay adjustments. Cost-of-living is not used as the basis for adjustment
- The federal government only provides a locality pay differential to its employees within areas with a “pay gap” – that is, the difference between base GS rates and non-federal pay for the same levels of work – that significantly exceeds the “Rest of the United States” (RUS) over a prolonged period of time\*
- Underlying these numbers, the federal government publishes pay levels for a broader set of regions where pay gaps may exist, but not for a long enough period of time or to as significant of a degree to yet warrant a formal locality pay adjustment. The pay gaps for these regions are reflected in this report as indicators of the area wage differences across labor markets

*\* All other regions of the Country that do not receive locality pay differentials are designated as “Rest of the United States” (RUS). Federal employees located in RUS areas receive the same base rate of pay*



## Texas City Area Pay Index

- Using this federal government “area pay gap” analysis as described on the preceding slide, PFM calculated an area wage index that aligns overall non-federal salaries in the Austin labor market with the average pay levels (adjusted for occupational mix) in the regions where the other large Texas cities are located. Based on these federal data and analysis, the Austin-Round Rock region is found to feature somewhat higher wages than the El Paso, Corpus Christi, and San Antonio regions, and to trail the Dallas-Ft. Worth-Arlington MSA (Arlington, Dallas, and Ft. Worth) and Houston general labor markets

	Locality	Area Pay Gap	Area Wage Index (Austin as Base)
<b>Austin</b>	<b>Austin-Round Rock, TX</b>	<b>44.42%</b>	<b>100.0</b>
Arlington	Dallas-Ft. Worth, TX-OK	53.62%	106.4
Corpus Christi	Corpus Christi-Kingsville-Alice, TX-OK	30.76%	90.5
Dallas	Dallas-Ft. Worth, TX-OK	53.62%	106.4
El Paso	El Paso, TX	29.08%	89.4
Fort Worth	Dallas-Ft. Worth, TX-OK	53.62%	106.4
Houston	Houston-The Woodlands, TX	60.42%	111.1
San Antonio	San Antonio-New Braunfels-Pearsall, TX	42.31%	98.5
<b>Austin Rank</b>	-	-	<b>5 of 8</b>
<b>Texas Multi-City Median</b>	-	-	<b>106.4</b>

- In the following, base pay and longevity for police in each of these cities is shown on an adjusted basis for regional labor market differences using the area wage index shown above as derived from federal labor market analysis



## Police Officer – Entry (Regionally Adjusted)

- When adjusting police officer base pay among the Texas City comparison group by these federal area pay index figures, Austin academy pay ranks 4<sup>th</sup> of 8 – 9.5% about the comparison group median
- After graduation, probationary police officers rank 2nd of 8 and Austin regains its 1st of 8 ranking for post-probationary police officers

	Police Officer Candidate	Police Officer Probationary	Police Officer Post-Probationary
<b>Austin</b>	<b>\$50,000</b>	<b>\$62,895</b>	<b>\$70,580</b>
Arlington	\$64,043	\$64,043	\$67,257
Corpus Christi	\$52,378	\$60,834	\$63,869
Dallas	\$60,350	\$60,350	\$62,218
El Paso	\$38,631	\$53,518	\$56,194
Fort Worth	\$37,646	\$61,381	\$64,432
Houston	\$37,811	\$37,811	\$52,843
San Antonio	\$45,667	\$57,309	\$68,951
<b>Median (excluding Austin)</b>	<b>\$45,667</b>	<b>\$60,350</b>	<b>\$63,869</b>
<b>Austin Variance</b>	<b>9.5%</b>	<b>4.2%</b>	<b>10.5%</b>
<b>Austin Rank</b>	<b>4 of 8</b>	<b>2 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$60,350</b>	<b>\$62,895</b>	<b>\$68,951</b>
<b>Austin Variance from Second Highest Payer</b>	<b>-17.1%</b>	<b>0.0%</b>	<b>2.4%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Officer – Career Junctures (Regionally Adjusted)

- When adjusting police officer base pay by the federal area pay index figures, Austin ranks 1<sup>st</sup> of 8 at each of the career junctures analyzed

	Post-Probation	Year 2	Year 6	Year 10	Year 14	Year 16	Max Base + Longevity
<b>Austin</b>	<b>\$70,580</b>	<b>\$77,900</b>	<b>\$83,351</b>	<b>\$89,187</b>	<b>\$95,429</b>	<b>\$102,112</b>	<b>\$104,787</b>
Arlington	\$67,257	\$70,608	\$81,725	\$81,725	\$81,725	\$83,771	\$88,507
Corpus Christi	\$63,869	\$67,182	\$78,037	\$85,910	\$85,910	\$90,191	\$95,161
Dallas	\$62,218	\$64,145	\$70,289	\$79,407	\$79,407	\$79,407	\$80,535
El Paso	\$56,194	\$59,003	\$71,719	\$82,287	\$88,608	\$89,918	\$95,810
Fort Worth	\$64,432	\$67,658	\$76,438	\$80,310	\$86,430	\$90,908	\$92,036
Houston	\$52,843	\$58,266	\$62,550	\$69,683	\$70,962	\$77,688	\$78,769
San Antonio	\$68,951	\$68,951	\$73,591	\$75,065	\$75,065	\$76,538	\$92,126
<b>Median (excluding Austin)</b>	<b>\$63,869</b>	<b>\$67,182</b>	<b>\$73,591</b>	<b>\$80,310</b>	<b>\$81,725</b>	<b>\$83,771</b>	<b>\$92,036</b>
<b>Austin Variance</b>	<b>10.5%</b>	<b>16.0%</b>	<b>13.3%</b>	<b>11.1%</b>	<b>16.8%</b>	<b>21.9%</b>	<b>13.9%</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$68,951</b>	<b>\$70,608</b>	<b>\$81,725</b>	<b>\$85,910</b>	<b>\$88,608</b>	<b>\$90,908</b>	<b>\$95,810</b>
<b>Austin Variance from Second Highest Payer</b>	<b>2.4%</b>	<b>10.3%</b>	<b>2.0%</b>	<b>3.8%</b>	<b>7.7%</b>	<b>12.3%</b>	<b>9.4%</b>

Note – variances from second highest payer in comparison group exclude Austin

\*Corpus Christi: police officer job match assumes promotion to senior police officer upon earliest opportunity (five years of completed service)

\*\*San Antonio: City has education requirements for movement through pay scale. Assumes officer meets educational requirement and moves through the steps at the earliest opportunity



## Police Corporal (Regionally Adjusted)

- When adjusting base pay by the federal area pay index figures, Austin retains its 1<sup>st</sup> of 8 ranking for corporal pay

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$84,910</b>	<b>\$111,302</b>	<b>\$113,977</b>
Arlington	\$64,044	\$85,867	\$88,507
Corpus Christi	\$78,037	\$90,191	\$95,161
Dallas	\$77,021	\$86,689	\$87,817
El Paso	\$77,564	\$94,468	\$95,810
Fort Worth	\$82,343	\$100,353	\$101,481
Houston	\$70,950	\$77,688	\$78,769
San Antonio	\$80,253	\$86,780	\$102,400
<b>Median (excluding Austin)</b>	<b>\$77,564</b>	<b>\$86,780</b>	<b>\$95,161</b>
<b>Austin Variance</b>	<b>9.5%</b>	<b>28.3%</b>	<b>19.8%</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$82,343</b>	<b>\$100,353</b>	<b>\$102,400</b>
<b>Austin Variance from Second Highest Payer</b>	<b>3.1%</b>	<b>10.9%</b>	<b>11.3%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Sergeant (Regionally Adjusted)

- When adjusting base pay by the federal area pay index figures, Austin retains its 1<sup>st</sup> of 8 ranking for sergeant pay

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$99,029</b>	<b>\$121,315</b>	<b>\$123,990</b>
Arlington	\$90,647	\$99,938	\$103,154
Corpus Christi	<i>No Match</i>		
Dallas	\$88,856	\$95,687	\$96,816
El Paso	\$80,946	\$103,300	\$104,643
Fort Worth	\$93,059	\$110,580	\$111,708
Houston	\$85,205	\$89,558	\$90,639
San Antonio	\$91,152	\$94,817	\$111,884
<b>Median (excluding Austin)</b>	<b>\$88,856</b>	<b>\$95,687</b>	<b>\$103,154</b>
<b>Austin Variance</b>	<b>11.4%</b>	<b>26.8%</b>	<b>20.2%</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$93,059</b>	<b>\$110,580</b>	<b>\$111,884</b>
<b>Austin Variance from Second Highest Payer</b>	<b>6.4%</b>	<b>9.7%</b>	<b>10.8%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Lieutenant (Regionally Adjusted)

- When adjusting base pay by the federal area pay index figures, Austin retains its 1<sup>st</sup> of 8 ranking for lieutenant pay

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$113,884</b>	<b>\$139,514</b>	<b>\$142,189</b>
Arlington	\$106,148	\$111,456	\$114,773
Corpus Christi	\$92,470	\$104,611	\$109,581
Dallas	\$98,080	\$105,622	\$106,750
El Paso	\$92,386	\$122,072	\$123,414
Fort Worth	\$107,705	\$121,902	\$123,030
Houston	\$94,869	\$100,373	\$101,454
San Antonio	\$102,088	\$106,216	\$125,335
<b>Median (excluding Austin)</b>	<b>\$98,080</b>	<b>\$106,216</b>	<b>\$114,773</b>
<b>Austin Variance</b>	<b>16.1%</b>	<b>31.3%</b>	<b>23.9%</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$107,705</b>	<b>\$122,072</b>	<b>\$125,335</b>
<b>Austin Variance from Second Highest Payer</b>	<b>5.7%</b>	<b>14.3%</b>	<b>13.4%</b>

Note – variances from second highest payer in comparison group exclude Austin



## Police Commander (Regionally Adjusted)

- When adjusting base pay by the federal area pay index figures, Austin retains its 1<sup>st</sup> of 8 ranking for commander pay

	Minimum Base Pay	Maximum Base Pay	Maximum Base + Longevity
<b>Austin</b>	<b>\$140,907</b>	<b>\$161,323</b>	<b>\$163,998</b>
Arlington	<i>No Match</i>		
Corpus Christi	\$106,705	\$112,762	\$117,732
Dallas	\$116,586	\$116,586	\$117,714
El Paso	\$110,948	\$146,598	\$147,940
Fort Worth	\$121,784	\$134,377	\$135,505
Houston	\$109,304	\$118,485	\$119,565
San Antonio	\$117,139	\$121,864	\$143,800
<b>Median (excluding Austin)</b>	<b>\$110,948</b>	<b>\$118,485</b>	<b>\$119,565</b>
<b>Austin Variance</b>	<b>27.0%</b>	<b>36.2%</b>	<b>37.2%</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 8</b>
<b>Second Highest Payer in Comparison Group</b>	<b>\$121,784</b>	<b>\$146,598</b>	<b>\$147,940</b>
<b>Austin Variance from Second Highest Payer</b>	<b>15.7%</b>	<b>10.0%</b>	<b>10.9%</b>

Note – variances from second highest payer in comparison group exclude Austin





## Texas Comparison Group Summary (Regionally Adjusted)

- When adjusted for regional labor market differences, Austin retains its ranking as the highest paying law enforcement agency in the comparison group

	Austin Rank
Population Change (2000 – 2019)	1 of 8
Median Family Income (2019)	1 of 8
Per Capita Income (2019)	1 of 8
Median Home Value (2019)	1 of 8
Police Officer (Post-Probation, Regionally Adjusted)	1 of 8
Police Officer (Max Base + Longevity, Regionally Adjusted)	1 of 8
Corporal (Max Base + Longevity, Regionally Adjusted)	1 of 8
Detective (Max Base + Longevity, Regionally Adjusted)	1 of 8
Sergeant (Max Base + Longevity, Regionally Adjusted)	1 of 8
Lieutenant (Max Base + Longevity, Regionally Adjusted)	1 of 8
Commander (Max Base + Longevity, Regionally Adjusted)	1 of 8



# Additional Cash Compensation



## Longevity

- Austin's longevity pay formula is competitive with the Texas cities surveyed

Longevity Formula	
Austin	\$107 per YOS; maximum of 25 years
Arlington	Stability Index Pay after 5 YOS – \$112.33 x YOS (Police Officer); \$136.83 x YOS (Sergeant); \$141.13 x YOS (Lieutenant) up to 25 YOS. Prior to 5 YOS – \$42 x YOS
Corpus Christi	\$180 x YOS (Max of 25 YOS)
Dallas	\$48 x YOS (Max of 25 YOS)
El Paso	\$48 x YOS (Max of 25 YOS)
Fort Worth	\$48 x YOS (Max of 25 YOS)
Houston	\$48 x YOS (Max of 25 YOS)
San Antonio	3% of base pay for each 5 YOS (max 18% at 30 YOS). In years when not a multiple of five, officers receive additional \$96 longevity pay per YOS



## Holidays

- Austin has 12 official city holidays per year and provides 1.5x pay if Christmas Day is worked

Holidays		Holiday Compensation Structure
Austin	12 Holidays	Day of paid leave per holiday + 1.5x pay if working Christmas Day
Arlington	11 Holidays	Day of paid leave per holiday; if unable to reschedule holiday, Chief may authorize 8 hours of straight time
Corpus Christi	7 Holidays	Day of paid leave per holiday
Dallas	9 Holidays	Day of paid leave per holiday
El Paso	10 Holidays	Day of paid leave per holiday + 1.5x pay if working the holiday
Fort Worth	8 Holidays	Day of paid leave per holiday If working holiday, may receive 2.5x pay or day of leave + 1.5x pay
Houston	11 Holidays	Day of leave or 1.5x pay/leave if working the holiday
San Antonio	13 Holidays (7 premium)	Day of paid leave per holiday If working non-premium holiday, additional day of leave If working premium holiday, regular day's pay + 1.5x compensation or leave



## Shift Differential and On-Call Pay

- Austin’s shift differential is in line with the Texas cities surveyed
- Austin provides 8 hours of compensation for on-call pay: a premium that only 4 of the 8 comparison cities offer

	Shift Differential	On-Call Pay
Austin	\$300 per month for evening or night shift working greater than 50% of time in a 28 calendar day schedule	8 hours compensation per week
Arlington	6% of base rate per pay period for shifts that start between 1PM and 5AM for at least 2 consecutive pay periods	None
Corpus Christi	\$50 per month for shifts between 6PM and 12AM; \$75 per month for shifts between 12:01AM and 8AM  \$50 per month for a weekend shift between Friday 10PM- Sunday 9:59PM	\$1 per hour
Dallas	An additional 3.5% for shifts where at least half of the shift is between 6PM and 6AM; an additional 6.5% for officers assigned to First Watch (between 11PM and 8AM)	None
El Paso	An additional 6% premium pay for time actually worked between the 6PM and 6AM	Compensated at the overtime rate for all hours actually spent on stand-by status
Fort Worth	An additional 6% of base step pay for time worked between 6PM and 6AM	None
Houston	An additional \$70 biweekly for shifts between 12AM and 7AM (must be permanently assigned)  An additional \$35 biweekly for one regular weekend shift or \$70 biweekly for two regular weekend shifts (if scheduled to work the shift)	None
San Antonio	\$350 per month for officers permanently assigned to shifts beginning after 12PM	\$1,884 per year



## Clothing Allowance

- Austin's clothing allowance is \$500 per year versus the comparison group median of \$325 per year

Clothing Allowance	
<b>Austin</b>	<b>\$500</b>
Arlington	\$300
Corpus Christi	\$900
Dallas	None
El Paso	None
Fort Worth	\$325
Houston	\$2,002
San Antonio	\$2,240



# Education and Certification Pay

	Educational Premium Pay		Certification Premium Pay	
Austin	60 College Credit hours:	\$1,200	Basic:	\$0
	Bachelors Degree:	\$2,640	Intermediate:	\$0
	Masters Degree:	\$3,600	Advanced:	\$0
			Master:	\$1,800
Arlington	Less than 30 Credit Hours:	\$0	None	
	30-59 Credit Hours:	\$300		
	60-89 Credit Hours:	\$600		
	90+ Credit Hours:	\$900		
	BA Degree:	\$1,320		
Corpus Christi*	Max w/out Associate's:	\$852	Basic:	\$0
	Associates Degree:	\$1,440	Intermediate:	\$900
	Bachelors Degree:	\$1,500	Advanced:	\$1,200
	Masters Degree:	\$1,860	Master:	\$1,800
Dallas	Max w/out Bachelors:	\$2,880	Basic:	\$0
	Bachelors Degree:	\$3,600	Intermediate:	\$600
			Advanced:	\$4,800
			Master:	\$7,200
El Paso	Associates Degree:	\$900	Basic:	\$0
	Bachelors Degree:	\$2,100	Intermediate:	\$900
	Masters Degree:	\$2,400	Advanced:	\$1,260
			Master:	\$0
Fort Worth	60 College Credit hours:	\$720	Basic:	\$0
	Associates Degree:	\$2,160	Intermediate:	\$360
	Bachelors Degree:	\$2,880	Advanced:	\$720
	Masters Degree:	\$3,600	Master:	\$2,880
Houston	Bachelors Degree:	\$3,640	Level One (1-5 YOS)	\$1,400
	Masters Degree:	\$6,240	Level Two (6-11 YOS)	\$3,361
	Doctorate:	\$8,840	Level Three (12+ YOS)	\$8,282
San Antonio	65 to 230+ Credit Hours:	\$720- \$2,880	Basic:	\$600
	Associates Degree:	\$2,580	Intermediate:	\$1,920
	Bachelors Degree:	\$3,780	Advanced:	\$2,400
	Masters Degree:	\$4,020	Master:	\$2,880
	Doctorate or Equivalent:	\$4,200		

\* Corpus Christi: Education pay ranges for degree seeking employees based on number of completed credit hours

\*\* Houston: Certification Pay categorized as "levels" based on years of service and require a basic certification



## Bilingual Pay and Field Training Officer (FTO) Pay

- Austin's bilingual pay of \$2,100 per year is the highest in the comparison group
- Austin's field training officer (FTO) pay is in-line with the comparison group

	Bilingual Pay	Field Training Officer Pay
Austin	\$2,100 per year	\$2,100 per year
Arlington	\$600 per year	5% of base salary
Corpus Christi	-	\$3,600 per year
Dallas	\$1,320-\$1,800 per year depending on proficiency	\$1,200 per year
El Paso	-	Officers: 7% of base salary Sergeants: 3% of base salary
Fort Worth	\$1,500 per year	10% of base salary
Houston	\$1,800 per year	\$3,900 per year
San Antonio	\$600 per year	\$3,180 per year





# CPI and Compensation Trends



## Consumer Prices

*“Traditionally, the CPI was considered an upper bound on a cost-of-living index in that the CPI did not reflect the changes in buying or consumption patterns that consumers would make to adjust to relative price changes...The C-CPI-U was created to more closely approximate a cost-of-living index by reflecting substitution among item categories.”*

Source: Bureau of Labor Statistics, Frequently Asked Questions about the Chained Consumer Price Index for All Urban Costumers (C-CPI-U)

- The Bureau of Labor Statistics (BLS) publishes various Consumer Price Index (CPI) measures of “market basket” price changes as indicators of cost of living
- BLS cites the **Chained Consumer Price Index – Urban Wage Earners (C-CPI-U)** as its closest approximation for cost-of-living. This index is available on a national basis dating back to December 1999
- To provide insight into more localized changes, BLS also produces indices for local areas including the South Region\* of the United States, covering all urban consumers (CPI-U) and wage earners (CPI-W) on a bi-monthly since 1978. Historical National CPI data are also available for decades, including both the CPI-U and CPI-W
- Both regional area and national CPI series (non-Chained) are considered “upper bound” indicators, and less reflective of “true” cost-of-living than the C-CPI-U

\* South Region includes Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, **Texas**, Virginia, West Virginia



## Most Recent Police Association Contract Agreement

- The current Austin Police Association contract is effective from November 15, 2018 through September 30, 2022
- Across-the-board wage increases of over the course of the contract period total 7.2%, compounded, according to the following schedule:
  - Fiscal Year 2018-2019: 1.0%
  - Fiscal Year 2019-2020: 2.0%
  - Fiscal Year 2020-2021: 2.0%
  - Fiscal Year 2021-2022: 2.0%
- Additionally, Austin Police Association members receive step increases of at least 7.0% in years in which they are eligible

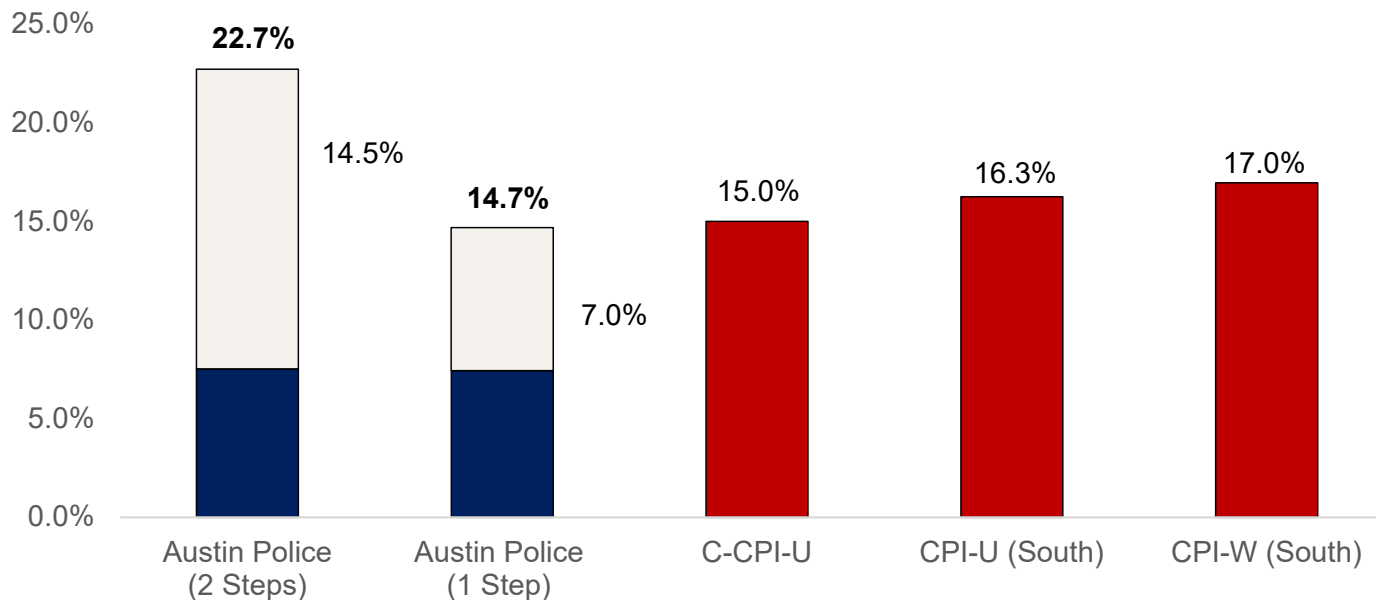


## Wage Increases vs. Consumer Prices

### Current Contract Period

- Since the onset of the current Police Association agreement, across-the-board wage increases (ATB's) have totaled 7.2% - trailing regional and national CPI growth
- Since the beginning of the current contract period, however, police officers below Year 16 on the police pay scale received one or two longevity steps of 7.0% or more. When accounting for step increases, Austin police officer wage growth tracks or exceeds CPI growth
- Additionally, sworn police personnel have received \$107 annual longevity increases, which are not reflected in the figure below

### Austin Police Wage Growth vs. CPI October 2018 – March 2022

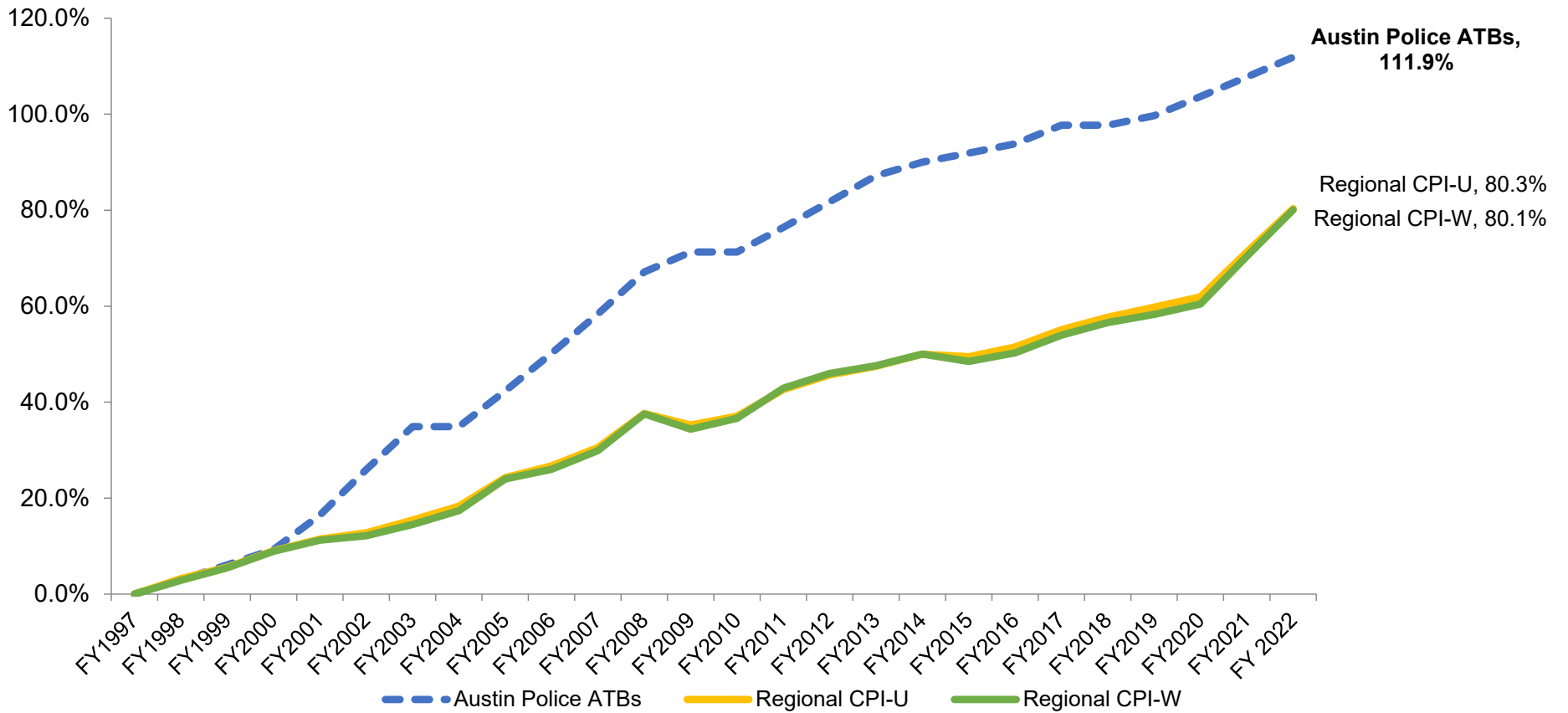




# Wage Increases v. Consumer Prices

## Twenty-Five Year Perspective

### Austin Police Across-the-Board Wage Increases vs. CPI 25-Year Perspective (Sept 1997 – March 2022)



Source: Bureau of Labor Statistics; City of Austin Human Resources  
Note: Wage growth reflects adjustments to top step only



# Texas Police Wage Trends

## Police Officer

	FY2019	FY2020	FY2021	FY2022	FY2023	FY 2024	FY 2025
Austin	1.0%	2.0%	2.0%	2.0%	TBD		
Arlington	4.6%	2.0%	0.0%	3.0%	TBD		
Corpus Christi	2.0%	1.0%	2.0%	2.0%	2.0%	TBD	
Dallas	5.0% through Step 9; 2.0% Steps 10 & 11	5.0% through Step 9; 2.0% Steps 10 & 11	0.0%	3.0% to 4.6%, depending on YOS	TBD		
El Paso	2.3%	1.5%	1.75%	1.75%	1.75%	TBD	
Fort Worth	3.1%	3.1%	4.0%	2.3%	2.0%	2.0%	TBD
Houston	3.48%	4.0%	3.0%	2.0%	4.0%	3.0%	3.5%
San Antonio	3.0%	3.0%	5.1% (2.0% + 3.0%)	3.5%	3.5%	4.0%	4.0%



## Texas Pension Reform Trends

- As with Austin, other large Texas cities have enacted pension reforms to address cost and funding pressures in recent years, both increasing employee contributions and restructuring benefits
  - Dallas** changes included: increased police and fire employee contributions (from 8.5% to 13.5%) for all actives, and new civilian and police/fire tiers that included higher City contributions, increased normal retirement age/service requirements, benefit multiplier reductions, and other plan design adjustments. The civilian changes applied to post-1/1/2017 hires, while police and fire changes impacted both post 3/1/2011 hires and benefits earned for future service after 9/1/2017 for members hired earlier
  - El Paso** adopted a series of increases to employee contributions over five years, from 13.89% (FY2018) to 18% (FY2023)
  - Houston** increased employee contributions for all members and added a new funding corridor provision for higher City contributions, while adopting benefit adjustments varying by plan (e.g., age and service eligibility, multiplier structure, exclusion of overtime from final compensation used to determine benefits). In some cases, changes applied to new hires only, while other adjustments applied to all members
  - Fort Worth** also increased employee and City contributions for all members and modified some plan provisions with varying impacts on new hires and active eligible employees
- Employee contribution changes are summarized on the following slide



# Employee Pension Contribution Increases

## Increases to Employee Pension Contributions Police Pension Systems

	2017	2018	2019	2020	2021	2022
<b>Dallas</b>	8.50% to 13.50%  (9/2017)					
<b>El Paso</b>		13.89% to 14.712%  (9/2018)	14.712% to 15.534%  (9/2019)	15.534% to 16.356%  (9/2020)	16.356% to 17.178%  (9/2021)	17.178% to 18.00%  (9/2022)
<b>Fort Worth</b>			8.73% to 10.53%  (7/2019)	10.53% to 12.53%  (1/2020)	12.53% to 13.13%  (1/2021)	

Note: Houston also increased employee contributions for all members, effective 7/1/2016, to 10.5% from prior rates of 9.0% to 10.25%, depending on date of hire





## Retirement Benefits

### *Most Recent Pension Tier, Where Applicable*

- Among jurisdictions in the comparison group that offer a traditional defined benefit pension plan to police officers, Austin has one of the highest pension multipliers as well as competitive employee contributions and other plan design features
- Corpus Christi and Arlington police officers participate in TMRS

	Employee Contribution	Normal Retirement Eligibility	Pension Formula	AFC Period
Austin	15.00%	25 YOS + Age 50	2.50% x AFC x YOS	60 months
Dallas	13.50%	20 YOS or Age 58 + 5 YOS	2.50% x AFC x YOS	60 months
El Paso	17.178% (FY 2022) 18.00% (FY 2023)	20 YOS + Age 45	2.50% x AFC x YOS	36 months
Fort Worth	12.05%	Rule of 80 or Age 65 + 5 YOS	2.50% x AFC x YOS	60 months
Houston	10.50%	Rule of 70	2.25% x AFC x YOS (1-20) + 2.0% x AFC x YOS (21+); Extra monthly benefit of \$150/month	36 months
San Antonio	12.32%	20 YOS	2.25% x AFC x YOS (1-20) + 5.0% x AFC x YOS (21-27) + 2.0% x AFC x YOS (28-29) + 0.5% x AFC x YOS (30+)	36 months

\* AFC = Average Final Compensation



# Appendix – Supplementary Housing Market Data



## Overview

- PFM uses median home value from the U.S. Census Bureau – frequently the American Community Survey (ACS) – when comparing home values across jurisdictions to provide context for evaluating differences in compensation. The federal data generated in these surveys are available for multiple geographic delineations using a consistent methodology
- The release of city and county level U.S. Census Bureau median home value data, however, lags current market dynamics. As of January 2022, the most recent median home value data released by the U.S. Census Bureau are as of 2019. Due to volatility in the housing market, 2019 data may not reflect the most current conditions in the value or price of housing in different geographic markets
- As a result, PFM has compiled additional figures from multiple sources with the goal of providing supplemental perspectives and context on the current housing market. These sources offer additional context as they do not have the lag of Census data; however, the sources are not as authoritative or reliable for primary comparisons
  - Home value estimates provided by entities other than the federal government, such as Zillow, are not as transparent in methodology
  - Median home sale and list price figures, typically drawn from Multiple Listing Service databases, may not correlate fully with underlying value, as homes being sold during specific periods may not be reflective of an area's housing market as a whole
- While the figures from each of these sources vary considerably in absolute terms, given differences in timing and methodology, they generally reflect similar housing cost rankings and relationships across cities and regions to those identified through review of Census data



## Additional Housing Market Measures

- In addition to the ACS, the slides that follow present supplemental, secondary housing value, housing price, and housing list price data from the sources listed below
  - **Zillow Home Value Index (12/31/2021):** Based on Zillow’s proprietary “Zestimate” metric, which is generated through an ensemble of machine learning models and incorporates data from a variety of sources including public data, user-generated data and real estate data from direct feeds or multiple listing services. The Zillow Home Value Index represents a smoothed, seasonally adjusted measure of the typical home value and market changes across a given region and housing type. It is intended to reflect the typical value for homes in the 35th to 65th percentile range
  - **Texas A&M University, Texas Real Estate Research Center (2021 Median Sale Price):** Based on listing data from more than 50 MLS (Multiple Listing Service) systems in Texas
  - **Moody’s Analytics – Median Estimated Existing Single Family Home Price (2021, Q4):** Moody’s develops its dataset primarily based on Realtor Association home price data, using Census and Federal Housing Finance Agency data as supplemental inputs for certain regions
  - **Federal Reserve Economic Data (FRED) from the St. Louis Federal Reserve Board, Accessed through Realtor.com – Median Listing Price (Dec 2021):** Data extracted MLS databases from geographies in Texas



## Median Home Values and Median Sale Price Comparison Group

	<i>Census ACS</i>	<i>Zillow</i>	<i>Texas A&amp;M University</i>
<b>Comp Group</b>	<b>Median Home Value (2019)</b>	<b>Zillow Home Value Index (12/31/2021)*</b>	<b>2021 Median Sale Price</b>
<b>Austin, TX</b>	<b>\$378,300</b>	<b>\$625,905</b>	<b>\$538,000</b>
Dallas, TX	\$231,400	\$293,549	\$375,000
Arlington, TX	\$213,800	\$294,840	\$285,000
Fort Worth, TX	\$209,400	\$286,673	\$297,000
Houston, TX	\$195,800	\$243,875	N/A**
San Antonio, TX	\$171,100	\$248,346	\$250,000
Corpus Christi, TX	\$157,100	\$202,239	\$240,000
El Paso, TX	\$133,600	\$179,833	\$197,000
<b>Median Excluding Austin</b>	<b>\$195,800</b>	<b>\$248,346</b>	<b>\$267,500</b>
<b>Austin Rank</b>	<b>1 of 8</b>	<b>1 of 8</b>	<b>1 of 7</b>

\*Zillow Home Value Index to be interpreted as “typical home value for the region” and not “median home value”

\*\*Houston excluded due to geography being divided into over 40 local area markets in dataset

Source: ACS 2019 1-Year Estimates (Bastrop County, Hays County, Travis County, and Williamson County); ACS 5-Year Estimates (Caldwell County); Zillow Research; Texas Real Estate Research Center at Texas A&M University;



## Median Sale Price and Median Listing Price

### Comparison Group – Metropolitan Statistical Areas or Divisions

	<i>Moody's Analytics</i>	<i>Realtor.com via FRED</i>
<b>Metropolitan Statistical Area or Division</b>	<b>Existing Single-Family Home Price: Median (2021Q4)</b>	<b>Median Listing Price (December 2021)</b>
<b>Austin-Round Rock, TX (CBSA)</b>	<b>\$517,471</b>	<b>\$543,573</b>
Dallas-Fort Worth-Arlington, TX (CBSA)	\$355,221	\$399,950
Corpus Christi, TX (CBSA)	\$255,305	\$327,000
El Paso, TX (CBSA)	\$212,670	\$257,475
Houston-The Woodlands-Sugar Land, TX (CBSA)	\$316,849	\$359,995
San Antonio-New Braunfels, TX (CBSA)	\$305,431	\$349,990
<b>Median Excluding Austin</b>	<b>\$305,431</b>	<b>\$349,990</b>
<b>Austin Rank</b>	<b>1 of 6</b>	<b>1 of 6</b>

Source: Moody's Analytics Baseline Forecast and National Association of Realtors (NAR) Real Estate Outlook; Realtor.com, Market Hotness: Median Listing Price retrieved from FRED, Federal Reserve Bank of St. Louis



## Median Home Values and Median Sale Price Austin-Round Rock MSA

	<i>Census ACS</i>		<i>Zillow</i>		<i>Texas A&amp;M University</i>	
<b>Austin-Round Rock MSA</b>	<b>Median Home Value (2019)</b>	<b>Variance from City of Austin</b>	<b>Zillow Home Value Index (12/31/2021)</b>	<b>Variance from City of Austin</b>	<b>2021 Median Price</b>	<b>Variance from City of Austin</b>
<i>City of Austin</i>	<b>\$378,300</b>	-	<b>\$625,905</b>	-	<b>\$538,000</b>	-
Travis County	\$362,300	-4.2%	\$602,231	-3.8%	\$520,000	-3.3%
Williamson County	\$300,200	-20.6%	\$506,011	-19.2%	\$425,680	-20.9%
Hays County	\$268,500	-29.0%	\$453,059	-27.6%	\$370,000	-31.2%
Bastrop County	\$186,700	-50.6%	\$380,613	-39.2%	<i>Unavailable</i>	<i>N/A</i>
Caldwell County	\$144,800	-61.7%	\$226,620	-63.8%	\$268,400	-50.1%

\*Zillow Home Value Index to be interpreted as “typical home value for the region” and not “median home value”

Source: ACS 2019 1-Year Estimates (Bastrop County, Hays County, Travis County, and Williamson County); ACS 5-Year Estimates (Caldwell County); Zillow Research; Texas Real Estate Research Center at Texas A&M University;