



**Career State Law Enforcement.** Below are two law enforcement officers, one for the State of Texas and one for the City of Austin. In comparing their years of experience, education, and service, the disparity is clear. While both are equally qualified, the standards, requirements, and subsequent pay and benefits, are clearly not equal.



**Dave-21 Years Old  
Career APD**

APD Trainee (8-months)-**\$50,000**  
APD Graduation (probationary)-**\$60,453**  
APD 1-year officer-**\$67,839**  
APD 2-year officer-**\$74,876**  
APD 6-year officer-**\$80,115**  
APD 10-year officer-**\$85,724**  
APD 14-year officer-**\$91,726**  
APD 16-year officer-**\$98,147**



**Joe-21 Years Old  
Career DPS**

DPS Trainee (6-months)-**\$40,350**  
Graduation (probationary)-**\$44,082**  
Trooper 1-**\$53,242**  
Trooper 2- (4 years)-**\$64,919**  
Trooper 3- (8 years)-**\$69,541**  
Trooper 4- (12 years)-**\$72,613**  
Trooper 5- (16 years)-**\$75,968**  
Sr. Trooper (20 years)-**\$79,323**

**Dave's Retirement options through  
APD:**

- Minimum age requirement: 44 years  
> 21 years of age+23 years of service
- 23 years=73.6%,
- 25 years=80%,
- 30 years=96%,
- Multiplier=3.2%

**Joe's Retirement Options Through  
DPS:**

- Minimum age requirement: 57 years
- "Rule of 80"
- Multiplier=2.8%

**Stipends:**

- **APD:** Maximum **\$1,291.16/month**

**Stipends:**

- **DPS:** Maximum **\$200/month**

**Longevity/Hazardous Duty Pay:**

- **APD:** **\$107.00** per month per year of service

**Longevity/Hazardous Duty Pay:**

- **DPS:** **\$10.00** per month per year of service

**After 23 Years of Service with  
Maximum Stipends:**

- **Dave**, receiving a **\$143,172** annual salary through APD, can retire at **44 years of age**.

**After 23 Years of Service with  
Maximum Stipends:**

- **Joe**, receiving a **\$84,483** annual salary through DPS, cannot retire until he is **57 years of age**.

**Who made the right career choice?**