NOW HIRING

TCOLE Certified Peace Officers

CITY OF HUTTO

$72k to $109k

Starting Salary*

Ranked one of the safest cities in Texas.

Additional Pay

15% differential pay for night shift**
1:1 step pay experience credit, up to step seven**
Certification pay up to $260/month **and**
Education pay up to $175/month

Highlights

Top-of-the-line equipment and technology
Beards and tattoos allowed
No written test for most lateral officers**

Benefits

Retirement
2:1 City match with TMRS

Take-home Patrol Car
For officers living within 20 miles

Annual Leave Accruals
14 paid holidays, 120 hrs vacation, 104 hrs sick leave

Multiple Positions Available
A wide variety of units and assignments available*

ACCREDITED TEXAS LAW ENFORCEMENT ACCREDITATION PROGRAM — Texas Police Chiefs Association FOUNDATION — Law Enforcement Agency

To learn more or apply, visit:
huttotx.info/joinpd
pdrecruiting@huttotx.gov

**conditions apply*
**includes all possible incentive pay available to a new officer*

Hutto Police Department

Benefits 2026 – 2027

Effective 10/1/2026

Take Home Vehicle

After successfully completing the Field Training Officer program, an Officer is assigned a fully equipped police vehicle. All officers living within 30 miles of Hutto, Texas are authorized to take their police vehicle to their place of residence. (Subject to budget considerations and Chief of Police approval)

Equipment/Uniform

Regulation service weapon, duty gear, and all other necessary equipment are included. Uniforms and dry-cleaning services are provided by the department. Officers assigned to Criminal Investigations Unit receive a clothing allowance of $600.00 pre-tax annually.

Uniform and Equipment portal

Each officer receives a $800 per fiscal year to spend in a uniform and equipment portal.

Police Officer Certification Pay

Police officers will receive TCOLE certification pay at the following rates:

- **Intermediate Peace Officer Certification: $50 per month. ($600.00 annually)**
- **Advanced Peace Officer Certification: $100 per month. ($1,200.00 annually)**
- **Master Peace Officer Certification: $150 per month. ($1,800.00 annually)**

Police Officer Education Pay

Police officers will receive education pay at the following rates:

- **Associate Degree: $75 per month ($900.00 annually)**
- **Bachelor's Degree: $125 per month ($1,500.00 annually)**
- **Master's Degree: $175 per month ($2,100.00 annually)**

100 Club of Central Texas

Upon completion of the second year of commissioned employment, a paid Lifetime Membership to the 100 Club of Central Texas will be provided. This membership includes the Benefits for First Responders.

Holidays

The City observes thirteen (13) paid holidays per year. Police officers have the ability to be paid or bank their holiday leave to use on a later date.

Sick Leave

Full-time employees accrue sick time at a rate of 104 hours per year (4.0 hours per pay period) with no maximum accr

Longevity Pay

The City provides regular full-time employees longevity pay. Longevity pay begins after a regular, full-time employee has completed one year of service. Longevity will be computed by multiplying the number of months of service completed on December 31st of each year, times the monthly longevity rate accrued. The monthly longevity rate is determined by the schedule below:

Years of Service	Rate per Month
0-4	$5
5-9	$7
10+	$9

Benefits 2026 – 2027

Full Department wellness facility

Available on duty work outs.

Department Paid Jiu Jitsu

Department paid membership with Gracie Jiu Jitsu North Austin for off duty.

Vacation Leave

Full-time employees accrue vacation leave at the following rates:

- 0–5-year employees: 15 days 120 hours.
- 6–10-year employees: 20 days or 160 hours.
- 11 + year employees: 25 days or 200 hours.

Maximum accrual rates for vacation leave at the end of the calendar year is three times the employees maximum annual accrual hours.

Specialty Incentive Pay

Police Officers are eligible to receive the following additional incentive pay:

Tier 1 incentives (Qualified and accepted officers may only receive 1 (one) Tier 1 stipend)

- Field Training Officer: $130 per pay period/bi-weekly.
- Canine Team $130 per pay period/bi-weekly.
- Hutto Response Team: $130 per pay period/bi-weekly.

Tier 2 Incentives (Qualified and accepted officers may receive multiple Tier 2 stipends in addition to any Tier 1 stipend)

- Accident Reconstruction: $50 per month ($600.00 annually)
- EMT / Paramedic: $50 per month ($600.00 annually)
- Firearms Instructor: $50 per month ($600.00 Annually)
- Back Up Crime Scene Officer: $50 per month ($600.00 Annually)
- Concept 2 Row Instructor: $50 per month. ($600.00 annually).
- Bilingual: Must pass an oral examination. $50 per month ($600 annually) for Level 1 and $75 per month ($900 annually) for Level 2.

Benefits Provided by the City

City of Hutto offers medical insurance coverage for all full-time employees and their dependents.

There are three medical plan options provided by Evry Health:

- EPO High-Deductible Health Plan (HDHP) with a Health Savings Account (HSA)
- Preferred Provider Organization (PPO)
- Exclusive Provider Organization (EPO)
- Two dental plans offered through BlueCross Blue Shield of Texas.
- Long Term Disability: 60% of your covered earnings to a minimum of $100 per month or a maximum of $6500 per month paid by the city.
- $50,000 Basic Life Insurance policy paid by the city.
- $50,000 Accidental Death & Dismemberment policy paid by the city.
- Employee Assistance Program paid by the city.
- Vision plan paid by the city through BlueCross Blue Shield of Texas.

Benefits 2026 – 2027

Voluntary Benefits Offered by the City

+ Voluntary life insurance for:
  - Employee
  - Spouse
  - Children

+ Critical Illness Insurance
+ Accident Protection
+ Cancer Protection
+ Hospital Protection
+ ID Watchdog Identity Theft Protection
+ MetLaw Legal Service
+ Pet Insurance through Nationwide

Retirement Plan

The City participates in the Texas Municipal Retirement System (TMRS). Participation is mandatory for employees working 1,000 or more hours per year. 7% of your gross pay will be deducted from each paycheck and deposited into your member/retirement account. The City will match your contribution 2:1 and vesting is at the completion of 5 years of service. You will be eligible for retirement benefits at any age after 20 years of service or at age 60 with 5 years of service, whichever comes first. To receive the City's contribution, you must be eligible for retirement.

The City also offers a voluntary 457 (Deferred Compensation) retirement plan which allows you to invest in your retirement and is a great way to supplement your TMRS retirement benefits. Taxes on your contributions are deferred until your assets are withdrawn. Employees may make tax-deferred contributions to a 457 account, based on the following contribution limits:

- Under 50 years of age: $23,500 tax year 2026; $24,500 tax year 2027
- Over 50 years of age: $32,500 tax year 2026; $32,500 tax year 2027

The City also offers a voluntary Roth IRA plan which allows you to invest taxed dollars into an accessible account that can be used for major purchases such as college for kids. Your contributions can be pulled at any time with no penalty because the tax has already been paid. Interest and earnings can be withdrawn at retirement.

City of Hutto 2026 – 2027 Benefits Guide

Education Program Reimbursement

It is a policy of the City to encourage employee development through formal education in order for an employee to maintain and improve job-related skills or prepare for advancement within the City. Therefore, the City shall reimburse the cost of tuition, mandatory fees and required books for courses which an employee takes through a school or institution that is approved by the Texas Education Agency (TEA) or other nationally recognized board of accreditation, and as provided in this policy.

+ This policy applies to regular, full-time employee with at least twelve consecutive months of service with the City.
+ The maximum benefit for reimbursement per applicant shall be equal to the cost of tuition, mandatory fees and required books not to exceed the amount set forth by City Council each fiscal year (10/1-9/30).
+ Upon completion of a course in which an employee receives reimbursement, an employee must provide at a minimum, one year of service to the City. If an employee discontinues employment for any reason prior to providing one year of service, the employee is required to reimburse the City for those funds.