

UTPPA 2025-2027 Wage Scale

First Shift									
Position	Range	Step	Description	Base Hourly 2025	Annual 2025	Base Hourly 2026	Annual 2026	Base Hourly 2027	Annual 2027
Patrol w/o academy	1	1	Start Rate	\$28.57	\$59,428.47	\$29.14	\$60,617.04	\$29.73	\$61,829.38
Patrol w/ academy	2	1	Start Pay	\$30.54	\$63,523.16	\$31.15	\$64,793.62	\$31.77	\$66,089.49
		2	After 2 yrs. UT Service	\$32.01	\$66,578.26	\$32.65	\$67,909.83	\$33.30	\$69,268.02
		3	After 3 yrs. UT Service	\$33.57	\$69,824.31	\$34.24	\$71,220.80	\$34.93	\$72,645.21
		4	After 6 yrs. UT Service	\$35.80	\$74,470.61	\$36.52	\$75,960.03	\$37.25	\$77,479.23
Sergeant	3	1	Rate	\$41.13	\$85,545.36	\$41.95	\$87,256.27	\$42.79	\$89,001.40
Sr. Patrol Officer	4	1	After 4 yrs. UT Service	\$38.01	\$79,053.27	\$38.77	\$80,634.33	\$39.54	\$82,247.02
		2	After 6 yrs. UT Service	\$38.95	\$81,026.36	\$39.73	\$82,646.88	\$40.53	\$84,299.82

Second Shift									
Position	Range	Step	Description	Base Hourly 2025	Annual 2025	Base Hourly 2026	Annual 2026	Base Hourly 2027	Annual 2027
Patrol w/o academy	1	1	Start Rate	\$29.07	\$60,468.47	\$29.64	\$61,657.04	\$30.23	\$62,869.38
Patrol w/ academy	2	1	Start Pay	\$31.04	\$64,563.16	\$31.65	\$65,833.62	\$32.27	\$67,129.49
		2	After 2 yrs. UT Service	\$32.51	\$67,618.26	\$33.15	\$68,949.83	\$33.80	\$70,308.02
		3	After 3 yrs. UT Service	\$34.07	\$70,864.31	\$34.74	\$72,260.80	\$35.43	\$73,685.21
		4	After 6 yrs. UT Service	\$36.30	\$75,510.61	\$37.02	\$77,000.03	\$37.75	\$78,519.23
Sergeant	3	1	Rate	\$41.63	\$86,585.36	\$42.45	\$88,296.27	\$43.29	\$90,041.40
Sr. Patrol Officer	4	1	After 4 yrs. UT Service	\$38.51	\$80,093.27	\$39.27	\$81,674.33	\$40.04	\$83,287.02
		2	After 6 yrs. UT Service	\$39.45	\$82,066.36	\$40.23	\$83,686.88	\$41.03	\$85,339.82

Third Shift									
Position	Range	Step	Description	Base Hourly 2025	Annual 2025	Base Hourly 2026	Annual 2026	Base Hourly 2027	Annual 2027
Patrol w/o academy	1	1	Start Rate	\$28.92	\$60,156.47	\$29.49	\$61,345.04	\$32.12	\$62,557.38
Patrol w/ academy	2	1	Start Pay	\$30.89	\$64,251.16	\$31.50	\$65,521.62	\$32.12	\$66,817.49
		2	After 2 yrs. UT Service	\$32.36	\$67,306.26	\$33.00	\$68,637.87	\$33.65	\$69,996.02
		3	After 3 yrs. UT Service	\$33.92	\$70,552.31	\$34.59	\$71,948.80	\$35.28	\$73,373.21
		4	After 6 yrs. UT Service	\$36.15	\$75,198.61	\$36.87	\$76,688.03	\$37.60	\$78,207.23
Sergeant	3	1	Rate	\$41.48	\$86,273.36	\$42.30	\$87,984.27	\$43.14	\$89,729.40
Sr. Patrol Officer	4	1	After 4 yrs. UT Service	\$38.36	\$79,781.27	\$39.12	\$81,362.33	\$39.89	\$82,975.02
		2	After 6 yrs. UT Service	\$39.30	\$81,754.36	\$40.08	\$83,374.88	\$40.88	\$85,027.82