

Central Texas FY2027 Personnel / COLA Adjustments

Verified against current public records available as of September 18, 2026

Jurisdiction	Recent personnel adjustment	FY/status	Notes
Austin	3% civilian base wage increase (~\$35M); APD 5%; EMS 3% per meet-and-confer	FY27 adopted (Aug. 12, 2026)	Corrected from 0%. The 0% figure came from an earlier long-range forecast; the adopted FY27 budget incorporates the City Manager proposal. Adopted property-tax rate: \$0.579948/\$100.
Bastrop (City)	2.5% employee COLA (reported; final FY27 personnel schedule not independently confirmed)	FY27 first reading / budget cycle	The 2.5% figure was supplied as a FY27 employee COLA.
Bee Cave	1% COLA and 3% merit salary adjustment.	FY27 proposed September 22nd	1% COLA and 3% merit salary adjustment, changes to health insurance coverage and 1 new full-time position.
Boerne	3% COLA + performance merit	FY27 adopted Sept. 8, 2026	Upgraded from proposed to adopted. The proposed budget was \$163.9M and included a 3% COLA plus performance merit; local reporting confirms Council formally adopted the FY27 budget on Sept. 8. The city also budgeted for a projected 9.2% health-insurance cost increase.
Buda	Police salary/stipend adjustments; no published general COLA located	FY27 adopted Sept. 2026	The FY27 city budget is \$57.3M with a \$0.3895 tax rate. Reporting on the adopted budget described police compensation adjustments.
Burnet	3% COLA + increased longevity pay	FY27 proposed	City Manager's Aug. 28 update says the proposed FY26-27 budget includes a 3% COLA, increased longevity pay, and additional Fire/EMS staffing.
Caldwell County	3% COLA — elected officials only	FY27 proposed / approved for officials	The county's July 23 recap says elected officials' FY27 salaries were approved with a 3% COLA while the overall FY27 county budget remained proposed pending formal adoption.
Cedar Park	0% COLA; 3% merit (peer-survey figure; not independently confirmed)	FY27 adopted Sept. 10, 2026	City confirms FY27 adoption on Sept. 10, but says final adopted documents will be posted as they become available.
Comal County	4% COLA — all employees, elected officials and law enforcement (proposal)	FY27 proposed; adoption unconfirmed	The Aug. 6 FY27 presentation was reported as a \$213.16M proposed budget with a 4% COLA costing about \$3.5M and 32 new positions.
Hays County	3% COLA or full market alignment for employees not receiving a market adjustment	FY27 proposed; effective Jan. 1, 2027	The Aug. 11 workshop reported 691 civilian FTEs (84.7%) below market. The "3% COLA" was one option; the broader recommendation discussed full or phased market alignment.

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Kyle	2% COLA (peer-survey figure)	FY27 proposed	The 2% figure comes only from San Marcos' June 25, 2026 FY27 peer-city compensation survey. A primary-source FY27 Kyle compensation schedule confirming that the 2% survived the final budget process was not located.
Leander	4% merit pool (general government; police/fire on step plans)	FY26 adopted	The FY26 adopted budget explicitly funds a 4% merit pool for general-government employees not in step plans; police/fire received step/market-plan adjustments
New Braunfels	2.5% COLA non-uniform; 2.5% + applicable steps uniform, effective Oct. 1	FY27 adopted Sept. 14, 2026	Status corrected from "first reading." The city's official finance page states the FY27 budget was approved Sept. 14. The revised budget order retained 2.5% for non-uniform employees and 2.5% plus applicable step increases for uniform employees.
Pflugerville	3% COLA (peer-survey figure)	FY27 proposed	The 3% figure comes only from San Marcos' June 25, 2026 FY27 peer-city compensation survey.
Round Rock	~\$6M base-salary increase citywide; ~\$3.9M to police/fire. Fire FY27 scale reflects 5% base-wage increase.	FY27 adopted Sept. 10, 2026	The city adopted the FY27 budget on Sept. 10. The July 7 briefing identified ~\$6M in base-salary increases, with ~\$3.9M for police/fire; the meet-and-confer agreement shows a 5% FY27 firefighter base-wage increase.
San Marcos	3% non-civil service / 5% Police / 4.5% Fire	FY27 proposed	The figures are from the city's June 25, 2026 peer/compensation material.
Travis County	3% across-the-board proposed for FY27 (classified employees); ~\$13.4M cited in budget materials	FY27 budget process; final compensation outcome not confirmed in accessible adopted record	The adopted FY26 budget had a 3% ATB classified adjustment plus a 1.5% pay-scale increase and 3% POPS market/step adjustments.
Williamson County	2% COLA + 3% merit	FY27 adopted Sept. 1, 2026	The 2% COLA + 3% merit language applies to employees in the Road & Bridge Fund; law enforcement receives step increases. The countywide budget is \$712,942,615 and the adopted tax rate is \$0.421547.
Wimberley	5% salary increase (staff initially built 3%)	FY27 proposed; adoption not confirmed here	At the Aug. 6 workshop, Council directed staff to include a 5% salary increase in the proposed FY26-27 budget.
Average	Approximately 3.0%		

Source Links

Jurisdiction	Relevant links
Austin	Adopted FY27 budget Tax rate
Bastrop (City)	City of Bastrop budget page / documents
Boerne	FY27 proposed budget details Adoption report
Bee Cave	FY27 proposed Staff Report
Buda	FY27 budget report (KXAN republished) City of Buda
Burnet	City Manager Aug. 28 update
Caldwell County	Caldwell County budget
Cedar Park	Cedar Park FY27 budget page
Comal County	FY27 4% proposal reporting Comal County official website
Hays County	Hays County budget workshop reporting

Jurisdiction	Relevant links
Kyle	City of Kyle budget
Leander	FY26 adopted budget FY27 proposed budget page
New Braunfels	Official FY27 approved budget page Detailed compensation report
Pflugerville	Pflugerville annual financial documents
Round Rock	FY27 adopted budget ordinance FY27 budget resources
San Marcos	San Marcos FY27 budget/peer compensation agenda packet San Marcos FY26 peer-compensation comparison for context
Travis County	FY27 budget development page FY26 adopted compensation record
Williamson County	Adopted FY27 budget release FY27 budget/tax-rate page
Wimberley	Aug. 6 salary-increase report City meeting calendar / portal reference