



ANSWER THE CALL

SAN MARCOS POLICE DEPARTMENT

City of San Marcos 2023 - 2025 Police Officer Pay Schedule

| Year 1 | Effective 6/08/2023 | | | | |
|---------|---------------------|-------------|-------------|--------------|--------------|
| Step | Cadet | Officer | Corporal | Sergeant | Commander |
| | (Cadet) | (PG 19) | (PG 20) | (PG 21) | (PG 22) |
| Step 0 | \$55,995.26 | \$63,694.92 | | | |
| Step 1 | | \$66,879.67 | | | |
| Step 2 | | \$70,223.65 | \$73,734.84 | | |
| Step 3 | | \$72,330.36 | \$75,946.88 | | |
| Step 4 | | \$74,500.27 | \$78,225.28 | \$85,265.56 | |
| Step 5 | | \$76,735.28 | \$80,572.04 | \$87,823.53 | |
| Step 6 | | \$78,653.66 | \$82,586.35 | \$90,021.74 | \$107,125.87 |
| Step 7 | | \$80,620.01 | \$84,651.01 | \$92,272.29 | \$109,804.02 |
| Step 8 | | \$82,635.50 | \$86,767.29 | \$94,579.10 | \$112,549.12 |
| Step 9 | | \$83,461.86 | \$87,634.95 | \$95,524.88 | \$115,925.60 |
| Step 10 | | \$84,296.48 | \$88,511.30 | \$96,480.13 | \$118,823.73 |
| Step 11 | | \$85,139.45 | \$89,396.42 | \$97,444.94 | \$121,794.33 |
| Step 12 | | \$85,990.84 | \$90,290.38 | \$98,419.39 | \$124,839.18 |
| Step 13 | | \$86,850.75 | \$91,193.29 | \$99,403.58 | \$126,087.58 |
| Step 14 | | \$87,719.26 | \$92,105.22 | \$100,397.62 | \$127,348.45 |
| Step 15 | | \$88,596.45 | \$93,026.27 | \$101,401.59 | \$128,621.94 |

2023-2025 Meet and Confer Agreement

Between the San Marcos Police Officers' Association and the City of San Marcos, Texas

Guidelines:

- a. The lateral entry program is for pay purposes only and actual work experience in another law enforcement agency will not be considered for promotional eligibility requirements.
- b. The Chief of Police shall determine eligibility for lateral entry of police applicants. Eligible applicants may be placed up to Step 9 of the pay schedule. Officers placed through this lateral entry program will progress through the remaining steps as he/she completes years of service.
- c. Longevity pay will be calculated in the same manner as all Police Officers. No credit will be given to completed years of service in other law enforcement agencies.
- d. Entry-level police officers placed up to Step 9 of the pay schedule must also complete a new hire probationary period.
- e. The Chief of Police's determination of whether an applicant meets the criteria of the lateral entry program and placement in the pay structure shall be final non-appealable to the Civil Service Commission arbitrator or to any court.



ANSWER THE CALL

SAN MARCOS POLICE DEPARTMENT

| Year 2 Effective 10/1/2024 | | | | | |
|----------------------------|-------------|-------------|-------------|--------------|--------------|
| Step | Cadet | Officer | Corporal | Sergeant | Commander |
| | (Cadet) | (PG 19) | (PG 20) | (PG 21) | (PG 22) |
| Step 0 | \$58,795.02 | \$66,879.67 | | | |
| Step 1 | | \$70,223.65 | | | |
| Step 2 | | \$73,734.84 | \$77,421.58 | | |
| Step 3 | | \$75,946.88 | \$79,744.23 | | |
| Step 4 | | \$78,225.29 | \$82,136.55 | \$89,528.84 | |
| Step 5 | | \$80,572.05 | \$84,600.65 | \$92,214.70 | |
| Step 6 | | \$82,586.35 | \$86,715.67 | \$94,522.83 | \$112,482.16 |
| Step 7 | | \$84,651.01 | \$88,883.56 | \$96,885.90 | \$115,294.22 |
| Step 8 | | \$86,767.28 | \$91,105.65 | \$99,308.05 | \$118,176.58 |
| Step 9 | | \$87,634.96 | \$92,016.70 | \$100,301.13 | \$121,721.88 |
| Step 10 | | \$88,511.30 | \$92,936.87 | \$101,304.14 | \$124,764.92 |
| Step 11 | | \$89,396.42 | \$93,866.24 | \$102,317.18 | \$127,884.05 |
| Step 12 | | \$90,290.38 | \$94,804.90 | \$103,340.36 | \$131,081.14 |
| Step 13 | | \$91,193.29 | \$95,752.95 | \$104,373.76 | \$132,391.96 |
| Step 14 | | \$92,105.22 | \$96,710.48 | \$105,417.50 | \$133,715.87 |
| Step 15 | | \$93,026.27 | \$97,677.59 | \$106,471.67 | \$135,053.04 |

| Year 3 Effective 10/1/2025 | | | | | |
|----------------------------|-------------|-------------|--------------|--------------|--------------|
| Step | Cadet | Officer | Corporal | Sergeant | Commander |
| | (Cadet) | (PG 19) | (PG 20) | (PG 21) | (PG 22) |
| Step 0 | \$61,734.78 | \$70,223.65 | | | |
| Step 1 | | \$73,734.83 | | | |
| Step 2 | | \$77,421.58 | \$81,292.66 | | |
| Step 3 | | \$79,744.23 | \$83,731.44 | | |
| Step 4 | | \$82,136.55 | \$86,243.38 | \$94,005.28 | |
| Step 5 | | \$84,600.65 | \$88,830.68 | \$96,825.44 | |
| Step 6 | | \$86,715.66 | \$91,051.45 | \$99,248.97 | \$118,106.27 |
| Step 7 | | \$88,883.56 | \$93,327.74 | \$101,730.20 | \$121,058.94 |
| Step 8 | | \$91,105.64 | \$95,660.93 | \$104,273.45 | \$124,085.41 |
| Step 9 | | \$92,016.71 | \$96,617.54 | \$105,316.18 | \$127,807.97 |
| Step 10 | | \$92,936.87 | \$97,583.71 | \$106,369.35 | \$131,003.17 |
| Step 11 | | \$93,866.24 | \$98,559.56 | \$107,433.04 | \$134,278.25 |
| Step 12 | | \$94,804.90 | \$99,545.15 | \$108,507.37 | \$137,635.20 |
| Step 13 | | \$95,752.95 | \$100,540.60 | \$109,592.45 | \$139,011.56 |
| Step 14 | | \$96,710.48 | \$101,546.01 | \$110,688.37 | \$140,401.67 |
| Step 15 | | \$97,677.58 | \$102,561.47 | \$111,795.25 | \$141,805.69 |

For more information SMPDJOB.COM