



# ANSWER THE CALL

## SAN MARCOS POLICE DEPARTMENT

### City of San Marcos 2022 - 2025 Police Officer Pay Schedule

YEAR 1		OFFICER		CORPORAL		SERGEANT		COMMANDER	
CLASS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	
CADET	\$25.64	\$53,329							
BASE	\$29.16	\$60,662							
STEP 1	\$30.62	\$63,695							
STEP 2	\$32.15	\$66,880							
STEP 3	\$33.12	\$68,886							
STEP 4	\$34.11	\$70,953	\$35.82	\$74,500					
STEP 5	\$35.14	\$73,081	\$36.89	\$76,735					
STEP 6	\$36.01	\$74,908	\$37.81	\$78,654	\$41.22	\$85,735			
STEP 7	\$36.91	\$76,781	\$38.76	\$80,620	\$42.25	\$87,878			
STEP 8	\$37.84	\$78,700	\$39.73	\$82,636	\$43.31	\$90,075	\$51.53	\$107,190	
STEP 9	\$38.22	\$79,487	\$40.13	\$83,462	\$43.74	\$90,976	\$53.08	\$110,405	
STEP 10	\$38.60	\$80,282	\$40.53	\$84,296	\$44.18	\$91,886	\$54.41	\$113,165	
STEP 11	\$38.98	\$81,085	\$40.93	\$85,139	\$44.62	\$92,805	\$55.77	\$115,995	
STEP 12	\$39.37	\$81,896	\$41.34	\$85,991	\$45.06	\$93,733	\$57.16	\$118,894	
STEP 13	\$39.77	\$82,715	\$41.76	\$86,851	\$45.51	\$94,670	\$57.73	\$120,083	
STEP 14	\$40.16	\$83,542	\$42.17	\$87,719	\$45.97	\$95,617	\$58.31	\$121,284	
STEP 15	\$40.57	\$84,378	\$42.59	\$88,596	\$46.43	\$96,573	\$58.89	\$122,497	

### 2022-2025 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 and non-appealable to the Civil Service Commission, arbitrator or to any court.

For more information [SMPDJOBS.COM](http://SMPDJOBS.COM)



# ANSWER THE CALL

## SAN MARCOS POLICE DEPARTMENT

### 2022-2025 Meet and Confer Agreement Between the San Marcos Police Officers' Association and the City of San Marcos, Texas

YEAR 2		OFFICER		CORPORAL		SERGEANT		COMMANDER	
CLASS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	
CADET	\$26.92	\$55,995							
BASE	\$30.62	\$63,695							
STEP 1	\$32.15	\$66,880							
STEP 2	\$33.76	\$70,224							
STEP 3	\$34.77	\$72,330							
STEP 4	\$35.82	\$74,500	\$37.61	\$78,225					
STEP 5	\$36.89	\$76,735	\$38.74	\$80,572					
STEP 6	\$37.81	\$78,654	\$39.70	\$82,586	\$43.28	\$90,022			
STEP 7	\$38.76	\$80,620	\$40.70	\$84,651	\$44.36	\$92,272			
STEP 8	\$39.73	\$82,636	\$41.72	\$86,767	\$45.47	\$94,579	\$54.11	\$112,549	
STEP 9	\$40.13	\$83,462	\$42.13	\$87,635	\$45.93	\$95,525	\$55.73	\$115,926	
STEP 10	\$40.53	\$84,296	\$42.55	\$88,511	\$46.38	\$96,480	\$57.13	\$118,824	
STEP 11	\$40.93	\$85,139	\$42.98	\$89,396	\$46.85	\$97,445	\$58.55	\$121,794	
STEP 12	\$41.34	\$85,991	\$43.41	\$90,290	\$47.32	\$98,419	\$60.02	\$124,839	
STEP 13	\$41.76	\$86,851	\$43.84	\$91,193	\$47.79	\$99,404	\$60.62	\$126,088	
STEP 14	\$42.17	\$87,719	\$44.28	\$92,105	\$48.27	\$100,398	\$61.23	\$127,348	
STEP 15	\$42.59	\$88,596	\$44.72	\$93,026	\$48.75	\$101,402	\$61.84	\$128,622	

YEAR 3		OFFICER		CORPORAL		SERGEANT		COMMANDER	
CLASS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	
CADET	\$28.00	\$58,235							
BASE	\$31.85	\$66,243							
STEP 1	\$33.44	\$69,555							
STEP 2	\$35.11	\$73,033							
STEP 3	\$36.17	\$75,224							
STEP 4	\$37.25	\$77,480	\$39.11	\$81,354					
STEP 5	\$38.37	\$79,805	\$40.29	\$83,795					
STEP 6	\$39.33	\$81,800	\$41.29	\$85,890	\$45.01	\$93,623			
STEP 7	\$40.31	\$83,845	\$42.33	\$88,037	\$46.14	\$95,963			
STEP 8	\$41.32	\$85,941	\$43.38	\$90,238	\$47.29	\$98,362	\$56.27	\$117,051	
STEP 9	\$41.73	\$86,800	\$43.82	\$91,140	\$47.76	\$99,346	\$57.96	\$120,563	
STEP 10	\$42.15	\$87,668	\$44.26	\$92,052	\$48.24	\$100,339	\$59.41	\$123,577	
STEP 11	\$42.57	\$88,545	\$44.70	\$92,972	\$48.72	\$101,343	\$60.90	\$126,666	
STEP 12	\$43.00	\$89,430	\$45.15	\$93,902	\$49.21	\$102,356	\$62.42	\$129,833	
STEP 13	\$43.43	\$90,325	\$45.60	\$94,841	\$49.70	\$103,380	\$63.04	\$131,131	
STEP 14	\$43.86	\$91,228	\$46.05	\$95,789	\$50.20	\$104,414	\$63.67	\$132,442	
STEP 15	\$44.30	\$92,140	\$46.51	\$96,747	\$50.70	\$105,458	\$64.31	\$133,767	

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