



# ANSWER THE CALL

## SAN MARCOS POLICE DEPARTMENT

### City of San Marcos 2019, 2020 and 2021 Police Officer Pay Schedule

YEAR 1		OFFICER		CORPORAL		SERGEANT		COMMANDER	
CLASS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	
CADET	\$24.16	\$50,253							
BASE	\$27.48	\$57,163							
STEP 1	\$28.86	\$60,021							
STEP 2	\$30.30	\$63,022							
STEP 3	\$31.21	\$64,913							
STEP 4	\$32.14	\$66,860	\$33.75	\$70,203					
STEP 5	\$33.11	\$68,866	\$34.76	\$72,309					
STEP 6	\$33.94	\$70,588	\$35.63	\$74,117	\$38.84	\$80,790			
STEP 7	\$34.78	\$72,352	\$36.52	\$75,970	\$39.81	\$82,810			
STEP 8	\$35.65	\$74,161	\$37.44	\$77,869	\$40.81	\$84,880	\$48.56	\$101,007	
STEP 9	\$36.01	\$74,903	\$37.81	\$78,648	\$41.22	\$85,729	\$50.02	\$104,037	
STEP 10	\$36.37	\$75,652	\$38.19	\$79,434	\$41.63	\$86,586	\$51.27	\$106,638	
STEP 11	\$36.73	\$76,408	\$38.57	\$80,229	\$42.04	\$87,452	\$52.55	\$109,304	
STEP 12	\$37.10	\$77,172	\$38.96	\$81,031	\$42.46	\$88,326	\$53.86	\$112,037	
STEP 13	\$37.47	\$77,944	\$39.35	\$81,841	\$42.89	\$89,210	\$54.40	\$113,157	
STEP 14	\$37.85	\$78,724	\$39.74	\$82,660	\$43.32	\$90,102	\$54.95	\$114,289	
STEP 15	\$38.23	\$79,511	\$40.14	\$83,486	\$43.75	\$91,003	\$55.50	\$115,432	

### 2019-2021 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 3 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 3 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

### 2019-2021 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	\$24.64	\$51,258							
BASE	\$28.03	\$58,306							
STEP 1	\$29.43	\$61,222							
STEP 2	\$30.91	\$64,283							
STEP 3	\$31.83	\$66,211							
STEP 4	\$32.79	\$68,197	\$34.43	\$71,607					
STEP 5	\$33.77	\$70,243	\$35.46	\$73,756					
STEP 6	\$34.62	\$71,999	\$36.35	\$75,599	\$39.62	\$82,406			
STEP 7	\$35.48	\$73,799	\$37.25	\$77,489	\$40.61	\$84,466			
STEP 8	\$36.37	\$75,644	\$38.19	\$79,427	\$41.62	\$86,578	\$49.53	\$103,027	
STEP 9	\$36.73	\$76,401	\$38.57	\$80,221	\$42.04	\$87,443	\$51.02	\$106,118	
STEP 10	\$37.10	\$77,165	\$38.95	\$81,023	\$42.46	\$88,318	\$52.29	\$108,771	
STEP 11	\$37.47	\$77,937	\$39.34	\$81,833	\$42.89	\$89,201	\$53.60	\$111,490	
STEP 12	\$37.84	\$78,716	\$39.74	\$82,652	\$43.31	\$90,093	\$54.94	\$114,278	
STEP 13	\$38.22	\$79,503	\$40.13	\$83,478	\$43.75	\$90,994	\$55.49	\$115,420	
STEP 14	\$38.60	\$80,298	\$40.54	\$84,313	\$44.18	\$91,904	\$56.05	\$116,575	
STEP 15	\$38.99	\$81,101	\$40.94	\$85,156	\$44.63	\$92,823	\$56.61	\$117,740	

YEAR 3		OFFICER		CORPORAL		SERGEANT		COMMANDER	
CLASS	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	HOURLY	ANNUAL	
CADET	\$25.14	\$52,283							
BASE	\$28.59	\$59,472							
STEP 1	\$30.02	\$62,446							
STEP 2	\$31.52	\$65,568							
STEP 3	\$32.47	\$67,535							
STEP 4	\$33.44	\$69,561	\$35.12	\$73,039					
STEP 5	\$34.45	\$71,648	\$36.17	\$75,231					
STEP 6	\$35.31	\$73,439	\$37.07	\$77,111	\$40.41	\$84,054			
STEP 7	\$36.19	\$75,275	\$38.00	\$79,039	\$41.42	\$86,155			
STEP 8	\$37.09	\$77,157	\$38.95	\$81,015	\$42.46	\$88,309	\$50.52	\$105,088	
STEP 9	\$37.47	\$77,929	\$39.34	\$81,825	\$42.88	\$89,192	\$52.04	\$108,241	
STEP 10	\$37.84	\$78,708	\$39.73	\$82,644	\$43.31	\$90,084	\$53.34	\$110,947	
STEP 11	\$38.22	\$79,495	\$40.13	\$83,470	\$43.74	\$90,985	\$54.67	\$113,720	
STEP 12	\$38.60	\$80,290	\$40.53	\$84,305	\$44.18	\$91,895	\$56.04	\$116,563	
STEP 13	\$38.99	\$81,093	\$40.94	\$85,148	\$44.62	\$92,814	\$56.60	\$117,729	
STEP 14	\$39.38	\$81,904	\$41.35	\$85,999	\$45.07	\$93,742	\$57.17	\$118,906	
STEP 15	\$39.77	\$82,723	\$41.76	\$86,859	\$45.52	\$94,679	\$57.74	\$120,095	

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