

City of College Station - Police Pay Scale

Effective 10/6/2025

Police Officer	Grade-Step	Hourly	Annual
Academy/Unlicensed (0)	PDO0 - 0	\$31.45	\$65,416.00
Entry Basic (1)	PDO1 - 1	\$33.34	\$69,347.20
1 Year	PDO1 - 2	\$34.33	\$71,406.40
2 Years	PDO1 - 3	\$35.36	\$73,548.80
3 Years	PDO1 - 4	\$36.41	\$75,732.80
Entry Intermediate Certification (2)	PDO2 - 1	\$37.43	\$77,854.40
1 Year	PDO2 - 2	\$38.18	\$79,414.40
2 Years	PDO2 - 3	\$38.94	\$80,995.20
3 Years	PDO2 - 4	\$39.71	\$82,596.80
Entry Advanced Certification (3)	PDO3 - 1	\$40.81	\$84,884.80
1 Year	PDO3 - 2	\$41.62	\$86,569.60
2 Years	PDO3 - 3	\$42.47	\$88,337.60
3 Years	PDO3 - 4	\$43.30	\$90,064.00
Entry Master Certification (4)	PDO4 - 1	\$44.50	\$92,560.00
1 Year	PDO4 - 2	\$45.40	\$94,432.00
2 Years	PDO4 - 3	\$45.87	\$95,409.60
3 Years	PDO4 - 4	\$46.31	\$96,324.80

Step progression is 12 months of service at each step

Pay/Step increases commensurate with service anniversary/hire date in a "police officer" position with the City of College Station. *(See Policy)*

Sign-on Bonus / Certified Police Officer (Effective 8/1/2024)

\$3,500 = Less than 2 Years of Experience

\$20,000 = 2+ Years of Experience

Refer to Policy for Complete Details

Sergeant	Grade-Step	Hourly	Annual
Entry Intermediate Certification	PDS - 1	\$43.36	\$90,188.80
1 Year	PDS - 2	\$44.03	\$91,582.40
2 Years	PDS - 3	\$44.67	\$92,913.60
3 Years	PDS - 4	\$45.34	\$94,307.20
Entry Advanced Certification (A)	PDSA - 1	\$48.01	\$99,860.80
1 Year	PDSA - 2	\$48.73	\$101,358.40
2 Years	PDSA - 3	\$49.46	\$102,876.80
3 Years	PDSA - 4	\$50.19	\$104,395.20
Entry Master Certification (M)	PDSM - 1	\$52.23	\$108,638.40
1 Year	PDSM - 2	\$52.74	\$109,699.20
2 Years	PDSM - 3	\$53.27	\$110,801.60
3 Years	PDSM - 4	\$53.79	\$111,883.20

Lieutenant	Grade-Step	Hourly	Annual
Entry Advanced Certification (A)	PDTA - 1	\$53.47	\$111,217.60
1 Year	PDTA - 2	\$54.53	\$113,422.40
2 Years	PDTA - 3	\$55.62	\$115,689.60
3 Years	PDTA - 4	\$56.73	\$117,998.40
Entry Master Certification (M)	PDTM - 1	\$58.09	\$120,827.20
1 Year	PDTM - 2	\$60.00	\$124,800.00
2 Years	PDTM - 3	\$61.93	\$128,814.40
3 Years	PDTM - 4	\$63.97	\$133,057.60

Sergeant/Lieutenant Rank: Step progression is 12 months of service at each step.

Pay/Step Increases commensurate with "promotion" anniversary date of applicable rank. *(See Policy)*