

## City of College Station - Police Pay Scale

Effective 10/7/2024

Police Officer	Grade-Step	Hourly	Annual
<b>Academy/Unlicensed (0)</b>	PDO0 - 0	\$30.53	\$63,502.40
<b>Entry Basic (1)</b>	PDO1 - 1	\$32.37	\$67,329.60
1 Year	PDO1 - 2	\$33.33	\$69,326.40
2 Years	PDO1 - 3	\$34.33	\$71,406.40
3 Years	PDO1 - 4	\$35.35	\$73,528.00
<b>Entry Intermediate Certification (2)</b>	PDO2 - 1	\$36.34	\$75,587.20
1 Year	PDO2 - 2	\$37.07	\$77,105.60
2 Years	PDO2 - 3	\$37.81	\$78,644.80
3 Years	PDO2 - 4	\$38.55	\$80,184.00
<b>Entry Advanced Certification (3)</b>	PDO3 - 1	\$39.62	\$82,409.60
1 Year	PDO3 - 2	\$40.41	\$84,052.80
2 Years	PDO3 - 3	\$41.23	\$85,758.40
3 Years	PDO3 - 4	\$42.04	\$87,443.20
<b>Entry Master Certification (4)</b>	PDO4 - 1	\$43.20	\$89,856.00
1 Year	PDO4 - 2	\$44.08	\$91,686.40
2 Years	PDO4 - 3	\$44.53	\$92,622.40
3 Years	PDO4 - 4	\$44.96	\$93,516.80

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
<b>Entry Intermediate Certification</b>	PDS - 1	\$42.10	\$87,568.00
1 Year	PDS - 2	\$42.75	\$88,920.00
2 Years	PDS - 3	\$43.37	\$90,209.60
3 Years	PDS - 4	\$44.02	\$91,561.60
<b>Entry Advanced Certification (A)</b>	PDSA - 1	\$46.61	\$96,948.80
1 Year	PDSA - 2	\$47.31	\$98,404.80
2 Years	PDSA - 3	\$48.02	\$99,881.60
3 Years	PDSA - 4	\$48.73	\$101,358.40
<b>Entry Master Certification (M)</b>	PDSM - 1	\$50.71	\$105,476.80
1 Year	PDSM - 2	\$51.20	\$106,496.00
2 Years	PDSM - 3	\$51.72	\$107,577.60
3 Years	PDSM - 4	\$52.22	\$108,617.60

Lieutenant	Grade-Step	Hourly	Annual
<b>Entry Advanced Certification (A)</b>	PDTA - 1	\$51.91	\$107,972.80
1 Year	PDTA - 2	\$52.94	\$110,115.20
2 Years	PDTA - 3	\$54.00	\$112,320.00
3 Years	PDTA - 4	\$55.08	\$114,566.40
<b>Entry Master Certification (M)</b>	PDTM - 1	\$56.40	\$117,312.00
1 Year	PDTM - 2	\$58.25	\$121,160.00
2 Years	PDTM - 3	\$60.13	\$125,070.40
3 Years	PDTM - 4	\$62.11	\$129,188.80

**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)*