

EDINBURG POLICE DEPARTMENT - CIVIL SERVICE
COMPENSATION PLAN - FY 2025-2026
Effective: 10/13/2025

NON- EXEMPT/BASE PAY (Entry Pay)	Hourly	Annual
Police Officer 1 (non-certified)	\$20.5126	\$42,666.11
Police Officer 1 (certified)	\$27.5171	\$57,235.66
Police Officer 2	\$33.6577	\$70,008.09
Police Officer 3	\$35.7333	\$74,325.20
Sergeant	\$40.7135	\$84,684.12
Lieutenant	\$44.7498	\$93,079.52
EXEMPT/BASE PAY (Entry Pay)	Hourly	Annual
Assistant Chief	\$49.2312	\$102,400.89
LONGEVITY PAY	\$54/year of service	
SENIORITY PAY	Annual	Per Pay Period
3 - 4 years	\$2,500.00	\$96.1538
5 - 7 years	\$4,500.00	\$173.0769
8 - 10 years	\$7,000.00	\$269.2308
11 - 12 years	\$8,500.00	\$326.9231
13 - 14 years	\$10,500.00	\$403.8462
15 - 16 years	\$12,000.00	\$461.5385
17 - 18 years	\$13,000.00	\$500.0000
19 years and over	\$15,000.00	\$576.9231
CERTIFICATION PAY	Annual	Per Pay Period
Intermediate Peace Officer	\$1,000.00	\$38.4615
Advanced Peace Officer	\$1,400.00	\$53.8462
Master Peace Officer	\$2,000.00	\$76.9231
EDUCATION PAY	Annual	Per Pay Period
Associate Degree	\$1,200.00	\$46.1538
Bachelor Degree	\$1,700.00	\$65.3846
Master Degree	\$2,500.00	\$96.1538
ASSIGNMENT PAY	Annual	Per Pay Period
Intoxilyzer Operator	\$1,500.00	\$57.6923
DRE	\$1,500.00	\$57.6923
Fitness Specialist	\$1,500.00	\$57.6923
SWAT	\$1,500.00	\$57.6923
Drone Operator	\$1,500.00	\$57.6923
Mental Health Officer	\$1,500.00	\$57.6923
Bike Patrol	\$1,500.00	\$57.6923
Hostage Negotiator	\$1,500.00	\$57.6923
Honor Guard	\$1,500.00	\$57.6923
Criminal Investigation Division	\$2,500.00	\$96.1538
Training Division	\$2,500.00	\$96.1538
Traffic Investigations	\$2,500.00	\$96.1538
Community Orientated Policing Division	\$2,500.00	\$96.1538
Motorcycle Officer	\$2,500.00	\$96.1538
K-9 Officer	\$2,500.00	\$96.1538
Field Training Officer	\$2,500.00	\$96.1538
Patrol with at least 5 consecutive years assigned	\$2,500.00	\$96.1538
SHIFT DIFFERENTIAL PAY	Pay	
Hours worked between 6 p.m. & 6 a.m.	Additional \$1.00 added to Base Pay for hours worked between time indicated	
CLOTHING ALLOWANCE (Non-Uniformed Civil Service)	Up to \$1,200.00 per FY	
CLOTHING ALLOWANCE (Uniformed Civil Service)	Up to \$1,200.00 per FY	
Estimated Population	107,495	
Square Miles	39.00	