

EDINBURG POLICE DEPARTMENT-CIVIL SERVICE

COMPENSATION PLAN - FY 2022-2023

Effective: 10-03-2022

Estimated Population	102,483	
Square Miles	39.00	
NON- EXEMPT/BASE PAY (Entry Pay)	Hourly	Annual
Police Officer 1 (non-certified)	\$18.7719	\$39,045.5378
Police Officer 1 (certified)	\$25.1821	\$52,378.7374
Police Officer 2	\$30.8016	\$64,067.3241
Police Officer 3	\$32.7010	\$68,018.0877
Sergeant	\$37.2586	\$77,497.9646
Lieutenant	\$40.9524	\$85,180.9480
EXEMPT/BASE PAY (Entry Pay)	Hourly	Annual
Assistant Chief	\$45.0535	\$93,711.3249
LONGEVITY PAY	\$54/year of service	
SENIORITY PAY	Annual	Per Pay Period
3 years	\$1,500.00	\$57.6923
4 years	\$2,000.00	\$76.9231
5 - 7 years	\$3,500.00	\$134.6154
8 - 9 years	\$5,000.00	\$192.3077
10 - 12 years	\$5,500.00	\$211.5385
13 - 14 years	\$6,500.00	\$250.0000
15 - 16 years	\$7,500.00	\$288.4615
17 - 19 years	\$9,000.00	\$346.1538
20 years and over	\$11,500.00	\$442.3077
CERTIFICATION PAY	Annual	Per Pay Period
Intermediate Peace Officer	\$900.00	\$34.6154
Advanced Peace Officer	\$1,200.00	\$46.1538
Master Peace Officer	\$1,500.00	\$57.6923
EDUCATION PAY	Annual	Per Pay Period
Associate Degree	\$1,000.00	\$38.4615
Bachelor Degree	\$1,500.00	\$57.6923
Master Degree	\$2,000.00	\$76.9231
ASSIGNMENT PAY	Annual	Per Pay Period
Intoxilyzer Operator	\$1,200.00	\$46.1538
DRE	\$1,200.00	\$46.1538
Fitness Specialist	\$1,200.00	\$46.1538
SWAT	\$1,200.00	\$46.1538
Honor Guard	\$1,200.00	\$46.1538
Criminal Investigation 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
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 (\$300 per Qtr)	
CLOTHING ALLOWANCE (Uniformed Civil Service)	Up to \$900.00 FY (\$225 per Qtr)	