



**Mission Police Department – Civil Service  
Salary and Incentive Pay Plan for Sworn Personnel  
2023 – 2024**



**Base Salary, Exhibit A**

Probationary Police Officer	\$48,000.00 Annually
Probationary Police Officer (2+yrs experience)	\$52,000.00 Annually
Police Officer	\$59,575.76 Annually
Police Corporal	\$72,681.43 Annually
Police Sergeant	\$77,893.55 Annually
Police Lieutenant	\$83,106.98 Annually

**Longevity Pay, Exhibit B**

\$ 70.00 for Every Year of Service (Maximum allowed is \$1,200/year per TXLGC 141.032)

**Seniority Pay, Exhibit C**

3 - 4 Years	\$ 2,500.00 Annually
5 - 7 Years	\$ 4,500.00 Annually
8 - 10 Years	\$ 7,000.00 Annually
11 - 12 Years	\$ 8,500.00 Annually
13 - 14 Years	\$10,500.00 Annually
15 - 16 Years	\$12,000.00 Annually
17 - 18 Years	\$13,000.00 Annually
19 Years & Over	\$15,000.00 Annually

**Certification Pay, Exhibit D**

Intermediate TCOLE Certification	\$2,000.00 Annually
Advanced TCOLE Certification	\$3,000.00 Annually
Masters TCOLE Certification	\$4,000.00 Annually

**Education Pay, Exhibit E**

30 Earned Credit College Hours or More	\$800.00 Annually
60 Earned Credit College Hours or More	\$1,300.00 Annually
90 Earned Credit College Hours or More	\$1,800.00 Annually
Bachelor's Degree	\$2,400.00 Annually
Master's Degree	\$3,000.00 Annually

**Assignment Pay, Exhibit F \***

Evidence Technician	\$ 1,200.00 Annually
Computer Technician	\$ 1,200.00 Annually
Crime Stoppers	\$ 1,200.00 Annually
Criminal Investigation Division (CID)	\$ 2,000.00 Annually
K-9 Officer	\$ 2,000.00 Annually
Field Training Officer	\$ 1,600.00 Annually
Intoxilyzer Operator	\$ 1,200.00 Annually
Systems Administrator	\$ 8,700.00 Annually
Instructor	\$ 960.00 Annually
SWAT	\$ 2,000.00 Annually
Color Guard	\$1,200.00 Annually
Public Information Officer	\$1,500.00 Annually
Community Oriented Policing Officer (COPS)	\$1,200.00 Annually

**Clothing Allowance, Exhibit G**

Adm./Criminal Inv./Narcotic Inv.	\$1,200.00 Annually
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\* A Civil Service employee is eligible for no more than two (2) Assignment Pays.

Civil Service Effective: 11/01/2001

Approved by City Council on 09/11/2023 – 6% increase