



Mission Police Department – Civil Service
Salary and Incentive Pay Plan for Sworn Personnel
2025 – 2026



Base Salary, Exhibit A

Police Cadet	\$30,000.00 Annually
Probationary Police Officer	\$49,920.00 Annually
Probationary Police Officer (2+yrs experience)	\$54,080.00 Annually
Police Officer	\$61,958.79 Annually
Police Corporal	\$75,588.68 Annually
Police Sergeant	\$81,009.29 Annually
Police Lieutenant	\$86,431.25 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
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: 10/01/2001

Approved by City Council on **09/09/2025**