City of College Station - Police Pay Scale

Effective 10/5/2026

Police Officer	Grade-Step	Hourly	Annual
Academy/Unlicensed (0)	PDO0 - 0	$32.39	$67,371.20
Entry Basic (1)	PDO1 - 1	$34.34	$71,427.20
1 Year	PDO1 - 2	$35.36	$73,548.80
2 Years	PDO1 - 3	$36.42	$75,753.60
3 Years	PDO1 - 4	$37.50	$78,000.00
Entry Intermediate Certification (2)	PDO2 - 1	$38.55	$80,184.00
1 Year	PDO2 - 2	$39.33	$81,806.40
2 Years	PDO2 - 3	$40.11	$83,428.80
3 Years	PDO2 - 4	$40.90	$85,072.00
Entry Advanced Certification (3)	PDO3 -1	$42.03	$87,422.40
1 Year	PDO3 -2	$42.87	$89,169.60
2 Years	PDO3 -3	$43.74	$90,979.20
3 Years	PDO3 -4	$44.60	$92,768.00
Entry Master Certification (4)	PDO4 -1	$45.84	$95,347.20
1 Year	PDO4 -2	$46.76	$97,260.80
2 Years	PDO4 -3	$47.25	$98,280.00
3 Years	PDO4 -4	$47.70	$99,216.00

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
Entry Intermediate Certification	PDS - 1	$44.66	$92,892.80
1 Year	PDS - 2	$45.35	$94,328.00
2 Years	PDS - 3	$46.01	$95,700.80
3 Years	PDS - 4	$46.70	$97,136.00
Entry Advanced Certification (A)	PDSA - 1	$49.45	$102,856.00
1 Year	PDSA - 2	$50.19	$104,395.20
2 Years	PDSA - 3	$50.94	$105,955.20
3 Years	PDSA - 4	$51.70	$107,536.00
Entry Master Certification (M)	PDSM - 1	$53.80	$111,904.00
1 Year	PDSM - 2	$54.32	$112,985.60
2 Years	PDSM - 3	$54.87	$114,129.60
3 Years	PDSM - 4	$55.40	$115,232.00

Lieutenant	Grade-Step	Hourly	Annual
Entry Advanced Certification (A)	PDTA - 1	$55.07	$114,545.60
1 Year	PDTA - 2	$56.17	$116,833.60
2 Years	PDTA - 3	$57.29	$119,163.20
3 Years	PDTA - 4	$58.43	$121,534.40
Entry Master Certification (M)	PDTM - 1	$59.83	$124,446.40
1 Year	PDTM - 2	$61.80	$128,544.00
2 Years	PDTM - 3	$63.79	$132,683.20
3 Years	PDTM - 4	$65.89	$137,051.20

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)*