

# LAW ENFORCEMENT

# CORRECTIONS

# COMMUNICATIONS

MBS	DEPUTY	CORPORAL	MBS	OFFICER	CORPORAL	MBS	ECO	LEAD ECO
0	\$72,235.80	-	0	\$63,663.60	-	0	\$61,152.00	-
1	\$74,619.58	-	1	\$65,764.50	-	1	\$62,986.56	-
2	\$77,082.03	-	2	\$67,934.73	-	2	\$64,876.16	-
3	\$79,625.73	\$85,926.20	3	\$70,176.57	\$75,010.57	3	\$66,822.44	\$74,256.00
4	\$82,253.38	\$88,761.77	4	\$72,492.40	\$77,485.92	4	\$68,827.11	\$76,483.68
5	\$84,967.75	\$91,690.91	5	\$74,884.65	\$80,042.96	5	\$70,891.93	\$78,778.19
6*	\$87,771.68	\$94,716.71	6*	\$77,355.84	\$82,684.37	6*	\$73,018.69	\$81,141.54
7	\$90,668.15	\$97,842.36	7	\$79,908.59	\$85,412.96	7	\$75,209.25	\$83,575.78
8	\$93,660.20	\$101,071.16	8	\$82,545.57	\$88,231.59	8	\$77,465.52	\$86,083.06
9	\$96,750.98	\$104,406.50	9	\$85,269.57	\$91,143.23	9	\$79,789.49	\$88,665.55
10	\$99,943.76	\$107,851.92	10	\$88,083.47	\$94,150.95	10	\$82,183.17	\$91,325.51
11	\$103,241.91	\$111,411.03	11	\$90,990.22	\$97,257.94	11	\$84,648.67	\$94,065.28

\*Max MBS salary for lateral entry - experience will be evaluated

## SOFT PAYS

Special Assignment \$100/month  
(SWAT, CNT, Drones, Jail SERT, Jail Step-Up)

Language \$100/month  
TCOLE Certification \$100 Intermediate  
\$150 Advanced  
\$200 Masters  
FTO Pay \$2.50/hour  
Night Shift \$15/shift  
Holidays Worked 2/3 premium  
Holidays Off 8 hours comp  
Overtime 1.5x paid after 84 hours

## BENEFITS

- TCDRS 225% Match
- Paid Medical & Dental
- Civil Service Agency
- Collective Bargaining Agreement
- Paid In-Service Training
- Tattoos and Beards Allowed
- Take Home Vehicle Program (LE)  
(In Hays, Blanco, Caldwell, Comal, Guadalupe and Travis Counties)
- Outer Carriers Provided (LE)

**APPLY NOW!**



# Effective October 2025

## Law Enforcement-SO

	LE Deputy	LE Det./Corp.	LE Sgt.	LE Lt.	LE Capt.
MBS 0	\$ 72,235.80	\$ 85,926.20	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 1	\$ 74,619.58	\$ 85,926.20	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 2	\$ 77,082.03	\$ 85,926.20	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 3	\$ 79,625.73	\$ 85,926.20	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 4	\$ 82,253.38	\$ 88,761.77	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 5	\$ 84,967.75	\$ 91,690.91	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
MBS 6	\$ 87,771.68	\$ 94,716.71	\$ 101,932.72	\$ 113,307.01	\$ 130,116.17
MBS 7	\$ 90,668.15	\$ 97,842.36	\$ 105,296.50	\$ 113,307.01	\$ 130,116.17
MBS 8	\$ 93,660.20	\$ 101,071.16	\$ 108,771.28	\$ 117,046.14	\$ 130,116.17
MBS 9	\$ 96,750.98	\$ 104,406.50	\$ 112,360.73	\$ 120,908.67	\$ 130,116.17
MBS 10	\$ 99,943.76	\$ 107,851.92	\$ 116,068.64	\$ 124,898.65	\$ 134,410.00
MBS 11	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 12	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 13	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 14	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 15	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 16	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 17	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 18	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 19	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53
MBS 20	\$ 103,241.91	\$ 111,411.03	\$ 119,898.90	\$ 129,020.31	\$ 138,845.53

% Merit Based Step	3.3	3.3	3.3	3.3	3.3
Starting Salary	\$72,235.80	\$ 85,926.20	\$ 98,676.40	\$ 113,307.01	\$ 130,116.17
Initial Hourly Rate	\$33.08	\$39.34	\$45.18	\$51.88	\$59.58
Final Hourly Rate	\$47.272	\$51.012	\$54.899	\$59.075	\$63.574

## Corrections

	Corr. Officer	Corr. Corp.	Corr. Sgt.	Corr. Lt.
0	\$ 63,663.60	\$ 75,010.57	\$ 86,132.59	\$ 101,703.42
1	\$ 65,764.50	\$ 75,010.57	\$ 86,132.59	\$ 101,703.42
2	\$ 67,934.73	\$ 75,010.57	\$ 86,132.59	\$ 101,703.42
3	\$ 70,176.57	\$ 75,010.57	\$ 86,132.59	\$ 101,703.42
4	\$ 72,492.40	\$ 77,485.92	\$ 86,132.59	\$ 101,703.42
5	\$ 74,884.65	\$ 80,042.96	\$ 86,132.59	\$ 101,703.42
6	\$ 77,355.84	\$ 82,684.37	\$ 88,974.97	\$ 101,703.42
7	\$ 79,908.59	\$ 85,412.96	\$ 91,911.14	\$ 101,703.42
8	\$ 82,545.57	\$ 88,231.59	\$ 94,944.21	\$ 105,059.63
9	\$ 85,269.57	\$ 91,143.23	\$ 98,077.37	\$ 108,526.60
10	\$ 88,083.47	\$ 94,150.95	\$ 101,313.92	\$ 112,107.98
11	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
12	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
13	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
14	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
15	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
16	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
17	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
18	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
19	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54
20	\$ 90,990.22	\$ 97,257.94	\$ 104,657.28	\$ 115,807.54

% Merit Based Step	3.3	3.3	3.3	3.3
Starting Salary	\$ 63,663.60	\$ 75,010.57	\$ 86,132.59	\$ 101,703.42
Initial Hourly Rate	\$29.15	\$34.35	\$39.44	\$46.57
Final Hourly Rate	\$41.662	\$44.532	\$47.920	\$53.025

## Emergency Communications

	ECO	Lead ECO	EC Mgr
MBS 0	\$ 61,152.00	\$ 74,256.00	\$ 87,360.00
MBS 1	\$ 62,986.56	\$ 74,256.00	\$ 87,360.00
MBS 2	\$ 64,876.16	\$ 74,256.00	\$ 87,360.00
MBS 3	\$ 66,822.44	\$ 74,256.00	\$ 87,360.00
MBS 4	\$ 68,827.11	\$ 76,483.68	\$ 87,360.00
MBS 5	\$ 70,891.93	\$ 78,778.19	\$ 87,360.00
MBS 6	\$ 73,018.69	\$ 81,141.54	\$ 89,980.80
MBS 7	\$ 75,209.25	\$ 83,575.78	\$ 92,680.22
MBS 8	\$ 77,465.52	\$ 86,083.06	\$ 95,460.63
MBS 9	\$ 79,789.49	\$ 88,665.55	\$ 98,324.45
MBS 10	\$ 82,183.17	\$ 91,325.51	\$ 101,274.18
MBS 11	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 12	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 13	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 14	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 15	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 16	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 17	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 18	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 19	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41
MBS 20	\$ 84,648.67	\$ 94,065.28	\$ 104,312.41

% Merit Based Step	3	3	3
Starting Salary	\$ 61,152.00	\$ 74,256.00	\$ 87,360.00
Initial Hourly Rate	\$29.40	\$35.70	\$42.00
Final Hourly Rate	\$40.696	\$45.224	\$50.150