

City of Corsicana Police Department

Corsicana Police Pay Plan FY 2026

Position	Grade	Frequency	Step 1 Base	Step 2 3 YRS	Step 3 4 YRS	Step 4 5 YRS	Step 5 6 YRS	Step 6 7 YRS	Step 7 9 YRS	Step 8 15 YRS	Step 9 20 YRS
Recruit I (Non-certified)	PCS - A	Annual	\$65,408								
		Monthly	\$5,451								
		Bi-Weekly	\$2,515.68								
		Hourly	\$31.446								
Police Recruit I - Non certified - Upon successful completion of academy promote to Recruit II											
Recruit II (Certified)	PCS - B	Annual	\$66,533								
		Monthly	\$5,544								
		Bi-Weekly	\$2,558.96								
		Hourly	\$31.987								
Police Recruit II - Certified - Upon successful completion of probation promote to PO											
Police Officer	PCS - 1	Annual	\$70,720	\$73,389	\$76,057	\$79,057	\$82,056	\$85,057	\$88,057	\$89,257	\$90,457
		Monthly	\$5,893	\$6,116	\$6,338	\$6,588	\$6,838	\$7,088	\$7,338	\$7,438	\$7,538
		Bi-Weekly	\$2,720.00	\$2,822.64	\$2,925.28	\$3,040.64	\$3,156.00	\$3,271.44	\$3,386.80	\$3,432.96	\$3,479.12
		Hourly	\$34.00	\$35.283	\$36.566	\$38.008	\$39.450	\$40.893	\$42.335	\$42.912	\$43.489
Corporal	PCS - 2	Annual	\$82,499	\$84,662	\$86,825	\$88,989	\$91,154	\$93,317	\$95,480	\$96,680	\$97,881
		Monthly	\$6,875	\$7,055	\$7,235	\$7,416	\$7,596	\$7,776	\$7,957	\$8,057	\$8,157
		Bi-Weekly	\$3,173.04	\$3,256.24	\$3,339.44	\$3,422.64	\$3,505.92	\$3,589.12	\$3,672.32	\$3,718.48	\$3,764.64
		Hourly	\$39.663	\$40.703	\$41.743	\$42.783	\$43.824	\$44.864	\$45.904	\$46.481	\$47.058
Sergeant	PCS - 3	Annual	\$90,101	\$92,749	\$95,397	\$98,046	\$100,695	\$103,345	\$105,995	\$107,195	\$108,395
		Monthly	\$7,508	\$7,729	\$7,950	\$8,170	\$8,391	\$8,612	\$8,833	\$8,933	\$9,033
		Bi-Weekly	\$3,465.44	\$3,567.28	\$3,669.12	\$3,770.99	\$3,872.88	\$3,974.80	\$4,076.72	\$4,122.88	\$4,169.04
		Hourly	\$43.318	\$44.591	\$45.864	\$47.137	\$48.411	\$49.685	\$50.959	\$51.536	\$52.113
Lieutenant	PCS - 4	Annual	\$94,600	\$97,500	\$100,400	\$103,299	\$106,199	\$109,098	\$111,998	\$113,198	\$114,398
		Monthly	\$7,883	\$8,125	\$8,367	\$8,608	\$8,850	\$9,092	\$9,333	\$9,433	\$9,533
		Bi-Weekly	\$3,638.48	\$3,750.00	\$3,861.52	\$3,973.04	\$4,084.56	\$4,196.08	\$4,307.60	\$4,353.76	\$4,399.92
		Hourly	\$45.481	\$46.875	\$48.269	\$49.663	\$51.057	\$52.451	\$53.845	\$54.422	\$54.999
Captain	PCS - 5	Annual	\$99,100	\$102,249	\$105,398	\$108,547	\$111,696	\$114,845	\$117,994	\$119,194	\$120,395
		Monthly	\$8,258	\$8,521	\$8,783	\$9,046	\$9,308	\$9,570	\$9,833	\$9,933	\$10,033
		Bi-Weekly	\$3,811.52	\$3,932.64	\$4,053.76	\$4,174.88	\$4,296.00	\$4,417.12	\$4,538.24	\$4,584.40	\$4,630.56
		Hourly	\$47.644	\$49.158	\$50.672	\$52.186	\$53.700	\$55.214	\$56.728	\$57.305	\$57.882
Assistant Police Chief	PCS - 6	Annual	\$103,601	\$107,334	\$111,070	\$114,804	\$118,541	\$122,275	\$126,108	\$127,308	\$128,509
		Monthly	\$8,633	\$8,945	\$9,256	\$9,567	\$9,878	\$10,190	\$10,509	\$10,609	\$10,709
		Bi-Weekly	\$3,984.64	\$4,128.24	\$4,271.92	\$4,415.52	\$4,559.28	\$4,702.88	\$4,850.32	\$4,896.48	\$4,942.64
		Hourly	\$49.808	\$51.603	\$53.399	\$55.194	\$56.991	\$58.786	\$60.629	\$61.206	\$61.783



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City of Corsicana Police Department

Corsicana Incentive and Certification Pay FY 2026

TCOLE Certification Pay

Intermediate	\$75/ month
Advanced	\$150/ month
Master	\$200/ month

Education Pay

30 approved college credit hours	\$25/ month
60 approved college credit hours	\$50/ month
90 approved college credit hours	\$75/ month
120 approved college credit hours	\$100/ month

Assignment Pay

SWAT Pay	\$120/ month
Field Training Officer	\$150/ month while assigned FTO

Uniform Allowance

Officers receive \$750/ year



City of Corsicana Police Department

Health Insurance

City offers medical, dental and vision insurance coverage and pays 100% of the premium. The City currently offers a PPO medical plan through Blue Cross Blue Shield of Texas.

Life Insurance

City provides a life insurance policy at 1 times the employee's annual base salary up to \$100,000 through Standard Life Insurance. Additional low-cost life insurance is available to employees and their dependents.

Retirement

The City of Corsicana participates in the Texas Municipal Retirement System (TMRS). Employees participate in this retirement program at 7% contribution with a City match of 2:1. The City's plan provides vesting after 5 years and retirement at any age with 20 years of service.

Longevity & Wellness Pay

Longevity is paid annually in October at \$6.00 per month times the length of service with the City of Corsicana. The city recognizes employees who have maintained exemplary attendance throughout the year. Eligible employees are compensated for 33% of their unused portion of sick leave accrued within an annual cycle.

Time Off

Vacation Leave:

0 thru 13 years of service - 15 days per year
14 plus years of service - 20 days per year

Personal Leave: Employees receive one day per fiscal year.

Holiday Leave: The City observes 13 holidays.

Sick Leave: Civil Service Police employees accrue 15 days per year.

Gun Buy Program

One time per fiscal year the City provides opportunity for Officers to purchase a gun through payroll deduction.

Corsicana
Benefits
FY 2026



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Employment Standards

As a Civil Service Department, in order to qualify for the Civil Service exam, applicants must:

Be at least twenty-one (21) years of age;

Be a graduate of an accredited high school or have an equivalency certificate (GED)

Applicants that have a GED must have either 24 months of active-duty military service and an Honorable Discharge or 12 credit hours from an accredited college or university.

All applicants must have:

If a veteran, have an Honorable Discharge

No conviction for any felony

No conviction for an offense above Class B misdemeanor

No conviction for a Class B Misdemeanor in last 10 years

Employment Process

Submit application and qualifier documentation to the HR/Civil Service Office

Entry level civil service exam (pen and paper)

Physical agility test (Must complete at least 19 push-ups within one minute, at least 25 sit-ups within one minute, and the 300-meter run within 75.30 seconds.)

Background investigation

Polygraph

Oral Board Interview

Medical exam, psychological exam and drug test (after conditional offer)

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City of Corsicana Police Department

The hiring process generally takes 1 to 2 months to complete

Upon hire, newly appointed recruits will complete the following training:

Police Academy designated by the Police Chief (If not already enrolled or certified.)

Recruits are expected to allocate an appropriate amount of time to the academy and studying in order to maintain a grade average of at least 85 or equal to the class average, whichever is higher. Recruits must pass TCOLE Examination in order to become certified.

Twelve week Field Training Program at Corsicana Police Department

All officers must complete an 18 - month probationary period, unless officer is certified upon hiring then they must serve a 12 - month probationary period.

Police Officers will be expected to respond to calls for service, interact with the public, preserve the peace, and apprehend violators of the law.

Police Officers will have the opportunity to advance to the following areas during their career:

Criminal Investigations

Field Training Officer

SWAT

Hostage Negotiator

K-9 Handler

Firearms Instructor

Narcotics Unit

Promotion (by civil service exam) to supervisor: Corporal, Sergeant, Lieutenant, and Captain

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Lateral Entry

Lateral Entry Program Requirements:

Must have had paid, full-time, experience, as a certified peace officer with a comparable law enforcement agency as approved by the Chief of Police.

Must have current TCOLE certification and must have been employed as peace officer within the past 18-months and left prior agency in good standing.

The salary for an applicant approved for Lateral Entry will be based on the number of previous years experience. The minimum amount of years accepted will be three (2nd step on the Seniority Step Plan), with the maximum being nine years (7th step on the Seniority Step Plan).

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Lateral Entry Process
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