

Career Opportunities

The McAllen Police Department offers a variety of exciting assignments including assignments at:

Uniform Services Division

- Patrol Officer
- Bike Patrol Officer
- Canine (K-9) Officer
- Airport Officer
- Motorcycle Officer
- Traffic Accident Investigations
- Municipal Court Officer
- Jail Unit

Support Services Division

- Burglary Investigator
- Property Investigator
- Identity Theft Investigator
- Auto Theft Investigator
- Community Affairs Officer
- Evidence Unit

Criminal Investigations Division

- Crimes Against Persons Investigator
- Youth Crimes Investigator
- Warrant/Missing Persons Investigator
- Crime Scene Investigator
- Emergency Services Unit (ESU)
- Explosive Ordnance Disposal Unit (EOD)
- Special Investigations Bureau Investigator
- FBI Task Force
- DEA Task Force
- USM Task Force
- HSI Task Force

Crime Records Bureau

Communications Bureau

Staff Services Bureau

Public Information Officer

Information

For Civil Service Test information contact:

McAllen Civil Service Department

P.O. Box 220

1300 Houston Ave.

McAllen, TX 78505

Rosie Pedraza,

Civil Service Director

(956) 681-1407

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**ACCEPT
THE
CHALLENGE**



**McAllen Police
Training Unit**

(956) 681-2130

Introduction

McAllen, Texas is a progressive, growing city of approximately 142,210 people. One of the largest cities in the Rio Grande Valley of Texas, it supports a broad economic base in agriculture manufacturing, health care and tourism.

In 1996, McAllen was honored as an All-America City and consistently ranks high in national and state studies of economic growth and quality of life. McAllen enjoys an ideal semi-tropical climate with mild winters and warm summers.

The McAllen Police Department reflects the progressive spirit of the city. The Department is one of several around the nation that is actively working to redefine the role of policing in America. The Department strives to meet McAllen's needs neighborhood by neighborhood with community policing and neighborhood oriented policing that focuses on problem solving and improvement of the quality of life for all residents.

Salary

Starting Salaries for McAllen Police Officers are as follows:

PO I (Probationary Police Officer)	\$21.39/hr.
PO II (Experienced officer – 3 yrs.).....	\$23.67/hr.
PO III (After 1 year of service).....	\$32.35/hr.
Sergeant	\$40.13/hr.
Lieutenant	\$46.13/hr.

INCENTIVE PAY:

Certification Pay

Intermediate Peace Officer	\$ 600.00 per year
Advanced Peace Officer	\$ 1,200.00 per year
Master Peace Officer	\$2,400.00 per year

Education Pay

Associate Degree	\$ 900 per year
Baccalaureate Degree	\$ 1,800 per year
Masters Degree	\$ 2,400 per year
Doctorate Degree	\$ 3,000 per year

Assignment Pay

Level One	\$1,375 per year
Level Two	\$2,375 per year
Level Three	\$5,000 per year

Longevity Pay: Multi-Step Program

PO III	Step 2 (2-3 yrs.)	\$ 69,382.45
PO III	Step 3 (4-5 yrs.)	\$ 72,120.00
PO III	Step 4 (6-7 yrs.)	\$ 72,282.51
PO III	Step 5 (8-9 yrs.)	\$ 74,532.07
PO III	Step 6 (10-11 yrs.)	\$ 75,155.40
PO III	Step 7 (12-13 yrs.)	\$ 76,591.73
PO III	Step 8 (14-15 yrs.)	\$ 78,055.22
PO III	Step 9 (16-17 yrs.)	\$ 80,142.28
PO III	Step 10 (18-19 yrs.)	\$ 80,277.63
PO III	Step 11 (20-21 yrs.)	\$ 83,692.60
PO III	Step 12 (22 yrs.)	\$ 83,828.18

Scale reflects Base Salary FY 2026 plus Step increase; excludes Incentive, Education or Assignment Pay.

Benefits

In addition to salary and incentive pay, the following benefits are provided to McAllen Police Department officers after the one-year probationary period.

All benefits are subject to change or elimination by action of the City Commission.

1. Member of Texas Municipal Retirement System.
2. Time and one-half or compensation for approved and eligible overtime.
3. Eight (8) city-approved holidays PLUS five (5) floating personal days annually.
4. Longevity Step Program that provides increases during the first five years.
5. Hospitalization and life insurance through the City of McAllen.
6. Fifteen (15) working vacation days after one year of service.
7. Fifteen (15) paid sick leave days per year, cumulative from year to year.
8. Uniforms and other necessary equipment are furnished as well as cleaning for uniforms
9. Assignment Pay for certain assignments upon completion of probationary period.
10. Certification or Education Pay upon completion of probationary period.
11. College Tuition Reimbursement policy as currently in effect for City of McAllen.
12. Excellent opportunity for advancement.

Requirements

- Requirements include:
- U. S. Citizenship.
- At least 21 years of age at completion of the McAllen Police Department Basic Peace Officer’s Academy.
- High School Graduate or its equivalency.
- Honorable discharge from military service or selective service registration.
- Must possess 20/20 vision in each eye. Uncorrected vision cannot exceed 20/400 in each eye. Must be free of color blindness, night blindness and any other visual deficiencies or limitations.
- Must possess hearing with less than a 30-decibel loss. Uncorrected hearing cannot exceed a 60-decibel loss in each ear.
- Background investigation, pre-employment polygraph examination, and investigation of local, state and federal records as required.
- Not currently under indictment for any criminal offense.
- Have not been convicted (or placed on community supervision/probation) of an offense above the grade of a Class B misdemeanor or a Class B misdemeanor within the last ten years, or for any Class C misdemeanor involving the duties and responsibilities of a police officer.
- Never have been convicted of any family violence offense.
- Driver’s license required and must not be prohibited by state or federal law from operating a motor vehicle.
- Not prohibited by state or federal law from possessing firearms or ammunition.
- Must not have had a license, issued by TCOLE, previously revoked.

Hiring Process

Those who meet the requirements may be considered for employment with the McAllen Police Department upon successful completion of the following:

1. Civil Service police entry-level examination.
2. Pre-employment Physical Fitness Assessment.
3. Applicant interview(s).
4. Background Investigation.
5. All medical/psychological certifications as required.

Revised on 11/2024.