



The City of San Marcos offers a Lateral Entry Program for eligible certified peace officers.

Eligibility Requirements

Applicants must:

- Be licensed by TCOLE; or be a certified or licensed out of state peace officer and successfully obtain TCOLE licensing (basic peace officer or higher) within 90 days of hire. At the Chief's discretion, a maximum of two (2) 30-day extensions may be granted.
- Have at least 1 year prior work experience as a full-time commissioned peace officer with similar duties in a comparable law enforcement agency; and
- May not be older than 50 years of age on the date of application.

Guidelines

- The lateral entry program is for pay purposes only and actual work experience in another law enforcement agency will not be considered for promotional eligibility requirements.
- The Chief of Police shall determine eligibility for lateral entry of police applicants. Eligible applicants may be placed up to STEP 9 of the pay schedule <https://www.sanmarcostx.gov/DocumentCenter/View/14228/Police-Pay-Scale-2023-2025?bidId=> Officers placed through this lateral entry program will progress through the remaining steps as he/she completes years of service.
- Longevity pay will be calculated in the same manner as all Police Officers. No credit will be given to completed years of service in other law enforcement agencies.
- Entry-level police officers placed up to STEP 9 of the pay schedule must also complete a new hire probationary period.
- The Chief of Police's determination of whether an applicant meets the criteria of the lateral entry program and placement in the pay structure shall be final and non-appealable to the Civil Service Commission, arbitrator or to any court.
- Entry-level police officers placed up to STEP 9 of the pay schedule must also complete a new hire probationary period.
- The Chief of Police's determination of whether an applicant meets the criteria of the lateral entry program and placement in the pay structure shall be final and non-appealable to the Civil Service Commission, arbitrator or to any court.

Applicants who meet eligibility for the lateral entry program may apply for employment through the continuous Police Officer posting (no entrance testing required.)

<https://www.governmentjobs.com/careers/sanmarcostx>

Further benefits and details may also be found at www.smpdjobs.com

If you have additional questions, call 512.393.8066 or 512.393.8000 for a Human Resources representative to assist you or reach out via email at SMPD-recruiting@sanmarcostx.gov .