

2026 POLICE OFFICER SALARY SCALES – 1%

Title	Cadet	Entry Certified	3 Years	5 Years	7 Years	10 Years	13 Years	16 Years	20 Years
Police Officer (O2007)*	\$23.82	+\$1.14/hr. (24.96)	+\$2.29/hr (27.25)	+\$2.29/hr (29.54)	+\$2.29/hr (31.83)				
Sergeant (O2010)		\$33.81	+\$3.28/hr (37.09)	+\$3.28/hr (40.37)	+\$4.94/hr (45.31)				
Lieutenant (O2008)		\$89,428.63	+\$8,686.70 (98,115.33)	+\$8,686.70 (106,802.03)					
Police Chief (O1001)		\$136,985.24	+\$6,928.16 (143,913.40)	+\$6,928.16 (150,841.56)					
Field Training Officer	\$1.30/hr								

*NOTE: Increases are applied on the anniversary date of certification as an officer or promotion date of that specific supervisor rank. If a break in service exists, the date is adjusted accordingly. The above titles are based on completion of the appropriate number of years for that position. For example, “3 Years” means “Beginning on anniversary date of being certified or in-grade for 3 years”. The certification date is the date contained on the Police Officer certification issued by the New Mexico Department of Public Safety. Longevity increases will be capped at 7 years for lateral hires.