

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
PD-72 (rev. 15), “EMPLOYEE SALARY ADMINISTRATION”
NOVEMBER 1, 2009
TABLE OF CONTENTS

<u>SECTION</u>	PAGE NUMBER
<u>AUTHORITY</u>	1
<u>APPLICABILITY</u>	1
<u>EMPLOYMENT AT WILL CLAUSE</u>	1
<u>POLICY STATEMENT</u>	1
<u>DEFINITIONS</u>	1
<u>PROCEDURES</u>	
I. Classification Salary Schedule.....	4
II. General Salary Provisions.....	4
A. Established Salary Rate	4
B. Unit Pay Differential.....	4
C. Promotions	5
D. Lateral Transfers	5
E. Voluntary Demotions.....	6
F. Reductions in Pay and Involuntary Demotions	6
G. Transfer from Exempt Position to Classified Position	8
H. Assignment to a Salary Schedule B Position, Group B22 or Above	8
I. New and Rehired State Employees.....	8
J. Interagency Transfer	8
K. Windham School District (WSD) Employees	8
III. Salary Adjustments for Career Ladder Positions.....	9
A. Consecutive Months of Service	9
B. Active Service.....	9
C. Satisfactory Service	9
D. Restored Career Ladder Service	9
IV. Correctional Officer, Food Service Manager II-III and Laundry Manager II-III Career Ladders	10

A.	Salary Rates	10
B.	Part-time COs.....	10
C.	Full-time CO Rehires.....	11
1.	Retirees in a CCP on Retirement Effective Date	11
2.	Other CO Rehires.....	12
D.	CO Applicants with a Bachelor Degree or Two Years Active Military Service	13
E.	Voluntary Move from CCP to CO, FSM II-III, or LM II-III.....	13
F.	Reassignment to a CO, FSM II-III, or LM II-III Position	14
G.	Reduction in Pay Within a CO, FSM II-III, or LM II-III Career Ladder	18
H.	Involuntary Demotion Into a CO, FSM II-III, or LM II-III Career Ladder.....	18
I.	Involuntary Demotion Within the CO, FSM, or LM Career Ladder	19
V.	Supervisor of Correctional Officers, Food Service Managers IV, Laundry Managers IV, and Parole Officer Career Ladder	20
A.	Salary Rates	20
B.	Payroll Actions	20
VI.	Reduction in Force Salary Provisions.....	21
A.	Move to a Non-Targeted Position.....	21
B.	Move to a Targeted Career Position	21
VII.	Effective Date of Actions and Payroll Status Changes.....	22
Attachment A1	State Classification Plan Salary Schedules A, B, and C effective September 1, 2009	
Attachment A2	State Classification Plan Salary Schedules A, B, and C effective September 1, 2010	
Attachment B1	FY2010 Salary Rate Reference Sheet (11/09)	
Attachment B2	FY2011 Salary Rate Reference Sheet (11/09)	
Attachment C	Examples of Career Ladder Placement and Further Career Ladder Advancement (11/09)	
Attachment D	Payroll Effective Dates and Timeframes for PSC Entry/Approval (11/09)	
Attachment E	PERS 465, Salary Worksheet for Interagency Transfers (11/09)	



TEXAS DEPARTMENT
OF
CRIMINAL JUSTICE

NUMBER: PD-72 (rev. 15)

DATE: November 1, 2009

PAGE: 1 of 33

SUPERSEDES: PD-72 (rev. 14)
November 1, 2008

EXECUTIVE DIRECTIVE

SUBJECT: EMPLOYEE SALARY ADMINISTRATION

AUTHORITY: *General Appropriations Act*; Texas Government Code Ch. 659

APPLICABILITY: Texas Department of Criminal Justice (TDCJ)

EMPLOYMENT AT WILL CLAUSE:

These guidelines **do not** constitute an employment contract or a guarantee of continued employment. The TDCJ reserves the right to change the provisions of these guidelines at any time.

Nothing in these guidelines and procedures limits the executive director's authority to establish or revise human resources policy. These guidelines and procedures are adopted to guide the internal operations of the TDCJ and **do not** create any legally enforceable interest or limit the executive director's, deputy executive director's, or division directors' authority to terminate an employee at will.

POLICY:

The TDCJ promotes equal employment opportunity through a salary administration system designed to determine an employee's salary without regard to race, color, religion, sex (gender), national origin, age, disability, genetic information, or Uniformed Services status. The TDCJ has zero tolerance for all forms of employment discrimination. No employee or applicant for employment shall be subjected to harassment or retaliation for opposing or reporting employment discrimination.

DEFINITIONS:

"Career Ladder" is a series of positions with responsibilities and duties related to each other and requiring greater responsibilities, knowledge, skills, and abilities to function with less supervision as the classification level increases. Other terms having the same meaning are "career path" and "career program."

“Career Ladder Position” is a classified position included in a specified career ladder.

“Classified Position” is a position identified in the *General Appropriations Act* as being included in the *Position Classification Plan*; includes all positions in a Classification Salary Schedule A, B, or C.

“Continuous Months of Correctional Career Position Service” are months of service in one or more correctional career positions: (1) from current date of hire if an employee’s only service from current date of hire is in a correctional career position; or (2) from an employee’s last move to a correctional career position. Such service does not include months of service prior to rehire or prior to moving to a non-correctional career position.

“Correctional Career Position” (CCP) includes the following TDCJ positions: (1) correctional officer (CO) I, II, III, IV, and V; (2) supervisor of COs; (3) food service manager (FSM) II, III, and IV; and (4) laundry manager (LM) II, III, and IV. NOTE: For the purpose of determining an employee’s salary rate, months of service as a purchaser I, necessities officer shall be counted as months of service in an LM position.

“Correctional Career Position Service” (CCPS) is months of satisfactory/restored active service accrued while in a CCP.

“Current CCPS” is CCPS accrued by an employee from the employee’s current date of hire or the employee’s last move to a CCP.

“Demotion” is a change in duty assignment of an employee from one classified position to another classified position in a lower salary group (e.g., B15 to A14 or B15 to B14).

“Established Salary Rate” is the base monthly pay rate assigned to a TDCJ position.

“Exempt Position” is a position listed in the TDCJ Schedule of Exempt Positions, Article V, *General Appropriations Act*. Only a limited number of TDCJ positions are exempt positions not included in a classification salary schedule. For the purpose of this directive, this term is not a Fair Labor Standards Act (FLSA) exempt position.

“Increment,” for the purpose of calculating TDCJ salary administration, is 3 percent of a Salary Schedule A salary rate.

“Interagency Transfer” is the move of an employee from one state agency to another state agency via promotion, voluntary demotion, or lateral transfer without a break in service.

“Involuntary Demotion” is a disciplinary action resulting in an involuntary change in duty assignment from one classified position to another classified position in a lower salary group (e.g., B15 to A14 or B15 to B14) with at least a 3 percent decrease into or within Schedule A or at least a 3.4 percent decrease into or within Schedule B, includes a payroll action imposed in accordance with PD-22, “General Rules of Conduct and Disciplinary Action Guidelines for Employees,” or imposed as an element of a mediation agreement in accordance with PD-35, “Independent Dismissal Mediation and Dispute Resolution.”

“Lateral Transfer” is a change in the duty assignment from one classified position to another position of like or different classification with similar levels of responsibility in the same salary group (e.g., A15 to B15) with a lower, same, or higher established salary rate. If a position is in the same salary group with a higher established salary rate and is posted for inside/outside applicants, an employee may be laterally transferred only after applying for the position and being selected in accordance with PD-71, “Selection System Procedures.” A lateral transfer in the form of an administrative reassignment shall be into a position with a lower or same established rate in the same salary group (e.g., A15 to B15).

“Move” is a change in position that may consist of a lateral transfer, promotion, voluntary demotion, or involuntary demotion.

“Non-Targeted Career Position” is any TDCJ position that is not a targeted career position.

“Promotion” is a change in duty assignment of an employee from one classified position to another classified position that: (a) is in a higher salary group with at least a 3 percent increase into or within Schedule A or at least a 3.4 percent increase into or within Schedule B; (b) requires higher qualifications, such as greater skill or longer experience; and (c) involves a higher level of responsibility.

“Reassignment,” for the purpose of this directive, is a voluntary move from a non-CCP to a CCP via promotion, lateral transfer, or voluntary demotion.

“Reduction in Pay” is a disciplinary action resulting in an involuntary and temporary decrease in salary rate within an employee’s current salary group, includes a payroll action imposed in accordance with PD-22, “General Rules of Conduct and Disciplinary Action Guidelines for Employees,” or imposed as an element of a mediation agreement in accordance with PD-35, “Independent Dismissal Mediation and Dispute Resolution.”

“Salary Adjustment” is the established salary rate increase that an employee receives when the employee meets the eligibility criteria to advance to a higher level within a career ladder.

“Salary Range” is the minimum through maximum salary rates for Salary Schedule A, B, or C.

“Salary Rate” is the base monthly pay rate within the salary range for a TDCJ position.

“Series” is: (1) a CO series to include CO I - major; (2) a FSM series to include FSM II, III, and IV; or (3) a LM series to include LM II, III, and IV.

“Supervisor of Correctional Officers” is any of the following positions: sergeant, lieutenant, captain, and major of COs, assistant warden, and warden.

“Targeted Career Position” is any of the following positions: CO, sergeant, lieutenant, captain, major, LM, FSM, and parole officer.

“Unit-Based Employee” is a prison or state jail employee whose primary objective is providing and supporting direct offender operations.

“Unit Pay Differential” (UPD), for the purpose of this directive, is a pay entitlement for unit-based employees in non-targeted unit positions and is not included in the established salary rate and not subject to salary provision calculations.

“Voluntary Demotion” is an employee-requested change in duty assignment from one classified position to another classified position in a salary group with a lower established salary rate. A voluntary demotion in the form of an administrative reassignment shall only be into a position with a lower or same established salary rate in a lower salary group. Voluntary demotions are requested by employees for personal reasons and are not due to the imposition of a disciplinary action.

PROCEDURES:

I. Classification Salary Schedules

The *General Appropriations Act* contains three classification salary schedules that identify the salary groups and salary ranges for full-time, part-time, and temporary classified positions. The three classification salary schedules are Salary Schedule A, B, and C (See Attachments A1 and A2). Salary Schedule A positions include administrative support, maintenance, service, para-professional, and technician positions. Salary Schedule B positions include professional and managerial positions. Salary Schedule C positions include Texas Commission on Law Enforcement Officer Standards and Education (TCLEOSE) certified law enforcement officers. TDCJ positions shall be set at established salary rates reflected in the position postings.

II. General Salary Provisions

The general salary provisions in this section apply to non-targeted career positions. The established salary rate for an employee in or moving to a targeted career position shall be determined by the applicable procedures in Section IV or V of this directive, which generally specify the exact salary group and rate the employee shall receive.

A. Established Salary Rate

An employee’s salary rate shall never be less than the established salary rate of the employee’s position.

B. Unit Pay Differential

The UPD shall not be retained if an employee moves to one of the following UPD ineligible positions: Targeted Unit, Targeted Non-Unit, or Non-Targeted Non-Unit. Code designations are assigned to job positions as follows.

1. Code 1: Targeted Unit (UPD ineligible) – COs, supervisors of COs, FSMs, and LMs.
2. Code 2: Targeted Non-Unit (UPD ineligible) – Parole officers, parole supervisors, security staff at CID training academies and regional offices (e.g., sergeants).
3. Code 3: Non-Targeted Unit (UPD eligible) – Unit-based employees whose primary objective is providing and supporting direct offender operations.
4. Code 4: Non-Targeted Non-Unit (UPD ineligible) – Non-unit positions and headquarters positions.

C. Promotions

When an employee is promoted, the employee shall receive a salary rate increase.

1. Promotion Within or Into Salary Schedule A

The employee shall receive a salary rate at least one increment higher (round up to the next whole dollar) than the employee's current established salary rate or the established salary rate of the new position, whichever is higher.

2. Promotion Within or Into Salary Schedule B

The employee shall receive a salary rate that is at least 3.4 percent higher (round up to the next whole dollar) than the employee's current established salary rate or the established salary rate of the new position, whichever is higher.

3. Promotion Within or Into Salary Schedule C

The employee shall receive the established salary rate set in Salary Schedule C for that position.

D. Lateral Transfers

When an employee receives a lateral transfer within or into Salary Schedule A or B, the employee's salary rate shall go to the lower, same, or higher established salary rate of the position.

E. Voluntary Demotions

The salary of an employee whose position has not been identified for deletion through a reduction in force (RIF) and who is voluntarily demoted shall be reduced to the established salary rate of a position with a lower or same established salary rate in a lower salary group. If the employee's voluntary demotion is a result of a RIF, the procedures in Section VI of this directive shall apply.

F. Reductions in Pay and Involuntary Demotions

1. General Provisions

- a. If an employee receives a reduction in pay, the employee's salary rate shall be reduced within the employee's current salary group.
- b. If an employee receives an involuntary demotion, the demotion shall be to a budget authorized position.

2. Reduction Within or Demotion Within or Into Salary Schedule A

The employee shall receive a salary rate at least one increment below (round down to the next whole dollar) the established salary rate the employee was receiving before imposition of the disciplinary action. A monetary loss greater than one increment is not required to be divisible by 3 percent.

3. Reduction Within or Demotion Within or Into Salary Schedule B

The employee shall receive a salary rate at least 3.4 percent below (round down to the next whole dollar) the established salary rate the employee was receiving before imposition of the disciplinary action.

4. Reduction Within or Demotion Within or Into Salary Schedule C

- a. Upon imposition of a reduction in pay, the employee's salary rate shall be reduced to a salary rate lower than the employee's current salary rate as determined by the salary schedule. The salary rate of an employee in Salary Group C1, C2, C7, or C8 shall not be reduced.
- b. Upon imposition of an involuntary demotion, the employee shall receive the salary rate set in Salary Schedule C for the salary group to which the employee was demoted.

5. Completion of Concurrently Imposed Disciplinary Probation Period and Affect on Salary Rate

a. Reduction in Pay

An employee's reduction in pay shall be effective only for the number of disciplinary probation months concurrently imposed with the reduction in pay. Upon completion of the applicable disciplinary probation months, the employee's prior salary rate shall be restored. A separate disciplinary action that does not include a reduction in pay shall not extend the number of months the reduction in pay is in effect.

If the employee is in a career ladder and the employee's prior position/pay level was not the highest position in the career ladder, the months and days of satisfactory/restored active service the employee accrued prior to the reduction in pay shall count toward the employee's next salary adjustment.

b. Involuntary Demotion

(1) If the employee was involuntarily demoted within a career ladder, the employee's involuntary demotion shall be effective for the number of disciplinary probation months that were concurrently imposed with the involuntary demotion. Upon completion of the applicable disciplinary probation, the employee shall be reinstated to the employee's previous career ladder position/pay level. A subsequent disciplinary action that does not include involuntary demotion shall not extend the number of months that an involuntary demotion is in effect.

If the employee's career ladder position/pay level before the involuntary demotion was not the highest position in the career ladder, the months and days of satisfactory/restored active service the employee accrued prior to the involuntary demotion shall count toward the employee's next salary adjustment.

(2) An employee who was not involuntarily demoted within a career ladder shall not be reinstated to the employee's previous position or salary group; the employee shall compete for promotion to the previous position or salary group.

G. Transfer from Exempt Position to Classified Position

1. Transfer to Salary Schedule A

An employee shall receive a salary rate within the position's salary group not to exceed the employee's current exempt salary. During the fiscal biennium in which the employee transfers from an exempt position to a classified position, the employee's salary rate may not exceed \$30 over the salary rate received by the employee when holding the exempt position.

2. Transfer Into Salary Schedules B or C

An employee shall receive a salary rate within the position's salary group not to exceed the employee's current exempt salary or the maximum salary rate of the new salary group, whichever salary rate is lower. During the fiscal biennium in which the employee transfers from an exempt position to a classified position, the employee shall not receive a higher salary rate.

H. Assignment to a Salary Schedule B Position, Group B22 or above

The executive director may assign an employee to a Salary Schedule B position, group B22 or above, based on the TDCJ's needs. The employee shall receive a salary rate to be determined by the executive director.

I. New and Rehired State Employees

A new or rehired state employee shall be hired at the established salary rate of the position as reflected in the Human Resources Division position posting. Requests for an exception to this provision shall be submitted through the human resources director, who shall forward a recommendation to the executive director or designee for a final written decision prior to the payroll effective date.

J. Interagency Transfer

The salary rate for an interagency transfer shall be determined by the procedures in Section II.B, C, or D for promotions, lateral transfers, or voluntary demotions.

K. Windham School District (WSD) Employees

WSD employees are not state agency employees. If a WSD employee is hired by the TDCJ, this is not an interagency transfer. The employee's established salary rate shall be determined in the same manner as a new or rehired state employee in accordance with Section II.I of this directive.

III. Salary Adjustments for Career Ladder Positions

Various career ladder positions have been established within the TDCJ in accordance with Article V, *General Appropriations Act* or PD-93, "Employee Classification." An employee in a career ladder position may be required to meet that career ladder's unique criteria before being eligible to receive a salary adjustment. Generally, one criterion is the accrual of consecutive months of satisfactory/restored active career ladder service, and the following guidelines shall be used to determine whether the employee meets the service requirement.

A. Consecutive Months of Service

For the purpose of career ladder eligibility criteria, months of service shall be considered consecutive if there has not been any period of separation from employment (break in service). Periods of leave without pay (LWOP) are not a break in service.

If a criteria references consecutive months of career ladder service, the months of service that may be counted shall begin at the employee's current date of hire or the most recent date that the employee was placed into a career ladder level.

B. Active Service

Service completed other than a full calendar month of LWOP shall count as active service. A full calendar month of LWOP shall postpone an employee's salary adjustment. However, when an employee goes out on LWOP for a full calendar month and returns to duty, the employee shall retain credit for previous months of satisfactory/restored active career ladder service.

NOTE: A full calendar month of LWOP includes the first calendar day through the last calendar day of the same month.

C. Satisfactory Service

Any day an employee is serving disciplinary probation shall not count as satisfactory service until the period of disciplinary probation has been successfully completed.

D. Restored Career Ladder Service

1. An employee's prior months of disciplinary probation while in a career ladder shall count toward the employee's advancement within the career ladder if the employee has completed the probation.

2. An employee in a career ladder position who satisfies the criteria shall have the applicable months of prior disciplinary probation restored on the day after completion of probation. If an employee is on disciplinary probation when the career ladder is due, the career ladder adjustment shall be effective the day after completion of disciplinary probation.
3. If an employee's restored service results in a salary increase, the employee shall receive credit for any satisfactory/restored active months of career ladder service exceeding the minimum requirement for the employee's new career ladder level. Such months shall count toward the employee's next career ladder salary increase or increases.

IV. Correctional Officer, Food Service Manager II-III, and Laundry Manager II-III Career Ladders

A. Salary Rates

The career ladder established salary rates for the CO, FSM II-III, and LM II-III positions are summarized on the FY 2010 – FY 2011 Salary Rate Reference Sheets (Attachments B1 and B2). An employee being placed in one of these career ladders shall always receive a salary rate corresponding with a correctional career pay level identified on the FY 2010 – FY 2011 Salary Rate Reference Sheet, not to exceed the established salary rate for pay level 8. Notwithstanding the procedures in Section IV for a former employee being rehired as a CO or a current employee voluntarily moving to a CO position, such an employee who meets the criteria relating to a bachelor's degree or military service as described on the FY 2010 – FY 2011 Salary Rate Reference Sheets shall be placed in the CO career ladder at the pay level of CO III, pay level 3 unless the employee would otherwise be placed at a higher pay level.

An employee may move from one to another of these positions without having a negative impact upon the employee's career ladder advancement. Months of satisfactory/restored active service from an employee's current date of hire in one of these career ladders count toward career ladder advancement in all three career ladders.

B. Part-time COs

1. Established Salary Rates

The established salary rate for a part-time CO shall be a prorated amount based upon the correctional career ladder up to a CO III, pay level 4. A part-time CO shall not hold a CO IV or V position.

2. Part-time to Full-time or Full-time to Part-time CO Transfers

Such transfers shall be requested and approved in accordance with PD-79, "Employee Transfers and Reassignments," and may only occur once in any 12-month period.

a. Part-time to Full-time Transfer

- (1) The part-time CO salary rate limitation shall remain applicable for a part-time CO who temporarily transfers to a full-time CO position in accordance with PD-79, "Employee Transfers and Reassignments." While temporarily working as a full-time CO, the CO shall not receive a salary rate exceeding the established salary rate for a CO III, pay level 4.
- (2) The pay level for a CCP retiree who was reemployed as a part-time CO within 36 months of retirement or latest separation date and who permanently transfers to a full-time CO position shall be determined in accordance with the procedures in Section IV.D.1 of this directive.
- (3) The pay level for any other part-time CO permanently transferring to a full-time CO position shall correspond with the CO's current CCPS or be equivalent to the pay level held as a part-time CO, whichever is higher. If the CO's placement pay level is below CO V, the CO shall receive credit for any months of current CCPS exceeding the minimum requirement for the placement pay level. Such months shall count toward the employee's next salary adjustment. Further career ladder advancement shall be as described in the CO Career Ladder table included on the FY 2010 – FY 2011 Salary Rate Reference Sheets.

b. Full-time to Part-Time Transfer

If a full-time CO IV or V transfers to a part-time CO position, the CO shall be moved to a CO III position, pay level 4.

C. Full-time CO Rehires

1. Retirees in a CCP on Retirement Effective Date

This section applies to such retirees who are being rehired as a CO or who have been rehired to a position other than a CO position and are transferring to a CO position, and such action is occurring within 36 months of the retiree's most recent date of separation from a CCP.

Retirees who were in another position at the time of retirement or who are rehired as a CO after 36 months of the retiree's most recent date of separation from a CCP shall be rehired under the provisions in Section IV.C.2.b of this directive, regardless of prior CCPS.

a. CO, FSM, and LM Retirees

(1) The retiree shall be rehired to a pay level equivalent to whichever of the following results in the higher pay level, not to exceed CO V, pay level 8:

(a) The retiree's continuous months of satisfactory/restored active CCPS at the time of retirement;

(b) The pay level held at the time of retirement; or

(c) The pay level or correctional career salary group and rate held on the date of most recent employment separation. (Example: CO retiree rehires as a supervisor of COs, FSM IV, or LM IV, separates from that supervisory position, and then later rehires as a CO.)

(2) If the retiree's career ladder placement upon rehire is below CO V, pay level 8, and the retiree's continuous months of CCPS at the time of retirement were more than the minimum months required for placement at that level, the additional months shall count toward the rehired retiree's next salary adjustment.

b. Supervisor of CO, FSM IV, or LM IV Retiree

Such a retiree shall be rehired as a CO V, pay level 8.

2. Other CO Rehires

a. Most Recent Position Was CCP within 36-Month Period Preceding Effective Date of Rehire

The former employee shall be placed in the CO career ladder at the pay level that is equivalent to one level below the established salary rate of the most recent CCP held prior to rehire, not to exceed CO III, pay level 4. If the former employee was a part-time CO at the time of separation, the placement pay level shall be one pay level below the pay level the employee would have held prior to separation if the employee had been a full-time CO.

b. All Other CO Rehires (regardless of prior CCPS)

The former employee shall be rehired in accordance with the following:

- (1) If the former employee is not required to attend the TDCJ Correctional Institutions Division (CID) Pre-Service Training Academy (PSTA) in accordance with PD-73, "Selection Criteria for Correctional Officers," the former employee shall be rehired as a CO II, pay level 2.
- (2) If the former employee is required to attend the PSTA, the former employee shall be rehired as a CO I, pay level 1.

c. Further Career Ladder Advancement

A rehired CO shall be required to complete the minimum consecutive months of satisfactory/restored active service required at each pay level.

D. CO Applicants with a Bachelor Degree or Two Years Active Military Service

A CO applicant, including a CO rehire, shall be hired at pay level 3 if the applicant has:

1. A bachelor degree conferred by an institution of higher education accredited by the Council for Higher Educational Accreditation (CHEA); or
2. At least two years of active military service and:
 - a. Was released from military service under honorable conditions; or
 - b. Is a current member of a reserve component of the Uniformed Services, but is not on active duty, unless on terminal leave.

E. Voluntary Move from CCP to CO, FSM II-III, or LM II-III

1. Move to CO Position

The employee shall be placed at a pay level corresponding with the employee's current CCPS.

2. Move to FSM II-III or LM II-III Position

The employee shall be placed at a pay level in accordance with the following guidelines:

Promotion (from CO I, II, or III to FSM II or LM II)	Lateral Transfer (from CO IV to FSM II or LM II or from CO V to FSM III or LM III)	Voluntary Demotion other than through a RIF (from FSM IV, LM IV, or supervisor of COs to FSM II-III or LM II-III)
The employee shall receive at least a one increment increase or the established salary rate equivalent to the pay level corresponding with the employee's current CCPS, whichever is higher. If the one increment increase results in a higher established salary rate between two pay levels, the employee shall receive the established salary rate for the next higher pay level.	The employee's salary rate shall not change.	The employee shall be placed at a pay level corresponding with the employee's current CCPS, not to exceed pay level 8.

3. If the employee is placed in a pay level lower than CO V, pay level 8, the employee shall advance through the CO career ladder the same as a newly-hired employee.

(Example: If a CO III, pay level 4, with 22 months of satisfactory active service from current date of hire became a FSM II, remained a FSM II for two months of satisfactory active service, and returned to a CO III position, pay level 4, based on 24 months of satisfactory active service in a CCP from current date of hire, the CO would only be required to accrue six more months of satisfactory active service to advance to a CO IV position, pay level 5.)

F. Reassignment to a CO, FSM II-III, or LM II-III Position

1. Employee with No Current CCPS

a. Reassignment to a CO Position

Placement within the CO career ladder by such an employee who is not affected by a RIF shall be dependent upon whether the employee is required to attend the PSTA in accordance with PD-79, "Employee Transfers and Reassignments."

- (1) An employee who is required to attend the PSTA shall be placed in a CO I position, pay level 1.

- (2) An employee who is not required to attend the PSTA shall be placed in a CO II position, pay level 2.

b. Reassignment to a FSM II-III or LM II-III Position

The employee's pay level shall be determined in accordance with the following guidelines:

Promotion	Lateral Transfer	Voluntary Demotion other than through a RIF
The employee shall receive at least a one increment increase or the established salary rate equivalent to CCP, pay level 4, whichever is higher. If the one increment increase is between two pay levels, the employee shall receive the next higher pay level.	The employee's pay level shall be CCP, pay level 4, which may result in a lateral transfer with a salary decrease.	The employee's pay level shall be CCP, pay level 4.

- c. The employee shall be required to complete the minimum consecutive months of satisfactory/restored active service required at each pay level for a PSTA new hire, as indicated in the CO Career Ladder table on the FY 2010 – FY 2011 Salary Rate Reference Sheets.

2. Employee with Current CCPS

a. Employee Promoted or Laterally Transferred from CCP

The pay level for an employee who promoted or laterally transferred from a CCP and remained on the TDCJ payroll shall be determined as follows:

(1) Reassignment to the Same Series

(Examples: [1] CO promoted to a non-correctional position and is moving back to CO; or [2] FSM II-III promoted to a non-correctional position and is moving back to FSM II-III.)

The employee's salary rate shall be the pay level equivalent to the pay level from which the employee left. This applies even if the employee had previously held a CCP in a different series.

(2) Reassignment to a Different Series

(a) No Current CCPS in the Same Series

(Examples: [1] Employee hired as a FSM IV, promoted to a non-correctional position and is moving to a CO position; or [2] employee hired as CO, promoted to a non-correctional position and is moving to a FSM II-III position.)

The employee's pay level shall be equivalent to the employee's salary rate at the time of the employee's most recent move from a CCP. If this established salary rate falls between two pay levels, the employee shall be placed in the next lower pay level.

(b) Current CCPS in the Same Series

(Examples: [1] CO promoted to a sergeant position, then promoted to a non-correctional position and is returning to a CO position; or [2] LM II-III promoted to a non-correctional position and is returning to a LM II-III position.)

The employee shall be returned to the pay level held when the employee left the series or to a pay level equivalent to the employee's salary rate at the employee's most recent move from a CCP, whichever is higher. If the established salary rate falls between two pay levels, the employee shall be placed in the next lower pay level.

(3) Future Career Ladder Advancement

Future career ladder advancement for an employee placed in a position below pay level 8 shall be as follows. (See Attachment C for specific examples.)

If the employee had accrued 18 or fewer months of satisfactory active CCPS from current date of hire, the employee shall receive credit for all months of such service immediately upon return to a CCP. The employee shall advance through the appropriate career ladder the same as an employee who never left the career ladder.

If the employee had accrued more than 18 months of satisfactory/restored active CCPS from current date of hire, the employee shall remain at the pay level in which the employee was placed until the employee has completed 12 consecutive months of satisfactory active service. The employee shall then receive credit for total months of satisfactory/restored active CCPS accrued from current date of hire. If applicable, the employee shall advance to a higher pay level and have such months of service count toward advancement to the next career ladder salary adjustment(s). Further career ladder progression shall be as described in the FY 2010 – FY 2011 Salary Rate Reference Sheets.

b. Employee Voluntarily Demoted from CCP

(1) Reassignment to a CO Position

The pay level for an employee who voluntarily demoted from a CCP, remained on payroll, and whose reassignment to a CO position is occurring within 36 months of the voluntary demotion shall be a pay level equivalent to one level below the salary group and rate of the most recent CCP held, not to exceed pay level 4. If the reassignment occurs after 36 months of the voluntary demotion, the employee's pay level shall be CO I, pay level 1.

(2) Reassignment to a FSM II-III or LM II-III Position

The pay level for an employee who voluntarily demoted from a CCP, remained on payroll, and is voluntarily moving to a FSM II-III or LM II-III position shall be pay level 4. Career ladder placement shall be as described in the FY 2010 – FY 2011 Salary Rate Reference Sheets.

(3) Further Career Ladder Advancement

The employee shall be required to complete the minimum consecutive months of satisfactory/restored active service required at each pay level as indicated on the FY 2010 – FY 2011 Salary Rate Reference Sheets.

G. Reduction in Pay Within a CO, FSM II-III, or LM II-III Career Ladder

1. The employee's salary rate shall be reduced at least one increment. It is not necessary for the employee's reduced salary rate to correspond with a pay level.
2. Restoration of the employee's previous salary rate and the employee's further career ladder advancement shall be in accordance with Section II.F.5 of this directive.

H. Involuntary Demotion Into a CO, FSM II-III, or LM II-III Career Ladder

1. Employee Currently in a CCP

- a. The employee's pay level shall be based on whichever one of the following results in the lower pay level.

- (1) A pay level with an established salary rate at least one increment lower than the employee's current salary rate,

NOTE: If a one increment decrease falls between two pay levels, the next lower level shall be considered; or

- (2) A pay level based on the employee's months of satisfactory/restored active service in a CCP from current date of hire.

- b. Immediately after the employee completes the corresponding number of disciplinary probation months, the employee shall be reinstated to a pay level based on the employee's total months of satisfactory/restored active CCPS from current date of hire. If the employee is reinstated to a pay level lower than pay level 8 and the employee's total months of satisfactory/restored active CCPS from current date of hire are more than the minimum months required for placement at the reinstated level, the additional months of service counts toward advancement to the next pay level.

2. Non-Correctional Career Employee with Current CCPS

The employee's pay level shall be based on whichever one of the following results in the lower pay level:

- a. A pay level having an established salary rate at least one increment lower than the employee's current salary rate.

NOTE: If a one increment decrease falls between two pay levels, the next lower level shall be considered; or

- b. A pay level equivalent to the pay level from which the employee left, not to exceed pay level 8.

3. Employee with No Previous CCP Experience Into a CO Position

- a. If the employee has previously completed the PSTA required for COs within the 36-month period immediately preceding the involuntary demotion effective date, the employee's pay level shall be based on whichever one of the following results in the lower pay level:

- (1) A pay level having an established salary rate at least one increment lower than the employee's current salary rate.

NOTE: If a one increment decrease falls between two pay levels, the next lower level shall be considered; or

- (2) A CO II position, pay level 2.

- b. If the employee has not previously completed the PSTA required for COs within 36 months immediately preceding the involuntary demotion effective date, the employee's pay level shall be CO I, pay level 1.

4. Further Career Ladder Advancement

The employee shall be required to meet the minimum consecutive months of satisfactory/restored active service required at each pay level, as indicated on the FY 2010 – FY 2011 Salary Rate Reference Sheets, prior to advancement to the next pay level.

I. Involuntary Demotion Within the CO, FSM, or LM Career Ladder

- 1. The employee shall be demoted to a pay level that:

- a. Is in a salary group with a lower established salary rate than the employee's current salary group;
- b. Results in a monetary loss equivalent to at least one increment; and
- c. May not be below level 2 if a demotion is to CO, and if the demotion is to FSM or LM, the salary rate may not be below level 4.

2. Reinstatement of the employee’s pay level and the employee’s further career ladder advancement shall be in accordance with Section II.F.5 of this directive.

V. Supervisor of Correctional Officers, Food Service Manager IV, Laundry Manager IV, and Parole Officer Career Ladder

A. Salary Rates

The established salary rates for these positions are indicated on the FY 2010 – FY 2011 Salary Rate Reference Sheets.

B. Payroll Actions

The procedures for payroll actions relating to the parole officer career ladder shall be in accordance with Parole Division Policy and Operating Procedure (PD/POP) 1.1.7, “Parole Officer Career Ladder.” The following guidelines shall be used to determine an employee’s salary rate for a supervisor of COs, FSM IV, or LM IV position.

Payroll Actions for Supervisor of COs, FSM IV, or LM IV	
Payroll Action	Salary Rate
Promotion	The higher of: (1) The monthly established salary rate of the position; or (2) One increment higher (promotion into or within Salary Schedule A) than the employee’s current salary rate (round up to the next whole dollar) or a salary rate 3.4 percent higher (promotion into or within Salary Schedule B).
Lateral Transfer	The monthly established salary rate of the position, which may be higher than, the same as, or lower than the employee’s current salary rate.
Voluntary Demotion ⁽¹⁾	The monthly established salary rate of the position, which may be higher than, the same as, or lower than the employee’s current salary rate.
Involuntary Demotion ⁽²⁾	The lower of: (1) The monthly established salary rate of the position; or (2) One increment lower (demotion into or within Salary Schedule A) than the employee’s current salary rate (round down to the next whole dollar) or a salary rate at least 3.4 percent lower (demotion into or within Salary Schedule B).
Reduction in Pay ⁽³⁾	One increment (reduction within Salary Schedule A) lower than the employee’s current salary rate (round down to the next whole dollar) or a salary rate at least 3.4 percent (reduction within Salary Schedule B).
⁽¹⁾ Does not apply to voluntary demotions resulting from a RIF. Employees affected by a RIF shall receive an established salary rate in accordance with Section VI.B.2 of this directive.	
⁽²⁾ After completion of the corresponding months of disciplinary probation, an employee who received a salary rate lower than a position’s established salary rate shall receive a salary adjustment back to the salary rate or level prior to the disciplinary probation.	
⁽³⁾ Salary rate restoration shall be in accordance with the procedures in Section II.F.5 of this directive.	

VI. Reduction in Force Salary Provisions

The following procedures apply to an employee whose position has been identified for deletion through a RIF in accordance with PD-25, "Reduction in Force Procedures," and who has accepted a position in a salary group with an established salary rate equal to or lower than the established salary rate for the employee's current position.

A. Move to a Non-Targeted Position

1. Voluntary Lateral Transfer

The employee's salary rate shall not change.

2. Voluntary Demotions

a. Reduction Within or Into Salary Schedule A

The employee shall receive either a salary rate at least one increment lower than the employee's current salary rate (round down to the next whole dollar) or the maximum established salary rate of the new salary range, whichever salary rate is lower.

b. Reduction Within or Into Salary Schedule B

The employee shall receive at least a 3.4 percent decrease (round down to the next whole dollar) or the maximum established salary rate of the new salary group, whichever is lower.

c. Reduction Within or Into Salary Schedule C

The employee shall receive a salary rate lower than the employee's current salary rate as determined by the salary schedule.

B. Move to a Targeted Career Position

1. CO, FSM II-III, or LM II-III Position

The employee shall receive either a salary rate at least one increment lower than the employee's current salary rate or a salary rate equivalent to pay level 8, whichever salary rate is lower. If this decrease is between two pay levels, the employee shall receive the established salary rate equivalent to the next lower pay level.

If the employee is placed in a CO position at a pay level lower than CO V, pay level 8, the employee shall be required to complete the minimum consecutive months of satisfactory/restored active service required at each pay level, as indicated on the FY 2010 – FY 2011 Salary Rate Reference Sheets.

2. Salary Schedule B Targeted Positions

The employee shall receive the position's established monthly salary rate for that position or a salary rate at least 3.4 percent lower (round down to next whole dollar) than the employee's current salary rate, whichever is lower.

VII. Effective Date of Actions and Payroll Status Changes

Payroll action effective dates and the entering of a payroll status change (PSC) on the Payroll Status Change Update (PSCUPD) screen in the TDCJ Payroll/Personnel System (PPS) shall be in accordance with the Payroll Effective Dates and Timeframes for PSC Entry/Approval table (Attachment D).

- A. If the employee is an interagency transfer, the employee who enters the PSC shall also complete a PERS 465, Salary Worksheet for Interagency Transfers (Attachment E). The PERS 465 form assists the Payroll Department in determining whether the interagency transfer is a promotion, lateral transfer, or demotion, and to ensure an employee who is an interagency transfer receives credit for previous months of state service.
- B. Automated correctional career ladder salary adjustments shall also be effective in accordance with the timeframes set out in the Payroll Effective Dates and Timeframes for PSC Entry/Approval table. Human resources representatives shall not be required to enter a PSC for automatically processed salary adjustments. However, there shall be occasions when a correctional career salary is still processed manually; when this occurs, a PSC shall be entered.

When an adjustment is processed automatically, the Payroll Department shall generate three copies of a Correctional Career Ladder Adjustment Notice and provide two copies to the appropriate human resources representative. The human resources representative shall provide one copy to the employee and file one copy in the employee's unit/department human resources file. The Payroll Department shall forward the third copy to the Employee Services Section, Human Resources Division, for imaging into the employee's Employee Master Human Resources File.

Brad Livingston
Executive Director

**TEXAS DEPARTMENT OF CRIMINAL JUSTICE
STATE CLASSIFICATION PLAN
SALARY SCHEDULES A & B**

SCHEDULE A				
FY 2009 Salary Group	FY 2010 Salary Group	Min	Max	
A2	Deleted			
A3	A3	16,850.00	24,433.00	
	M	1,404.16	2,036.08	
A4	A4	17,693.00	25,654.00	
	M	1,474.41	2,137.83	
A5	A5	18,577.00	26,937.00	
	M	1,548.08	2,244.75	
A6	A6	19,506.00	28,284.00	
	M	1,625.50	2,357.00	
A7	A7	20,481.00	29,698.00	
	M	1,706.75	2,474.83	
A8	A8	21,505.00	31,183.00	
	M	1,792.08	2,598.58	
A9/B1	A9 ^(B1 deleted)	22,581.00	32,742.00	
	M	1,881.75	2,728.50	
SCHEDULE A & B				
FY 2009 Salary Group	FY 2010 Salary Group	Min	Max	
A10/B2	A10/B10	23,710.00	34,379.00	
	M	1,975.83	2,864.91	
A11/B3	A11/B11	25,132.00	38,955.00	
	M	2,094.33	3,246.25	
A12/B4	A12/B12	26,640.00	41,292.00	
	M	2,220.00	3,441.00	
A13/B5	A13/B13	28,239.00	43,770.00	
	M	2,353.25	3,647.50	
A14/B6	A14/B14	29,933.00	46,396.00	
	M	2,494.41	3,866.33	
A15/B7	A15/B15	31,729.00	49,180.00	
	M	2,644.08	4,098.33	
A16/B8	A16/B16	33,633.00	52,130.00	
	M	2,802.75	4,344.16	
A17/B9	A17/B17	35,651.00	55,258.00	
	M	2,970.91	4,604.83	
A18/B10	A18/B18	38,146.00	61,034.00	
	M	3,178.83	5,086.16	
B11	A19 ^(new) /B19	40,816.00	65,306.00	
	M	3,401.33	5,442.16	
B12	A20 ^(new) /B20	43,673.00	69,878.00	
	M	3,639.41	5,823.16	
SCHEDULE B				
FY 2009 Salary Group	FY 2010 Salary Group	Min	Max	
B13	B21	46,731.00	74,769.00	
	M	3,894.25	6,230.75	
B14	B22	50,002.00	80,003.00	
	M	4,166.83	6,666.91	
B15	B23	53,502.00	85,603.00	
	M	4,458.50	7,133.58	
B16	B24	57,247.00	91,595.00	
	M	4,770.58	7,632.91	
B17	B25	61,254.00	98,007.00	
	M	5,104.50	8,167.25	
B18	B26	67,380.00	111,176.00	
	M	5,615.00	9,264.66	
B19	B27	74,118.00	122,294.00	
	M	6,176.50	10,191.16	
B20	B28	81,529.00	134,524.00	
	M	6,794.08	11,210.33	
B21	B29	89,682.00	147,976.00	
	M	7,473.50	12,331.33	
B22	B30	98,651.00	162,773.00	
	M	8,220.91	13,564.41	
No FY 2009 Equivalent	B31	108,516.00	179,051.00	
		M	9,043.00	14,920.91
	B32	119,367.00	196,956.00	
		M	9,947.25	16,413.00
	B33	131,304.00	216,652.00	
		M	10,942.00	18,054.33
	B34	144,434.00	238,317.00	
		M	12,036.16	19,859.75
	B35	158,878.00	262,148.00	
		M	13,239.83	21,845.66

REFERENCE: Article IX, S.B. 1, 81st Legislature, R.S.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
 STATE CLASSIFICATION PLAN SALARY SCHEDULE C

*Effective September 1, 2009

Salary Group	<4	≥4	≥8	≥12	≥16	≥20
C1	35,787.00A 2,982.25M					
C2	39,097.00A 3,258.08M					
C3	47,221.00A 3,935.08M	50,988.00A 4,249.00M	54,860.00A 4,571.66M	57,504.00A 4,792.00M	60,307.00A 5,025.58M	61,793.00A 5,149.41M
C4		57,578.00A 4,798.16M	61,677.00A 5,139.75M	64,402.00A 5,366.83M	67,377.00A 5,614.75M	69,043.00A 5,753.58M
C5		64,489.00A 5,374.08M	68,859.00A 5,738.25M	71,682.00A 5,973.50M	74,848.00A 6,237.33M	76,714.00A 6,392.83M
C6		71,470.00A 5,955.83M	76,077.00A 6,339.75M	79,001.00A 6,583.41M	82,359.00A 6,863.25M	84,427.00A 7,035.58M
C7		87,719.00A 7,309.91M	88,529.00A 7,377.41M	88,939.00A 7,411.58M	88,939.00A 7,411.58M	88,939.00A 7,411.58M
C8		91,200.00A 7,600.00M	91,935.00A 7,661.25M	92,394.00A 7,699.50M	92,394.00A 7,699.50M	92,394.00A 7,699.50M

REFERENCE: Article IX, S.B. 1, 81st Legislature, R.S.

**TEXAS DEPARTMENT OF CRIMINAL JUSTICE
STATE CLASSIFICATION PLAN
SALARY SCHEDULES A & B**

SCHEDULE A			
FY 2010 Salary Group	FY 2011 Salary Group	Min	Max
A3	A3	16,850.00	24,433.00
M	M	1,404.16	2,036.08
A4	A4	17,693.00	25,654.00
M	M	1,474.41	2,137.83
A5	A5	18,577.00	26,937.00
M	M	1,548.08	2,244.75
A6	A6	19,506.00	28,284.00
M	M	1,625.50	2,357.00
A7	A7	20,481.00	29,698.00
M	M	1,706.75	2,474.83
A8	A8	21,505.00	31,183.00
M	M	1,792.08	2,598.58
A9	A9	22,581.00	32,742.00
M	M	1,881.75	2,728.50
SCHEDULE A & B			
FY 2010 Salary Group	FY 2011 Salary Group	Min	Max
A10/B10	A10/B10	23,710.00	34,379.00
M	M	1,975.83	2,864.91
A11/B11	A11/B11	25,132.00	38,955.00
M	M	2,094.33	3,246.25
A12/B12	A12/B12	26,640.00	41,292.00
M	M	2,220.00	3,441.00
A13/B13	A13/B13	28,239.00	43,770.00
M	M	2,353.25	3,647.50
A14/B14	A14/B14	29,933.00	46,396.00
M	M	2,494.41	3,866.33
A15/B15	A15/B15	31,729.00	49,180.00
M	M	2,644.08	4,098.33
A16/B16	A16/B16	33,633.00	52,130.00
M	M	2,802.75	4,344.16
A17/B17	A17/B17	35,651.00	55,258.00
M	M	2,970.91	4,604.83
A18/B18	A18/B18	38,146.00	61,034.00
M	M	3,178.83	5,086.16
A19/B19	A19/B19	40,816.00	65,306.00
M	M	3,401.33	5,442.16
A20/B20	A20/B20	43,673.00	69,878.00
M	M	3,639.41	5,823.16
SCHEDULE B			
FY 2010 Salary Group	FY 2011 Salary Group	Min	Max
B21	B21	46,731.00	74,769.00
M	M	3,894.25	6,230.75
B22	B22	50,002.00	80,003.00
M	M	4,166.83	6,666.91
B23	B23	53,502.00	85,603.00
M	M	4,458.50	7,133.58
B24	B24	57,247.00	91,595.00
M	M	4,770.58	7,632.91
B25	B25	61,254.00	98,007.00
M	M	5,104.50	8,167.25
B26	B26	67,380.00	111,176.00
M	M	5,615.00	9,264.66
B27	B27	74,118.00	122,294.00
M	M	6,176.50	10,191.16
B28	B28	81,529.00	134,524.00
M	M	6,794.08	11,210.33
B29	B29	89,682.00	147,976.00
M	M	7,473.50	12,331.33
B30	B30	98,651.00	162,773.00
M	M	8,220.91	13,564.41
B31	B31	108,516.00	179,051.00
M	M	9,043.00	14,920.91
B32	B32	119,367.00	196,956.00
M	M	9,947.25	16,413.00
B33	B33	131,304.00	216,652.00
M	M	10,942.00	18,054.33
B34	B34	144,434.00	238,317.00
M	M	12,036.16	19,859.75
B35	B35	158,878.00	262,148.00
M	M	13,239.83	21,845.66

REFERENCE: Article IX, S.B. 1, 81st Legislature, R.S.

**TEXAS DEPARTMENT OF CRIMINAL JUSTICE
STATE CLASSIFICATION PLAN SALARY SCHEDULE C
*Effective September 1, 2010**

Salary Group	<4	≥4	≥8	≥12	≥16	≥20
C1	35,787.00A 2,982.25M					
C2	39,097.00A 3,258.08M					
C3	47,221.00A 3,935.08M	50,988.00A 4,249.00M	54,860.00A 4,571.66M	57,504.00A 4,792.00M	60,307.00A 5,025.58M	61,793.00A 5,149.41M
C4		57,578.00A 4,798.16M	61,677.00A 5,139.75M	64,402.00A 5,366.83M	67,377.00A 5,614.75M	69,043.00A 5,753.58M
C5		64,489.00A 5,374.08M	68,859.00A 5,738.25M	71,682.00A 5,973.50M	74,848.00A 6,237.33M	76,714.00A 6,392.83M
C6		71,470.00A 5,955.83M	76,077.00A 6,339.75M	79,001.00A 6,583.41M	82,359.00A 6,863.25M	84,427.00A 7,035.58M
C7		87,719.00A 7,309.91M	88,529.00A 7,377.41M	88,939.00A 7,411.58M	88,939.00A 7,411.58M	88,939.00A 7,411.58M
C8		91,200.00A 7,600.00M	91,935.00A 7,661.25M	92,394.00A 7,699.50M	92,394.00A 7,699.50M	92,394.00A 7,699.50M

*REFERENCE: Article IX, S.B. 1, 81st Legislature, R.S. *

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
FY 2010 Salary Rate Reference Sheet
CO, FSM II - III, and LM II - III Career Ladders

Correctional Career Position (CCP) Pay Levels and Salary Rates ⁽¹⁾	CORRECTIONAL OFFICER CAREER LADDER					FSM III/LM III, A14, CAREER LADDER		
	Title and Group	Training Academy New Hire		College Program New Hire		Title and Group	Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement
		Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement	Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement			
Pay Level 1 \$2240.63	CO I A09	0 – 2	2	N/A	N/A	N/A	N/A	N/A
Pay Level 2 \$2371.88	CO II A11	3 – 8	6	0 – 6	6	N/A	N/A	N/A
Pay Level 3 ⁽³⁾ \$2510.20	CO III A13	9 – 14	6	7 – 12	6	N/A	N/A	N/A
Pay Level 4 \$2653.18	CO III A13	15 – 30	16	13 – 30	18	FSM II/LM II A14	0 – 30	30
Pay Level 5 \$2730.00	CO IV A14	31 – 42	12	31 – 42	12	FSM II/LM II A14	31 – 42	12
Pay Level 6 \$2808.64	CO IV A14	43 – 54	12	43 – 54	12	FSM II/LM II A14	43 – 54	12
Pay Level 7 \$2893.34	CO IV A14	55 – 90	36	55 – 90	36	FSM II/LM II A14	55 – 90	36
Pay Level 8 \$2982.02	CO V A16	91+	N/A	91+	N/A	FSM III/LM III A16	91+	N/A

⁽¹⁾ Salary rates for part-time COs shall be prorated as follows: Pay Level 2 - \$1185.94; Pay Level 3 - \$1255.10; Pay Level 4 - \$1326.59. Employees hired as a part-time CO shall work full-time while a CO I. A part-time CO may not advance beyond pay level 4.

⁽²⁾ Months of restored career ladder service shall also count toward meeting service requirements.

⁽³⁾ A CO applicant shall be hired at pay level 3 if the applicant has: (1) a bachelor degree conferred by an institution of higher education accredited by the Council for Higher Education Accreditation (CHEA); or (2) at least two years of active military service and: (a) was released from military service under honorable conditions; or (b) is a current member of a reserve component of the Uniformed Services but is not on active duty, unless on terminal leave.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
FY 2010 Salary Rate Reference Sheet
Salary Rates for Supervisors of COs, FSM IV, LM IV,
Parole Officer Career Ladder, and Parole Officer Supervisors Salary Rates

CORRECTIONAL OFFICER SUPERVISORS	
Title	Group/Established Salary Rate
Sergeant	B17 - \$3131.08
Lieutenant	B18 - \$3287.67
Captain	B19 - \$3452.08
Major	B20 - \$3701.58

FOOD SERVICE MGR IV
Group/ Established Salary Rate
A18 - \$3419.06

LAUNDRY MGR IV
Group/Established Salary Rate
A18 - \$3178.84

PAROLE OFFICER I & II ⁽⁴⁾			
Title	Group/Established Minimum Rate	Months of Employment	Min Months Required at Career Level Before Further Promotion
Parole Officer I	B14 - \$2783.88	0 – 24	24
Parole Officer II	B15 - \$2950.59	25 +	N/A

PAROLE OFFICER III, IV, & V⁽⁴⁾	
Title	Group/Established Minimum Rate
Parole Officer III	B16 - \$3136.31
Parole Officer IV	B18 - \$3453.49
Parole Officer V	B20 - \$4008.34

⁽⁴⁾ Salary provisions for the Parole Officer career ladder shall be in accordance with Parole Division Policy and Operating Procedure (PD/POP) 1.1.7, "Parole Officer Career Ladder," effective July 1, 2008.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
FY 2011 Salary Rate Reference Sheet
CO, FSM II - III, and LM II - III Career Ladders

Correctional Career Position (CCP) Pay Levels and Salary Rates ⁽¹⁾	CORRECTIONAL OFFICER CAREER LADDER					FSM III/LM III, A14, CAREER LADDER		
	Title and Group	Training Academy New Hire		College Program New Hire		Title and Group	Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement
		Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement	Min Required Months Satisfactory Active Service in a CCP ⁽²⁾	Min Months Required at Career Level Before Further Advancement			
Pay Level 1 \$2319.05	CO I A09	0 – 2	2	N/A	N/A	N/A	N/A	N/A
Pay Level 2 \$2454.90	CO II A11	3 – 8	6	0 – 6	6	N/A	N/A	N/A
Pay Level 3 ⁽³⁾ \$2598.05	CO III A13	9 – 14	6	7 – 12	6	N/A	N/A	N/A
Pay Level 4 \$2746.04	CO III A13	15 – 30	16	13 – 30	18	FSM II/LM II A14	0 – 30	30
Pay Level 5 \$2825.55	CO IV A14	31 – 42	12	31 – 42	12	FSM II/LM II A14	31 – 42	12
Pay Level 6 \$2906.94	CO IV A14	43 – 54	12	43 – 54	12	FSM II/LM II A14	43 – 54	12
Pay Level 7 \$2994.60	CO IV A14	55 – 90	36	55 – 90	36	FSM II/LM II A14	55 – 90	36
Pay Level 8 \$3086.39	CO V A16	91+	N/A	91+	N/A	FSM III/LM III A16	91+	N/A

⁽¹⁾ Salary rates for part-time COs shall be prorated as follows: Pay Level 2 - \$1227.45; Pay Level 3 - \$1299.02; Pay Level 4 - \$1373.02. Employees hired as a part-time CO shall work full-time while a CO I. A part-time CO may not advance beyond pay level 4.

⁽²⁾ Months of restored career ladder service shall also count toward meeting service requirements.

⁽³⁾ A CO applicant shall be hired at pay level 3 if the applicant has: (1) a bachelor degree conferred by an institution of higher education accredited by the Council for Higher Education Accreditation (CHEA); or (2) at least two years of active military service and: (a) was released from military service under honorable conditions; or (b) is a current member of a reserve component of the Uniformed Services but is not on active duty, unless on terminal leave.

TEXAS DEPARTMENT OF CRIMINAL JUSTICE
FY 2011 Salary Rate Reference Sheet
Salary Rates for Supervisors of COs, FSM IV, LM IV,
Parole Officer Career Ladder, and Parole Officer Supervisors Salary Rates

CORRECTIONAL OFFICER SUPERVISORS	
Title	Group/Established Salary Rate
Sergeant	B17 - \$3240.66
Lieutenant	B18 - \$3402.74
Captain	B19 - \$3572.90
Major	B20 - \$3831.14

FOOD SERVICE MGR IV
Group/ Established Salary Rate
A18 - \$3538.73

LAUNDRY MGR IV
Group/Established Salary Rate
A18 - \$3290.09

PAROLE OFFICER I & II ⁽⁴⁾			
Title	Group/Established Minimum Rate	Months of Employment	Min Months Required at Career Level Before Further Promotion
Parole Officer I	B14 - \$2881.32	0 – 24	24
Parole Officer II	B15 - \$3053.86	25 +	N/A

PAROLE OFFICER III, IV, & V ⁽⁴⁾	
Title	Group/Established Minimum Rate
Parole Officer III	B16 - \$3246.08
Parole Officer IV	B18 - \$3667.51
Parole Officer V	B20 - \$4148.63

⁽⁴⁾ Salary provisions for the Parole Officer career ladder shall be in accordance with Parole Division Policy and Operating Procedure (PD/POP) 1.1.7, "Parole Officer Career Ladder" effective July 1, 2008.

Texas Department of Criminal Justice
Examples of Career Ladder Placement and Further Career Ladder Advancement
Non-Correctional Employees with CCPS
From Current Date of Hire Voluntarily Moving to CO, FSM II - III, or LM II - III Series
After a Promotion or Lateral Transfer from CCP

EMPLOYEES WITH 18 MONTHS OR LESS OF CCPS FROM CURRENT DATE OF HIRE		
Satisfactory Active CCPS and Career Ladder Level Prior to Leaving Position	Placement in Career Ladder Upon Return	Required Months of Satisfactory Active Service to Complete Prior to Next Advancement
12 Months CO III Pay Level 3	CO III Pay Level 3	2 Months - Shall receive salary adjustment to CO III, pay level 4 (12 + 2 = 14)
19 Months CO III Pay Level 4	CO III Pay Level 4	12 Months - Shall receive salary adjustment to CO III, pay level 5 (19 + 11 = 30)
14 Months CO III Pay Level 4	CO III Pay Level 4 (CO moved on same day the CO accrued 14 months and before being adjusted to a CO III, Pay Level 4)	0 Months (CO shall receive salary adjustment to CO III, pay level 4 on same day of return to series.)

EMPLOYEES WITH MORE THAN 18 MONTHS OF CCPS FROM CURRENT DATE OF HIRE			
CCPS and Career Ladder Level Prior to Leaving CO Position	Placement in CO Career Ladder Upon Return	Advancement When 12 Months of Satisfactory Active Service Have Been Accrued	Required Months of Satisfactory Active Service to Complete Prior to Next Advancement
28 months CO III Pay Level 4	CO III Pay Level 4	CO IV Pay Level 5 (28 + 12 = 40)	2 months - Shall advance to CO IV, pay level 6 (42 - 40 = 2)
62 Months CO III Pay Level 5 ⁽¹⁾	CO III Pay Level 4	CO IV Pay Level 7 (62 + 12 = 74)	16 Months - Shall advance to CO V, pay level 8 (90 - 74 = 16)
85 Months CO IV Pay Level 6 ⁽²⁾	CO IV Pay Level 5	CO V Pay Level 8 (85 + 12 = 97)	N/A
85 Months CO IV Pay Level 7	CO IV Pay Level 7	CO V Pay Level 9 (85 + 12 = 97) Employee required to stay at position returned to for at least 12 months	N/A

⁽¹⁾ Employee left series prior to establishment of Pay Levels 5, 6, 7, and 8.

⁽²⁾ Employee left series prior to establishment of Pay Levels 6, 7, and 8.

**Texas Department of Criminal Justice
Payroll Effective Dates and Timeframes for PSC Entry/Approval**

Payroll Action	Payroll Effective Date	PSC Entry/Approval by Warden or Department Head	
New Hires - College CO Training Program Graduates	Processed on a Monday or the next workday if Monday is an official holiday. As directed by the Payroll Department, certain Mondays shall not be hire dates (e.g., Mondays occurring in the same week as the end of the month).	Not later than two workdays after the selection announcement.	
New Hires, Rehires, Interagency Transfers - No PSTA Attendance Required			
PSTA Attendance Required - New Hires, Rehires, Interagency Transfers, Promotions, Voluntary Demotions, and Lateral Transfers	First day of PSTA		
Promotions - Non-Career Ladder and No PSTA Requirement	1st of next month if selection announcement occurs on the 16th through the 31st.		
	1st of current month if selection announcement occurs on the 1st		
	15th of current month if selection announcement occurs on the 2nd through the 15th of the month.		
Lateral Transfers - No PSTA Requirement	1st of month after selection announcement		
Voluntary Demotions - No PSTA Requirement			
CO, FSM II-III, and LM II-III Career Ladder Adjustments/Promotions	1st calendar day after eligibility criteria is met based on satisfactory active months of service		No PSC entry required if action is processed by the automated system. Otherwise, immediately upon receipt of notification from Payroll.
All Other Career Ladder Adjustments/Promotions	1st of month after eligibility criteria is met		Immediately upon employee meeting criteria
Reductions in Pay - No Suspension without Pay	1st of month following disciplinary action	24 hours after determination to take action	
Reductions in Pay - Includes Suspension without Pay	1st calendar day after completion of suspension without pay period		
Suspensions without Pay	Date determined by appropriate supervisor		
Involuntary Demotions	On or after the date Reprimand Form is signed by Reprimanding Authority (exact effective date to be determined by Reprimanding Authority)		
Restoration after Reduction in Pay or Reinstatement after Involuntary Demotion	1st calendar day after completion of corresponding number of disciplinary probation months	Immediately upon receipt of notification from Payroll	
Separations from Employment - Involuntary (Dismissal)	Date determined by appropriate supervisor	PSC entry by Labor Relations, approval by HR director	
Separations from Employment - Voluntary	Date mutually agreed to by employee and appropriate supervisor	As far in advance as possible; not later than 24 hours after effective date	

**Texas Department of Criminal Justice
Salary Worksheet for Interagency Transfers**

This form is to be completed when an outside applicant who has been offered employment notifies TDCJ Human Resources staff of current employment with another Texas state agency or agencies. If the outside applicant is employed by more than one Texas state agency, a separate worksheet shall be completed for **each** agency.

SECTION I: To be completed by the TDCJ office that made the Conditional Offer of Employment.

A. Applicant General Information

Name: _____ SSN: _____
New Payroll Title: _____ Unit/Department: _____
Extended Title: _____
Job (Payroll) #: _____ Schedule Hire Date: _____

B. The outside applicant is currently employed by the following Texas state agency:

Name of other State Agency : _____

C. TDCJ Employee who Completed Section I

Name: _____ Title: _____
Date Completed: _____

SECTION II: To be completed by the human resources representative responsible for entering the Payroll Status Change. The human resources office of each agency that the applicant is currently employed with shall be contacted to obtain the following information.

A. Dates of Employment: From: _____ To: _____

B. Current Salary Information:

Current Title: _____
Schedule: _____ Group: _____
Monthly Rate: _____ Annual Rate: _____

C. Individual from other state agency who provided information:

Name: _____ Title: _____
Phone: (_____) _____

D. TDCJ Employee who Completed Section II:

Name: _____ Title: _____
Date Completed: _____

Distribution Instructions:
Original: Attach to Original Application for Employment
Copy: Fax to Payroll Contact