

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.