

**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 <sup>(1)</sup>	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 <sup>(2)</sup>	Min Months Required at Career Level Before Further Advancement
		Min Required Months Satisfactory Active Service in a CCP <sup>(2)</sup>	Min Months Required at Career Level Before Further Advancement	Min Required Months Satisfactory Active Service in a CCP <sup>(2)</sup>	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 <sup>(3)</sup> \$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

<sup>(1)</sup> 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.

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

<sup>(3)</sup> 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**

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

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

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

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

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

<sup>(4)</sup> 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.