

**LAW ENFORCEMENT PAY PLAN  
SALARY SCHEDULE  
[Effective January 1, 2016]**

POSITION RANK	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
	<b>Years in Rank</b>	1	3	4	5	8	10	13	15	17	20
	<b>Years in Step</b>	2	1	1	3	2	3	2	2	3	
<b>Communications Officer</b>		\$34,893	\$35,765	\$36,301	\$36,846	\$37,399	\$37,960	\$38,529	\$39,107	\$39,694	\$40,289
<b>Communications Supervisor</b>		\$40,700	\$41,718	\$42,344	\$42,979	\$43,624	\$44,278	\$44,942	\$45,616	\$46,300	\$46,995
<b>Deputy Sheriff/Constable</b>	\$39,985	\$44,577	\$45,691								
<b>Senior Deputy Sheriff/Constable</b>		\$49,822	\$51,068	\$51,834	\$52,612	\$53,401	\$54,202	\$55,015	\$55,840	\$56,678	\$57,528
<b>Sergeant</b>		\$59,795	\$61,290	\$62,209	\$63,142	\$64,089	\$65,050	\$66,026	\$67,016	\$68,021	\$69,041
<b>Chief Deputy Constable I</b>		\$62,784	\$64,354	\$65,319	\$66,299	\$67,293	\$68,302	\$69,327	\$70,367	\$71,423	\$72,494
<b>Lieutenant/Chief Deputy Constable II</b>		\$66,267	\$67,924	\$68,943	\$69,977	\$71,027	\$72,092	\$73,173	\$74,271	\$75,385	\$76,516

**INCENTIVE PAY PROGRAM:**

**Education Pay:**

	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>
Associate's Degree	\$1,200.00	\$100.00	\$46.15
Bachelor's Degree	\$1,500.00	\$125.00	\$57.69
Master's Degree	\$1,800.00	\$150.00	\$69.23
Doctoral Degree	\$2,100.00	\$175.00	\$80.77

**Certification Pay:**

	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>
Intermediate	\$600.00	\$50.00	\$23.08
Advance	\$1,200.00	\$100.00	\$46.15
Masters	\$1,800.00	\$150.00	\$69.23
Civil Process	\$1,200.00	\$100.00	\$46.15

**Assignment Pay:**

	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>
Level I	\$1,800.00	\$150.00	\$69.23
Level II	\$2,100.00	\$175.00	\$80.77

**COMMAND STAFF:**

<b>Chief Deputy</b>	<u>Annual</u> \$94,672
<b>Division Chief</b>	\$82,237
<b>Captain</b>	\$73,715
<b>Detention Captain</b>	\$62,374

**NOTE:**

1. All covered employees, excluding Command Staff will advance in their salary range based on completion of the necessary years of service for each step, subject to funding by Commissioners' Court.
2. Communications Officer and Supervisor ranks are exclusive to the Hidalgo County Sheriff's Office only.
3. Command Staff are on a single rate schedule and are exclusive to the Hidalgo County Sheriff's Office only.
4. Assignment Pay is exclusive to Senior Deputy Sheriff ranks; Officers under the Constable's Offices are not eligible for assignment pay offered under this Salary Schedule.
5. Civil Process Certification Pay is exclusive to Officers under the Constable's Office.
6. Constable Precincts with 8-12 Deputies are authorized one (1) Sergeant Position; Constable Precincts with 12 or more Deputies are authorized two (2) Sergeant Positions. Maximum two (2) Sergeant Positions per precinct. Chief Deputy Constable II rank is exclusive to Constable Precincts with 12 or more Deputies.