

**LAW ENFORCEMENT PAY PLAN
SALARY TABLE
[Effective January 1, 2018]**

POSITION RANK	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
	Years in Rank	1	3	4	5	8	10	13	15	17	20
	Years in Step	2	1	1	3	2	3	2	2	3	
Communications Officer		\$34,893	\$35,765	\$36,301	\$36,846	\$37,399	\$37,960	\$38,529	\$39,107	\$39,694	\$40,289
Communications Supervisor		\$40,700	\$41,718	\$42,344	\$42,979	\$43,624	\$44,278	\$44,942	\$45,616	\$46,300	\$46,995
Deputy Sheriff/Constable	\$39,985	\$44,577	\$45,691								
Senior Deputy Sheriff/Constable		\$49,822	\$51,068	\$51,834	\$52,612	\$53,401	\$54,202	\$55,015	\$55,840	\$56,678	\$57,528
Sergeant		\$59,795	\$61,290	\$62,209	\$63,142	\$64,089	\$65,050	\$66,026	\$67,016	\$68,021	\$69,041
Chief Deputy Constable I		\$62,784	\$64,354	\$65,319	\$66,299	\$67,293	\$68,302	\$69,327	\$70,367	\$71,423	\$72,494
Lieutenant/Chief Deputy Constable II		\$66,267	\$67,924	\$68,943	\$69,977	\$71,027	\$72,092	\$73,173	\$74,271	\$75,385	\$76,516
Detention Officer	\$31,013	\$32,305	\$33,436								
Senior Detention Officer		\$35,536	\$36,780	\$38,067	\$39,399	\$40,778	\$42,205	\$44,315	\$48,747	\$53,622	\$58,984
Detention Sergeant		\$39,090	\$40,458	\$41,874	\$43,340	\$44,857	\$46,427	\$48,748	\$53,623	\$58,985	\$64,884
Detention Lieutenant		\$42,999	\$44,504	\$46,062	\$47,674	\$49,343	\$51,070	\$53,624	\$58,986	\$64,885	\$71,374
Detention First Lieutenant		\$54,343									

INCENTIVE PAY PROGRAM:

Education Pay:				Certification Pay:				Assignment Pay:			
	Annual	Monthly	Bi-Weekly		Annual	Monthly	Bi-Weekly		Annual	Monthly	Bi-Weekly
Associate's Degree	\$1,200.00	\$100.00	\$46.15	Intermediate	\$600.00	\$50.00	\$23.08	Level I	\$1,800.00	\$150.00	\$69.23
Bachelor's Degree	\$1,500.00	\$125.00	\$57.69	Advance	\$1,200.00	\$100.00	\$46.15	Level II	\$2,100.00	\$175.00	\$80.77
Master's Degree	\$1,800.00	\$150.00	\$69.23	Masters	\$1,800.00	\$150.00	\$69.23				
Doctoral Degree	\$2,100.00	\$175.00	\$80.77	Civil Process	\$1,200.00	\$100.00	\$46.15				

COMMAND STAFF:

	Annual
Chief Deputy	\$94,672
Division Chief	\$82,237
Captain	\$73,715
Detention Captain	\$73,715

- 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 Sheriffs and Senior Detention Officers; 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.
 7. Lower Level Supervisor Responsibilities (LLSR) Assignment Pay is limited to 19 Senior Detention Officers.