

**LAW ENFORCEMENT PAY PLAN  
SALARY TABLE  
[Effective July 9, 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 Years in Step	1 2	3 1	4 1	5 3	8 2	10 3	13 2	15 2	17 3	20
<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
<b>Detention Officer</b>		\$34,893	\$36,114								
<b>Senior Detention Officer</b>		\$37,378	\$38,686	\$40,041	\$41,442	\$42,892	\$44,394	\$45,947	\$47,556	\$49,220	\$50,943
<b>Detention Sergeant</b>		\$42,892	\$44,394	\$45,947	\$47,556	\$49,220	\$50,943	\$52,726	\$54,571	\$56,481	\$58,458
<b>Detention Lieutenant</b>		\$45,947	\$47,556	\$49,220	\$50,943	\$52,726	\$54,571	\$56,481	\$58,458	\$60,504	\$62,622
<b>Detention First Lieutenant</b>		\$54,343	\$56,245	\$58,214	\$60,251	\$62,360	\$64,542	\$66,801	\$69,139	\$71,559	\$74,064

**INCENTIVE PAY PROGRAM:**

<b>Education Pay:</b>				<b>Certification Pay:</b>				<b>Assignment Pay:</b>			
	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:**

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

**NOTE:**

- 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.
- Command Staff are on a single rate schedule and are exclusive to the Hidalgo County Sheriff's Office only.
- 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.
- Civil Process Certification Pay is exclusive to Officers under the Constable's Office.
- 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.
- Lower Level Supervisor Responsibilities (LLSR) Assignment Pay is limited to 19 Senior Detention Officers.
- Armed Detention Officer Assignment Pay is limited to 40 Detention personnel.