

**LAW ENFORCEMENT PAY PLAN  
SALARY TABLE**

**REVISED  
AI-70582**

**[Effective January 1, 2019]**

POSITION TITLE	RANK	RANK	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		Rank 2	\$35,940	\$36,838	\$37,391	\$37,952	\$38,521	\$39,099	\$39,685	\$40,280	\$40,884	\$41,497
Communications Supervisor		Rank 4	\$41,921	\$42,969	\$43,614	\$44,268	\$44,932	\$45,606	\$46,290	\$46,984	\$47,689	\$48,404
Deputy Sheriff Deputy Fire Marshal/Constable		Rank 6	\$45,914	\$47,062								
Senior Deputy Sheriff/Constable Chief Deputy Fire Marshal		Rank 8	\$51,317	\$52,600	\$53,389	\$54,190	\$55,003	\$55,828	\$56,665	\$57,515	\$58,378	\$59,254
Sergeant		Rank 10	\$61,589	\$63,129	\$64,076	\$65,037	\$66,013	\$67,003	\$68,008	\$69,028	\$70,063	\$71,114
Chief Deputy Constable I		Rank 11	\$64,668	\$66,284	\$67,278	\$68,287	\$69,311	\$70,351	\$71,406	\$72,477	\$73,564	\$74,667
Lieutenant/Chief Deputy Constable II		Rank 12	\$68,255	\$69,961	\$71,010	\$72,075	\$73,156	\$74,253	\$75,367	\$76,498	\$77,645	\$78,810
Detention Officer		Rank 1	\$35,940	\$37,198								
Senior Detention Officer		Rank 3	\$38,499	\$39,847	\$41,242	\$42,685	\$44,179	\$45,725	\$47,325	\$48,981	\$50,695	\$52,469
Detention Sergeant		Rank 5	\$44,179	\$45,725	\$47,325	\$48,981	\$50,695	\$52,469	\$54,305	\$56,206	\$58,173	\$60,209
Detention Lieutenant		Rank 7	\$47,325	\$48,982	\$50,696	\$52,470	\$54,306	\$56,207	\$58,174	\$60,210	\$62,317	\$64,498
Detention First Lieutenant		Rank 9	\$55,973	\$57,932	\$59,960	\$62,059	\$64,231	\$66,479	\$68,806	\$71,214	\$73,706	\$76,286

**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:**

	Rank	Annual
Chief Deputy	Rank 15	\$97,512
Division Chief	Rank 14	\$84,704
Captain/Detention Captain	Rank 13	\$75,926

**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. Command Staff are on a single rate schedule and are exclusive to the Hidalgo County Sheriff's Office only.
3. Assignment Pay is exclusive to Senior Deputy Sheriffs and Senior Detention Officers; Officers under the Constable's Offices are only eligible for K-9 unit assignment pay offered under this Salary Schedule.
4. Civil Process Certification Pay is exclusive to Officers under the Constable's Office.
5. 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.
6. Lower Level Supervisor Responsibilities (LLSR) Assignment Pay is limited to 19 Senior Detention Officers.
7. Armed Detention Officer Assignment Pay is limited to 40 Detention personnel.