

**LAW ENFORCEMENT PAY PLAN**  
**SALARY TABLE**  
**[Effective Januray 1, 2020]**

POSITION TITLE	RANK	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
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
<b>COMMAND STAFF:</b> (Exclusive to Hidalgo County Sheriff's office only)											
Chief Deputy	Rank 15	\$97,512	\$100,925	\$104,457	\$108,113	\$111,897	\$115,813	\$119,866	\$124,061	\$128,403	\$132,897
Division Chief	Rank 14	\$84,704	\$87,669	\$90,737	\$93,913	\$97,200	\$100,602	\$104,123	\$107,767	\$111,539	\$115,443
Captain/Detention Captain	Rank 13	\$75,926	\$78,584	\$81,334	\$84,181	\$87,127	\$90,176	\$93,332	\$96,599	\$99,980	\$103,479

<b>INCENTIVE PAY PROGRAM:</b>											
Education Pay:	Annual	Monthly	Bi-Weekly	Certification Pay:	Annual	Monthly	Bi-Weekly	Assignment Pay:	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				

**NOTE:**  
1. All covered employees, including Command Staff will advance in their salary range based on Section 8.04 of the Classification and Compensation Pay Plan subject to funding availability. 2. 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 pay plan. 3. Civil Process Certification Pay is exclusive to Officers under the Constable's Office. 4. 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. 5. Lower Level Supervisor Responsibilities (LLSR) Assignment Pay is limited to 19 Senior Detention Officers. 6. Armed Detention Officer Assignment Pay is limited to 40 Detention personnel.