

LAW ENFORCEMENT PAY PLAN SALARY TABLE

[Effective January 1, 2023]

(Last Revision 2023 Budget Process)

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	\$36,659	\$37,575	\$38,139	\$38,711	\$39,292	\$39,881	\$40,479	\$41,086	\$41,702	\$42,328
Communications Supervisor	Rank 4	\$42,759	\$43,828	\$44,485	\$45,152	\$45,829	\$46,516	\$47,214	\$47,922	\$48,641	\$49,371
Deputy Sheriff Deputy Fire Marshal/Constable	Rank 6	\$46,832	\$48,003								
Senior Deputy Sheriff/Constable Chief Deputy Fire Marshal	Rank 8	\$52,343	\$53,652	\$54,457	\$55,274	\$56,103	\$56,945	\$57,799	\$58,666	\$59,546	\$60,439
Sergeant	Rank 10	\$62,821	\$64,391	\$65,357	\$66,337	\$67,332	\$68,342	\$69,367	\$70,408	\$71,464	\$72,536
Chief Deputy Constable I	Rank 11	\$65,961	\$67,610	\$68,624	\$69,653	\$70,698	\$71,758	\$72,834	\$73,927	\$75,036	\$76,162
Lieutenant/Chief Deputy Constable II	Rank 12	\$69,620	\$71,361	\$72,431	\$73,517	\$74,620	\$75,739	\$76,875	\$78,028	\$79,198	\$80,386
Detention Officer	Rank 1	\$36,659	\$37,942								
Senior Detention Officer	Rank 3	\$39,269	\$40,643	\$42,066	\$43,538	\$45,062	\$46,639	\$48,271	\$49,960	\$51,709	\$53,519
Detention Sergeant	Rank 5	\$45,063	\$46,640	\$48,272	\$49,962	\$51,711	\$53,521	\$55,394	\$57,333	\$59,340	\$61,417
Detention Lieutenant	Rank 7	\$48,272	\$49,961	\$51,710	\$53,520	\$55,393	\$57,332	\$59,339	\$61,416	\$63,566	\$65,791
Detention First Lieutenant	Rank 9	\$57,092	\$59,091	\$61,159	\$63,300	\$65,516	\$67,809	\$70,182	\$72,638	\$75,180	\$77,811
COMMAND STAFF: (Exclusive to Hidalgo County Sheriff's office only)											
Chief Deputy	Rank 15	\$99,462	\$102,943	\$106,546	\$110,275	\$114,135	\$118,130	\$122,265	\$126,544	\$130,973	\$135,557
Division Chief	Rank 14	\$86,398	\$89,422	\$92,552	\$95,791	\$99,144	\$102,614	\$106,205	\$109,922	\$113,769	\$117,751
Captain/Detention Captain	Rank 13	\$77,445	\$80,155	\$82,960	\$85,864	\$88,869	\$91,979	\$95,198	\$98,530	\$101,979	\$105,548
INCENTIVE PAY PROGRAM:											
Education Pay:	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>	Certification Pay:	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>	Assignment Pay:	<u>Annual</u>	<u>Monthly</u>	<u>Bi-Weekly</u>
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 Deputy Sheriffs and Detention Officers as per Section 7.230 Assignment Pay policy; 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.