

Hidalgo County Sheriff's Office Incentive Pay Plan

The Incentive Pay Plan is a program offering supplemental pay to officers who have achieved a higher level of certification in their respective fields, acquired an Academic degree in a field of higher education, and/or has been assigned to a special detail/assignment. The payment of supplemental pay for the above named programs, allows the Sheriff's Office to truly compete for higher educated and/or trained officers that are currently being recruited by other local Law Enforcement Agencies that offer these incentive programs. Whereas the Sheriff's Office might be able to compete for lesser educated and or trained officers, those with a higher education and certification level many times choose to go with an agency that recognizes and compensates them for their higher achievements.

TYPE OF PROGRAMS

The Hidalgo County Sheriff's Office Incentive Pay Plan consists of three programs:

- 1 Higher Education Degrees**
- 2 Certification Levels (TCOLE)**
- 3 Assignment Pay**

The Higher Education Program offers supplemental pay to all officers from day one (1) of hire for their academic achievements and for acquiring any academic degree.

The Program offers supplemental pay for the following degrees at the following rates.

| | | |
|---------------------------|-------------------|---------------|
| Associate's Degree | \$1,200.00 | Annual |
| Bachelor's Degree | \$1,500.00 | Annual |
| Master's Degree | \$1,800.00 | Annual |
| Doctoral Degree | \$2,100.00 | Annual |

The Certification Program would offer supplemental pay to all officers from day one (1) of hire for their acquisition of the highest of the following law enforcement certification level at the following rates:

| | | |
|---------------------|-------------------|---------------|
| Intermediate | \$600.00 | Annual |
| Advanced | \$1,200.00 | Annual |
| Masters | \$1,800.00 | Annual |

The **Assignment Pay Program** offers supplemental pay for Senior Officers performing specialized functions as identified and recognized by the Sheriff. The senior officer would receive assignment pay when assigned to one of the below listed assignments or given a specific assignment as designated by the Sheriff. Assignments are for Senior Officer designees and will be based on training and education criteria required by the assignments or the Sheriff may set criteria for an officer in a special assignment. Assignment pay would be set at two separate categories level. The levels, categories and pay are as follows.

Any Deputy Sheriff, Detention officer or Communication Officer who has at least two and one-half years of continuous service with the Sheriff's Office as a deputy sheriff or detention officer (senior deputy/senior detention officer) is eligible for appointment by the Sheriff for assignment pay. Any Detention, Deputy Sheriff, Sergeant or Lieutenant assigned to SWAT and Honor Guard assignment pay is available with one year continuous service with military or one and one-half years of continuous service without military in order to perform the following specialized functions

Level I **\$1,800.00**
Field Training Officer - Patrol
Crime Prevention Officer
Livestock Warden
Full-time Academy Instructor
Honor Guard

Level II **\$2,100.00**
Criminal Investigations
Canine (K-9) Deputies
Task Force Assignments
Office of Professional Responsibility
KING Units (Specialized Civil Process)
Special Emergency Response Team (SERT) - Detention
Adult Detention Lower Level Supervisor Responsibility (Corporal)
Detention Officer Deputy Sheriff (Armed Detention Officer or Supervisor with a Peace Officers License)
Field Training Officers - Communications
SWAT ([Special Weapons and Tactics](#))

¹ Employees are permitted to receive compensation for up to two assignment pay categories at the same time at the Sheriff's discretion.

² These three programs are accumulative, but only the highest level in each program will be paid

³ The Educational, Certification, and assignment pay are in addition to a Deputy's or detention officer's regular pay.

⁴ The performance of duties in an assigned position by an employee, who has not been promoted in accordance with Sections 3.29-3.31 of the Hidalgo County Civil Service Commission Rules and the Hidalgo County Sheriff's Office promotional policies, may not be constructed as a promotion.