



TEXAS
JUVENILE JUSTICE
DEPARTMENT

TJJD ANNOUNCES PAY RAISES OF 15 PERCENT

July 8, 2022

AUSTIN, Texas -- TJJD is addressing high staff turnover and shortages through a 15 percent permanent pay raise for direct-care staff, effective July 1, 2022.

This permanent pay raise will apply to all these direct-care positions:

Youth Development Coaches (Juvenile Correctional Officers), Team Leaders (Dorm Supervisors), Case Managers and Case Manager Supervisors, Cooks, Food Service Managers, Youth Safety Managers and Parole Officers and Parole Supervisors.

This raise makes permanent a temporary pay hike that was instituted as an emergency measure in April 2022.

This raise will increase the starting annual pay for Youth Development Coaches (JCO IIIs) from \$36,238 to \$41,700.

"TJJD leadership recognizes that this is not the only solution but believes that making pay more competitive will address the immediate crisis of high turnover and begin to stabilize the agency's workforce," said Interim Executive Director Shandra Carter.

"The conversion of the 15% bonus to a permanent salary ladder increase is the first step in stabilizing the agency. Recruiting and retaining qualified staff is a critical component necessary to meet our responsibilities," Carter said.

"We are steadfastly committed to helping keep our communities safe and rehabilitating the youth in our care and custody. We will continue to problem solve and seek creative and innovative solutions to the secure facility staffing and county detention bed crisis."

The agency is funding these raises through cost savings from vacant positions and de-prioritizing other planned expenditures. It will shift funds from certain contract services that are not being used and from planned re-entry enrichment programs that will be postponed at this time.

TJJD projects it will be able to absorb the cost of raising salaries this biennium (FY 2022-2023) through appropriated general revenue.

For more information, please contact Barbara Kessler at barbara.kessler@tjjd.texas.gov.

The Honorable Lisa Jarrett, Chair

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