

JCO CAREER LADDER: PAY LEVELS AND SERVICE SUBSTITUTIONS	Effective Date: 10/1/16
	Page: 1 of 1
	Replaces: Appendix D, 9/15/15

JCO I – IV Career Ladder					
Title	Salary Group	Pay Level	Monthly Pay	ERS Retiree Monthly Pay ⁷	Months of JCO Service ¹
JCO I	A09	1	\$2,626.02	\$2,561.98	0 – 2 Months
JCO II	A11	2	\$2,779.86	\$2,712.06	3 – 8 Months
JCO III	A13	3	\$2,941.96	\$2,870.21	9 – 14 Months
JCO III	A13	4	\$3,109.55	\$3,033.71	15 – 29 Months
JCO IV	A14	5	\$3,199.57	\$3,121.54	30 – 41 Months
JCO IV	A14	6	\$3,291.74	\$3,211.46	42 – 53 Months
JCO IV	A14	7	\$3,391.02	\$3,308.32	54 – 89 Months
JCO IV	A14	8	\$3,494.95	\$3,409.71	90+ Months

JCO V Career Ladder					
Title	Salary Group	Pay Level	Monthly Pay	ERS Retiree Monthly Pay ⁷	Months of JCO Service ¹
JCO V	A16	1	\$3,394.89	\$3,312.09	0 – 41 Months
JCO V	A16	2	\$3,613.79	\$3,525.65	42+ Months

Service Substitutions for JCO Career Ladder (Applicable upon Hire or Rehire)		
Substitution Description	JCO I – IV Pay Level at Hire	Months of Service Substitution
Associate's Degree or 60 College Hours ²	JCO II, Pay Level 2	2 Months
TCOLE Jailer License – Current or Prior ⁴	JCO II, Pay Level 2	2 Months
Bachelor's Degree ²	JCO III, Pay Level 4	15 Months
Military Service – Two Years ³	JCO III, Pay Level 4	15 Months
TCOLE Peace Officer License – Current or Prior ⁴	JCO III, Pay Level 4	15 Months
Juvenile Justice Experience ^{5 & 6}		
<ul style="list-style-type: none"> 12 – 36 months within past three years (separated 36 months or less) 	JCO III, Pay Level 3 through JCO IV, Pay Level 5	12 – 36 Months
<ul style="list-style-type: none"> 24 – 29 months within past five years (separated more than 36 months but less than 60 months) 	JCO III, Pay Level 4 through JCO IV, Pay Level 5	24 – 29 Months
<ul style="list-style-type: none"> 48 months minimum in lifetime career (separated 60+ months) 	JCO III, Pay Level 4	15 Months
Correctional Officer Experience at Adult Correctional Facility ⁶		
<ul style="list-style-type: none"> 48 months minimum in lifetime career 	JCO III, Pay Level 4	15 Months

Note: The above substitutions for current JCO service months also apply to the JCO V career ladder, Pay Level 1.

¹ For newly-hired JCOs with no career ladder placement substitutions. Part-time JCOs will receive credit for JCO tenure on a proportional basis (e.g. two months of part-time service will equal one month of full-time service).

² From an institution of higher education accredited by the Council for Higher Education Accreditation (CHEA).

³ Must have been released under honorable conditions or be a current member of a reserve component of the Uniformed Services but not on active duty unless on terminal leave.

⁴ Must never have been required to surrender license or had license suspended or revoked by TCOLE.

⁵ Includes JCO, juvenile detention officer or equivalent, youth care worker at juvenile residential treatment center, or direct supervisor for any of these positions.

⁶ All months of experience substituting for current JCO service months must have been continuous months of active service with one employer. Only the most recent period of employment in the applicable position(s) with the applicable employer is considered. Only full months of employment are considered.

⁷ This column applies only to ERS retirees who have returned to work and to employees who are not contributing members to ERS.