



WHEN I TOOK THIS JOB, IT TOOK A LITTLE BIT, BUT I LOVED IT. YOU HAVE TO HAVE COURAGE, PATIENCE, AND THE ABILITY TO BE A TEAM PLAYER AND WORK WITH EVERYONE ””

– A LONGTIME GIDDINGS JCO

## Great Benefits

- ▶ Paid Days Off: Sick leave, vacation, and holidays
- ▶ Retirement: Employees Retirement System of Texas
- ▶ Health Insurance: State pays 100% of full-time employees plan and 50% of dependent’s plan
- ▶ Optional Insurance Coverage: vision, dental, term life, accidental death and dismemberment, and short- and long-term disability
- ▶ Flexible Spending Accounts: health care, dependent care expenses, and commuter spending
- ▶ Deferred Compensation: 401(k) and 457 plans through TexaSaver Program
- ▶ Eligible FOR HOMES FOR TEXAS HEROES PROGRAM, which helps first-time home buyers get a 30-yr mortgage at a fixed, below-market rate and provides down payment grants.

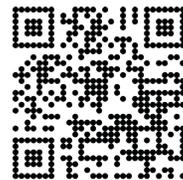


THE BEST PART OF THIS JOB IS WORKING WITH MY COLLEAGUES TO CONNECT WITH THESE YOUNG PEOPLE AND HELP THEM BECOME THEIR OWN SUCCESS STORY ””

– A JCO SINCE 2011



Check out openings online at [tjjd.texas.gov/careers](http://tjjd.texas.gov/careers)



SCAN ME



TJJD is an agency of the State of Texas and is an equal opportunity employer.



Join Our Team ★★★★★★

# BECOME A JCO



ONE OF THE MOST REWARDING THINGS IS WHEN YOU SEE THE POSITIVE TRANSFORMATION YOUTH MAKE FROM WHEN THEY COME IN TO WHEN THEY LEAVE. YOU ACTUALLY FEEL LIKE YOU'VE MADE A DIFFERENCE ”

—A JCO SINCE 2012



If you would like to serve your community and join a team that's dedicated to making a difference, the Texas Juvenile Justice Department (TJJD) wants to hear from you. We're putting the call out for Juvenile Correctional Officers (JCO) to be positive role models for the youth in our care.

## What you'll do

As a JCO, your potential impact on the young people is incredible. JCOs work with the youth every day, building relationships with them that support their social, academic, and treatment progress. JCOs help the youth learn how to control their behavior and make better decisions.

You'll get extensive training for this job, building the skills you'll need to mentor and guide the youth committed to TJJD. After being hired, all JCOs take a wide variety of pre-service classes covering such subjects as Trauma Informed Care, Professional Ethics, and Youth Rights. And you'll team up with other JCOs during your first weeks working with the youth.

JCOs who've chosen to work at TJJD report a high level of satisfaction with the job and 90 percent who've responded to job surveys say that they're proud of the work they do. Thanks to recent raises, JCOs now start at \$54.8K annually and nearly \$70K for an experienced JCO V with several years on the job.

## Juvenile Correction Officer II – IV Career Ladder

w/ 15% leg. incr. for FY26 (Effective 09/01/2025 – 08/31/2026)

Title	Salary Group	Pay Level	Monthly Pay		Full-Time Months of JCO Service
			Full-Time JCOs	Full-Time Specialized JCOs: MHTP / CSU / BSU or VIC / VIP IIP	
JCO II	A16	1	\$4,568.72	\$4,768.40	0 – 6 Months
		2	\$4,796.19	\$5,007.24	7 – 18 Months
JCO III	A17	3	\$4,918.42	\$5,135.58	19 – 30 Months
		4	\$5,043.49	\$5,266.93	31 – 54 Months
		5	\$5,178.28	\$5,372.41	55 – 78 Months
JCO IV	A19	6	\$5,319.36	\$5,556.58	79 – 102 Months
		7	\$5,561.91	\$5,811.27	103+ Months

JCOs can advance to the JCO Supervisor, (B20 – \$5,806.47) or the JCO Supervisor – MHTP/CSU/VIC/IIP/CSA/CSS (B20 – \$6,069.56) by applying for announced position vacancies and being selected for the vacancy through the competitive selection hiring process.

Title	Salary Group	Pay Level	Monthly Pay, Full-Time JCOs	Monthly Pay, Full-Time Specialized JCOs: MHTP / CSU / BSU or VIC / VIC IIP	Monthly Pay, Full-Time CSA / CSS JCOs Only
JCO Supervisor	B20		\$5,806.47	\$6,069.56	\$6,069.56