

Juvenile Correctional Officer Career Ladder: Pay Levels and Service Substitutions	Effective Date: 10/5/23
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	Replaces: PRS Appendix D, 7/14/22

Juvenile Correctional Officer (JCO) III – V Career Ladder¹						
Title	Salary Group	Pay Level	Monthly Pay		Months of JCO Service³	Standard Months at Pay Level⁴
			Full-Time² JCOs Except MHTP / CSU / BSU JCOs	Full-Time² MHTP / CSU / BSU JCOs Only		
JCO III	A15	1	\$3,722.80	\$3,896.44	0 – 6 Months	6
		2	\$3,920.60	\$4,104.13	7 – 18 Months	12
JCO IV	A16	3	\$4,026.89	\$4,215.73	19 – 30 Months	12
		4	\$4,135.65	\$4,329.94	31 – 54 Months	24
		5	\$4,252.86	\$4,453.01	55 – 78 Months	24
JCO V	A18	6	\$4,375.53	\$4,581.81	79 – 102 Months	24
		7	\$4,586.45	\$4,803.28	103+ Months	N/A

Service Substitutions for JCO Career Ladder (Applicable upon Hire or Rehire)⁵		
Substitution Description	JCO III and IV Pay Level at Hire	Months of Service Substitution
Associate's Degree or 60 College Hours ⁶	JCO III, Pay Level 1	2 Months
TCOLE Jailer License – Current or Prior ⁷	JCO III, Pay Level 1	2 Months
Bachelor's Degree ⁶	JCO III, Pay Level 2	15 Months
TCOLE Peace Officer License – Current or Prior ⁷	JCO III, Pay Level 2	15 Months
Military Service – Two Years ⁸	JCO III, Pay Level 2	15 Months
Juvenile Justice Experience ^{9 & 10}		
<ul style="list-style-type: none"> 12 – 36 months within past three years (separated 36 months or less) 	JCO III, Pay Level 2 through JCO IV, Pay Level 4	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 IV, Pay Level 3	24 – 29 Months
<ul style="list-style-type: none"> 48 months minimum in lifetime career (separated 60+ months) 	JCO III, Pay Level 2	15 Months
Correctional Officer Experience at Adult Correctional Facility ¹⁰		
<ul style="list-style-type: none"> 48 months minimum in lifetime career 	JCO III, Pay Level 2	15 Months

Note: JCOs can advance to the Senior JCO V (A18 – \$4,799.11) or the Senior JCO V – MHTP / CSU / BSU / VIC (A18 – \$5,026.56) or the Senior JCO V – CSA / CSS (A18 - \$5,026.56) by applying for announced position vacancies and being selected for the vacancy through the competitive selection and hiring process.

¹ Pay rates shown in this appendix were implemented effective 9/1/2023.

² Salary for full-time employees. Part-time employees will receive a proportional salary based on the regularly scheduled number of hours (e.g., half-time employee will receive half the full-time monthly pay).

- ³ 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).
 - ⁴ Completion of the Texas Model Champion Certification course provides for a one-time pay increase/promotion up to three months early. This pay increase/promotion will take place up to three months prior to the next regularly scheduled pay increase/promotion following successful completion of the Texas Model Champion Certification course.
 - ⁵ Only one service substitution is allowed.
 - ⁶ From an institution of higher education accredited by the Council for Higher Education Accreditation.
 - ⁷ Must never have been required to surrender license or had license suspended or revoked by TCOLE.
 - ⁸ Must have been released under honorable conditions or be a current member of the Uniformed Services.
 - ⁹ Includes JCO, juvenile detention officer, juvenile supervision officer or equivalent, youth care worker at juvenile residential treatment center, or direct supervisor for any of these positions.
 - ¹⁰ 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.
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