

Current salary levels are as follows (eff. 04/04/15):

DEPUTY

Rank	Service Time	Monthly Salary	Annual Salary
Deputy VI	Year 1	\$3630	\$43,555
Deputy V	Years 2-4	\$3992	\$47,902
Deputy IV	Years 5-7	\$4273	\$51,272
Deputy III	Years 8-10	\$4526	\$54,309
Deputy II	Years 11-13	\$4753	\$57,034
Deputy I	Years 14-16	\$4990	\$59,883
Senior Deputy	Years 16+ & MPO	\$5340	\$64,085
Senior Deputy I	Years 20+ & MPO	\$5554	\$66,643

COMMUNICATIONS OFFICER

Rank	Service Time	Monthly Salary	Annual Salary
CO VI	ENTRY	\$2837	\$34,050
CO V	AFTER 1 YR	\$3094	\$37,128
CO IV	AFTER 2 YR	\$3338	\$40,061
CO III	AFTER 3 YR	\$3572	\$42,869
CO II	AFTER 6 YR	\$3789	\$45,469
CO I	AFTER 8 YR	\$3978	\$47,736
CO Sr.	AFTER 12 YR	\$4058	\$48,693

CLERK

Rank	Service Time	Monthly Salary	Annual Salary
Clerk	Entry	\$2730	\$32,760
Clerk	AFTER 1 YR	\$3082	\$36,982
Clerk	AFTER 4 YR	\$3217	\$38,605
Clerk	AFTER 7 YR	\$3390	\$40,685
Clerk	AFTER 10 YR	\$3572	\$42,869
Clerk	AFTER 13 YR	\$3754	\$45,053
Senior Clerk	AFTER 16 YR	\$3940	\$47,278

Each employee must meet annual proficiency and training standards and have the appropriate time in grade in order to advance in base salary. Each employee eligible to receive the education/training incentive pay may receive the following if qualified (peace officers and communications officers):

- 60 semester hours of college or an Associate's Degree: \$110 per month
- Bachelor's Degree: \$265 per month
- Masters or PhD: \$375 per month
- Bilingual pay (American Sign Language, Arabic, Chinese, French, German, Greek, Indic languages, Italian, Korean, Spanish, Tagalog, and Vietnamese): \$150 per month

- Equipment allowance: \$75 per month
- Longevity pay: Based on years of service

In addition, the following incentive pay is provided to those who qualify:

Certification pay / sworn personnel:

- Intermediate peace officer certification: \$130.00 per month
- Advanced peace officer certification: \$285.00 per month
- Master peace officer certification: \$500.00 per month

Certification pay / Communications Officers:

- Intermediate telecommunicator certification: \$50.00 per month
- Advanced telecommunicator certification: \$100 per month
- Master telecommunicator certification: \$150 per month

Equipment allowance / sworn personnel:

- \$75 per month

Clothing allowance / sworn personnel (plain clothes):

- \$50 per month

K9 Handler incentive pay:

- \$200 per month

Field Training Officer (FTO) incentive pay (patrol only):

- \$175 per month

Drug Recognition Expert (DRE) incentive pay:

- \$225 per month

Bilingual pay: (American Sign Language, Arabic, Chinese, French, German, Greek, Indic languages, Italian, Korean, Spanish, Tagalog, and Vietnamese):

- \$150 per month

GENERAL INFORMATION:

- Each employee is provided basic life, medical, dental, and vision insurance coverage at no cost **after 90 days**. Dependents can be added at an additional cost.
- Vacation time is accrued in accordance to Harris County policy.
- Sick leave is accrued in accordance with Harris County regulations.

- All employees are enrolled in the Harris County retirement plan (Texas County and District Retirement System). Each employee contributes 7% of their base pay. Retirement is allowed under the “rule of 75” (when the years of service plus your age equal 75).

MINIMUM REQUIREMENTS / DEPUTY

- 21 years of age minimum, no maximum age limit
- Must hold a current Basic Peace Officer license awarded by TCOLE and a high school diploma or G.E.D.
- If a military veteran, applicants must have an honorable discharge only
- Applicant must be U.S. Citizen
- Valid Texas driver’s license
- Applicants must pass a physical examination
- Eye-sight must be correctable to 20/20
- Hearing must be normal
- Must pass entry level written testing
- Show no trace of illegal drug usage
- Must have never been convicted of a crime greater than a Class B
- Applicants must pass a psychological evaluation
- Applicants must have good credit
- Applicants will be interviewed
- Applicants must complete all phases of the required testing
- Applicants must be willing to accept any assignment or shift
- A thorough background investigation will be done on all applicants
- All costs for the application process including medical and psychological testing, travel, parking etc. are to be paid by the applicant

MINIMUM REQUIREMENTS / COMMUNICATIONS OFFICER - CLERICAL

- 18 years of age minimum, no maximum age limit
- Must be able to obtain a Basic Telecommunicator licence awarded by TCOLE
- Must possess a high school diploma or G.E.D.
- If a military veteran, applicants must have an honorable discharge only
- Valid Texas driver’s license
- Eye-sight must be correctable to 20/20
- Hearing must be normal
- Must pass entry level written testing
- Show no trace of illegal drug usage
- Must have never been convicted of a crime greater than a Class B
- Applicants must have good credit
- Applicants will be interviewed
- Applicants must complete all phases of the required testing
- Applicants must be willing to accept any assignment or shift
- A thorough background investigation will be done on all applicants

All costs for the application process including medical testing, travel, parking etc. are to be paid by the applicant