

## E.12 Discussion Concerning Salary Schedule C



<https://hr.sao.texas.gov/CompensationSystem/JobDescriptions>

### *Job Description Index*

Class Code	Class Title	Salary Group	Occupational Category (CLICK ON LINK BELOW FOR MILITARY CROSSWALK)
9920	<a href="#">Trooper Trainee</a>	<a href="#">C01</a>	<a href="#">Law Enforcement</a>
9949	<a href="#">Agent Trainee</a>	<a href="#">C01</a>	<a href="#">Law Enforcement</a>
9965	<a href="#">Investigator I, Trainee - Office of the Inspector General</a>	<a href="#">C01</a>	<a href="#">Law Enforcement</a>
9980	<a href="#">Game Warden Trainee</a>	<a href="#">C01</a>	<a href="#">Law Enforcement</a>
9922	<a href="#">Probationary Trooper</a>	<a href="#">C02</a>	<a href="#">Law Enforcement</a>
9950	<a href="#">Probationary Agent</a>	<a href="#">C02</a>	<a href="#">Law Enforcement</a>
9970	<a href="#">Investigator II - Office of the Inspector General</a>	<a href="#">C02</a>	<a href="#">Law Enforcement</a>
9981	<a href="#">Probationary Game Warden</a>	<a href="#">C02</a>	<a href="#">Law Enforcement</a>
9928	<a href="#">Trooper</a>	<a href="#">C03</a>	<a href="#">Law Enforcement</a>
9935	<a href="#">Corporal</a>	<a href="#">C03</a>	<a href="#">Law Enforcement</a>
9956	<a href="#">Agent</a>	<a href="#">C03</a>	<a href="#">Law Enforcement</a>
9971	<a href="#">Investigator III - Office of the Inspector General</a>	<a href="#">C03</a>	<a href="#">Law Enforcement</a>
9987	<a href="#">Game Warden</a>	<a href="#">C03</a>	<a href="#">Law Enforcement</a>
9894	<a href="#">Sergeant, Texas Department of Insurance</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9905	<a href="#">Pilot Investigator I</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9940	<a href="#">Sergeant, Public Safety</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9960	<a href="#">Sergeant, Alcoholic Beverage</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9972	<a href="#">Investigator IV - Office of the Inspector General</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9990	<a href="#">Sergeant, Game Warden</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>
9996	<a href="#">Sergeant, Texas Attorney General's Office</a>	<a href="#">C04</a>	<a href="#">Law Enforcement</a>

9972	<a href="#">Investigator IV - Office of the Inspector General</a>	C04	Law Enforcement
9990	<a href="#">Sergeant, Game Warden</a>	C04	Law Enforcement
9996	<a href="#">Sergeant, Texas Attorney General's Office</a>	C04	Law Enforcement
9895	<a href="#">Lieutenant, Texas Department of Insurance</a>	C05	Law Enforcement
9901	<a href="#">Public Safety Inspector I</a>	C05	Law Enforcement
9906	<a href="#">Pilot Investigator II</a>	C05	Law Enforcement
9941	<a href="#">Lieutenant, Public Safety</a>	C05	Law Enforcement
9961	<a href="#">Lieutenant, Alcoholic Beverage</a>	C05	Law Enforcement
9940	<a href="#">Sergeant, Public Safety</a>	C04	Law Enforcement
9960	<a href="#">Sergeant, Alcoholic Beverage</a>	C04	Law Enforcement
9972	<a href="#">Investigator IV - Office of the Inspector General</a>	C04	Law Enforcement
9990	<a href="#">Sergeant, Game Warden</a>	C04	Law Enforcement
9996	<a href="#">Sergeant, Texas Attorney General's Office</a>	C04	Law Enforcement
9895	<a href="#">Lieutenant, Texas Department of Insurance</a>	C05	Law Enforcement
9901	<a href="#">Public Safety Inspector I</a>	C05	Law Enforcement
9906	<a href="#">Pilot Investigator II</a>	C05	Law Enforcement
9941	<a href="#">Lieutenant, Public Safety</a>	C05	Law Enforcement
9961	<a href="#">Lieutenant, Alcoholic Beverage</a>	C05	Law Enforcement
9908	<a href="#">Pilot Investigator IV</a>	C07	Law Enforcement
9943	<a href="#">Assistant Commander, Public Safety</a>	C07	Law Enforcement
9975	<a href="#">Multi-Regional Administrator - Office of the Inspector General</a>	C07	Law Enforcement
9993	<a href="#">Assistant Commander, Game Warden</a>	C07	Law Enforcement
9944	<a href="#">Commander, Public Safety</a>	C08	Law Enforcement
9945	<a href="#">Major, Public Safety</a>	C08	Law Enforcement
9963	<a href="#">Major, Alcoholic Beverage</a>	C08	Law Enforcement
9976	<a href="#">Chief Inspector - Office of the Inspector General</a>	C08	Law Enforcement
9994	<a href="#">Commander, Game Warden</a>	C08	Law Enforcement
9995	<a href="#">Major, Game Warden</a>	C08	Law Enforcement
9973	<a href="#">Regional Supervisor - Office of the Inspector General</a>	C05	Law Enforcement
9991	<a href="#">Lieutenant, Game Warden</a>	C05	Law Enforcement
9997	<a href="#">Lieutenant, Texas Attorney General's Office</a>	C05	Law Enforcement
9896	<a href="#">Captain, Texas Department of Insurance</a>	C06	Law Enforcement
9902	<a href="#">Public Safety Inspector II</a>	C06	Law Enforcement
9907	<a href="#">Pilot Investigator III</a>	C06	Law Enforcement
9942	<a href="#">Captain, Public Safety</a>	C06	Law Enforcement
9962	<a href="#">Captain, Alcoholic Beverage</a>	C06	Law Enforcement
9974	<a href="#">Regional Manager - Office of the Inspector General</a>	C06	Law Enforcement
9992	<a href="#">Captain, Game Warden</a>	C06	Law Enforcement
9998	<a href="#">Captain, Texas Attorney General's Office</a>	C06	Law Enforcement
9897	<a href="#">Deputy Chief Investigator, Texas Department of Insurance</a>	C07	Law Enforcement

9908	Pilot Investigator IV	C07	Law Enforcement
9943	Assistant Commander, Public Safety	C07	Law Enforcement
9975	Multi-Regional Administrator - Office of the Inspector General	C07	Law Enforcement
9993	Assistant Commander, Game Warden	C07	Law Enforcement
9944	Commander, Public Safety	C08	Law Enforcement
9945	Major, Public Safety	C08	Law Enforcement
9963	Major, Alcoholic Beverage	C08	Law Enforcement
9976	Chief Inspector - Office of the Inspector General	C08	Law Enforcement
9994	Commander, Game Warden	C08	Law Enforcement
9995	Major, Game Warden	C08	Law Enforcement
9999	Major, Texas Attorney General's Office	C08	Law Enforcement

## Salary Schedule C

<https://hr.sao.texas.gov/CompensationSystem/Schedule?scheduleType=2022C>

Annual Salary Rates: Effective September 1, 2021 to August 31, 2023

Salary Group	< 4 Years of Service	≥ 4 Years of Service	≥ 8 Years of Service	≥ 12 Years of Service	≥ 16 Years of Service	≥ 20 Years of Service
C1	\$45,255					
C2	\$49,441					
C3	\$59,715	\$72,811	\$77,995	\$81,441	\$85,204	\$88,966
C4		\$81,615	\$87,147	\$90,718	\$94,725	\$97,087
C5		\$92,672	\$98,647	\$102,438	\$106,793	\$109,474
C6		\$115,449	\$119,374	\$121,785	\$124,207	\$125,697
C7		\$120,031	\$120,998	\$123,237	\$125,630	\$128,023
C8		\$135,817	\$135,906	\$135,960	\$135,960	\$135,960

## Discussion Sources

Position Classification Act, Title 6, Subtitle B, Texas Government Code Ann., §§ 654.001, et seq.

General Appropriations Act, Article IX.

<https://www.ubb.texas.gov/> → State Budget 2022-23

[https://www.ubb.texas.gov/documents/gaa/general\\_appropriations\\_act\\_2022\\_2023.pdf](https://www.ubb.texas.gov/documents/gaa/general_appropriations_act_2022_2023.pdf)

GOVERNMENT CODE

TITLE 6. PUBLIC OFFICERS AND EMPLOYEES

SUBTITLE B. STATE OFFICERS AND EMPLOYEES

CHAPTER 654. POSITION CLASSIFICATION

SUBCHAPTER B. POSITION CLASSIFICATION PLAN

Sec. 654.011. APPLICATION OF POSITION CLASSIFICATION PLAN. (a) The position classification plan and the salary rates and provisions in the General Appropriations Act apply to all hourly, part-time, temporary, and regular, full-time salaried employments in the state departments, agencies, or judicial entities specified in the articles of the General Appropriations Act that appropriate money to:

- (1) general government agencies;
- (2) health and human services agencies;
- (3) the judiciary, except for judges, district attorneys, and assistant district attorneys;
- (4) public safety and criminal justice agencies;
- (5) natural resources agencies;
- (6) business and economic development agencies;
- (7) regulatory agencies; and
- (8) agencies of public education, but only the Texas Education Agency, the Texas School for the Blind and Visually Impaired, the State Board for Educator Certification, and the Texas School for the Deaf.

(b) Except as provided by this chapter, the position classification plan and the salary rates and provisions in the General Appropriations Act apply to all hourly, part-time, temporary, and regular, full-time salaried employments in executive and administrative agencies of the state without regard to whether the money of the agency is kept in the state treasury.

Added by Acts 1993, 73rd Leg., ch. 268, Sec. 1, eff. Sept. 1, 1993. Amended by Acts 1997, 75th Leg., ch. 165, Sec. 6.19, eff. Sept. 1, 1997; Acts 1997, 75th Leg., ch. 1140, Sec. 1, eff. Sept. 1, 1997.

Amended by:

Acts 2007, 80th Leg., R.S., Ch. 831 (H.B. 735), Sec. 9, eff. September 1, 2008.

GOVERNMENT CODE

TITLE 6. PUBLIC OFFICERS AND EMPLOYEES

SUBTITLE A. PROVISIONS GENERALLY APPLICABLE TO PUBLIC OFFICERS AND EMPLOYEES

CHAPTER 614. PEACE OFFICERS AND FIRE FIGHTERS

SUBCHAPTER J. STANDARDS FOR CERTAIN LAW ENFORCEMENT OFFICERS

Sec. 614.171. DEFINITIONS. In this subchapter:

(1) "Law enforcement agency" means the Department of Public Safety, Texas Alcoholic Beverage Commission, Texas Department of Criminal Justice, and Parks and Wildlife Department.

(2) "Law enforcement officer" means a person who is a commissioned peace officer employed by a law enforcement agency.

Added by Acts 2007, 80th Leg., R.S., Ch. 1159 (H.B. [12](#)), Sec. 13, eff. September 1, 2007.

Renumbered from Government Code, Section [614.151](#) by Acts 2009, 81st Leg., R.S., Ch. 87 (S.B. [1969](#)), Sec. [27.001](#)(41), eff. September 1, 2009.

Amended by: Acts 2009, 81st Leg., R.S., Ch. 1146 (H.B. [2730](#)), Sec. 6.04, eff. September 1, 2009

GENERAL APPROPRIATIONS ACT FOR THE 2022-23

BIENNIUM Eighty-seventh Texas Legislature Regular Session, 2021

Part 2. PROVISIONS RELATING TO THE POSITION CLASSIFICATION PLAN

Sec. 2.01. Position Classification Plan.

Except as otherwise specifically provided in this Act, expenditures of appropriations for the salaries of employees, in classified positions in all affected agencies appropriated funds by this Act, other than institutions of higher education, university system offices, and the Texas Higher Education Coordinating Board, are governed by Chapter 654, Government Code (the Position Classification Act), Chapter 659, Government Code, and this section, including the following lists of position classification numbers, position titles, salary group allocations, and rates of pay in classification salary schedules as provided by this Article.

### Part 3. SALARY ADMINISTRATION AND EMPLOYMENT PROVISIONS

#### Sec. 3.01. Salary Rates.

- (a) For each fiscal year of the biennium beginning September 1, 2021, annual salary rates for classified positions are as provided by the Classification Salary Schedules of §2.01.
- (b) In addition to the limits under this Article, the State Classification Office shall review new exempt positions created during the interim and provide recommendations on the appropriate class title and salary group for these positions to the Legislature during the appropriations process.
- (c) There is no authority to grant salary increases as part of the conversion of employees to Salary Schedules A, B, and C, except in the cases of: (1) across-the-board salary increases authorized in this Act; or (2) employees whose positions are reallocated or reclassified in accordance with §§654.0155, 654.0156, or 659.254, Government Code.
- (d) An employee hired by the State on or after September 1, 2021, including interagency transfers, must be paid at a salary rate that falls within the salary range of the applicable salary group.

#### Sec. 3.12. Exceptions for Salary Schedule C.

- (a) Notwithstanding other provisions in this Act, the Department of Public Safety of the State of Texas may pay its employees classified as Corporal I, II, III, IV, or V, Traffic Law Enforcement, at rates that exceed the maximum rates designated in Salary Schedule C by up to \$600 per fiscal year.
- (b) (1) Notwithstanding other provisions in this Act, the Department of Public Safety, Office of the Attorney General, Department of Criminal Justice, Parks and Wildlife Department, Texas Department of Insurance, and the Alcoholic Beverage Commission of Texas shall pay its employees classified as commissioned peace officers in Salary Schedule C, salary stipends at rates that exceed the maximum rates designated in Salary Schedule C.  
(2) Salary stipends shall be paid to commissioned peace officers who achieve certain levels of skill or certifications as approved by the departments. Such skills and certifications shall include:
  - (A) Education Level: \$50 per month for an associate degree; \$100 per month for a bachelor degree; and \$150 per month for a masters degree;
  - (B) Commission on Law Enforcement Certification Level: \$50 per month for intermediate; \$100 per month for advanced; and \$150 per month for masters;
  - (C) Bilingual Capabilities: \$50 per month for the ability to speak a language other than English.

(3) Commissioned peace officers may receive a stipend for education level or certification level, but not both.

(c) The agencies listed in this section shall work with the Comptroller to establish an efficient salary reporting and payment system.

## *Miscellaneous Other Sources*

### GOVERNMENT CODE

#### TITLE 8. PUBLIC RETIREMENT SYSTEMS

##### SUBTITLE B. EMPLOYEES RETIREMENT SYSTEM OF TEXAS

###### CHAPTER 815. ADMINISTRATION

###### SUBCHAPTER F. MISCELLANEOUS ADMINISTRATIVE PROCEDURES

Sec. 815.505. CERTIFICATION OF NAMES OF LAW ENFORCEMENT AND CUSTODIAL OFFICERS. Not later than the 12th day of the month following the month in which a person begins or ceases employment as a law enforcement officer or custodial officer, the Public Safety Commission, the Texas Alcoholic Beverage Commission, the Parks and Wildlife Commission, the office of inspector general at the Texas Juvenile Justice Department, the Board of Pardons and Paroles, or the Texas Board of Criminal Justice, as applicable, shall certify to the retirement system, in the manner prescribed by the system, the name of the employee and such other information as the system determines is necessary for the crediting of service and financing of benefits under this subtitle.

Acts 1981, 67th Leg., p. 1876, ch. 453, Sec. 1, eff. Sept. 1, 1981. Renumbered from Vernon's Ann.Civ.St. Title 110B, Sec. 25.505 by Acts 1989, 71st Leg., ch. 179, Sec. 1, eff. Sept. 1, 1989. Amended by Acts 1993, 73rd Leg., ch. 791, Sec. 23, eff. Sept. 1, 1995; Acts 1995, 74th Leg., ch. 688, Sec. 3, eff. Sept. 1, 1995; Acts 1999, 76th Leg., ch. 1541, Sec. 28, eff. Sept. 1, 1999.

Amended by:

Acts 2005, 79th Leg., Ch. 74 (S.B. [262](#)), Sec. 3, eff. September 1, 2005.

Acts 2007, 80th Leg., R.S., Ch. 263 (S.B. [103](#)), Sec. 23, eff. June 8, 2007.

Acts 2015, 84th Leg., R.S., Ch. 734 (H.B. [1549](#)), Sec. 111, eff. September 1, 2015.

GOVERNMENT CODE

TITLE 4. EXECUTIVE BRANCH

SUBTITLE B. LAW ENFORCEMENT AND PUBLIC PROTECTION

CHAPTER 411. DEPARTMENT OF PUBLIC SAFETY OF THE STATE OF TEXAS

SUBCHAPTER A. GENERAL PROVISIONS AND ADMINISTRATION

Sec. 411.0162. SALARIES FOR CERTAIN TROOPERS. (a) Notwithstanding any other provision of law and subject to the availability of money appropriated for that purpose, the department may pay its employees classified as Trooper Trainee, Probationary Trooper, and Trooper I at rates that exceed the maximum rates designated in Salary Schedule C of the position classification schedule prescribed by the General Appropriations Act for the state fiscal biennium ending August 31, 2013, for that position by up to 10 percent.

Added by Acts 2013, 83rd Leg., R.S., Ch. 680 (H.B. [2100](#)), Sec. 1, eff. September 1, 2013.

Sec. 411.0163. HIRING OFFICERS WITH PREVIOUS LAW ENFORCEMENT EXPERIENCE. Notwithstanding any other provision of law, the department may, at the time a commissioned officer is hired, elect to credit up to four years of experience as a peace officer in the state as years of service for the purpose of calculating the officer's salary under Schedule C. All officers are subject to the one-year probationary period under Section [411.007](#)(g) notwithstanding the officer's rank or salary classification.

Added by Acts 2015, 84th Leg., R.S., Ch. 333 (H.B. [11](#)), Sec. 6, eff. September 1, 2015.