

# 2013

## BUDGET WORKSHOP #3



August 21, 2012



## Workshop #2 Discussion Items:

- **Cost of Living Adjustment**  
What percentage of COLA is Commissioners Court considering?
  
- **CCL #8**  
What date is court considering starting CCL#8 for operations?

## Workshop # 3 Key Discussion Items:

- **Sheriff Substation**
- **Health Insurance & Workers' Comp**

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**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
General Fund - Budget Issues/Challenges  
*As of August 21, 2012*

2013 Estimated Revenues      \$      159,239,101

2012 Adopted Budget                      166,749,693

2012 Budget Adjustments                      4,193,206

2013 Base Budget                      \$      170,942,899

Estimated Shortfall                      11,703,798

FINANCING METHOD:

Excess Revenues                      4,000,000

LAPSE Salaries (Sweeps)                      3,000,000

LAPSE Expenditures                      3,500,000

Total:                      \$      10,500,000

Fund Balance Drawdown:                      1,203,798

OTHER BUDGET CONSIDERATIONS:

COLA 4.7%                      4,452,635

Law Enforcement Step Increase                      1,069,672

New County Court at Law No. 8                      400,000

Sheriff's Substation Personnel & Operating                      2,500,000

Workers Comp                      300,000

**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
General Fund - 2012 Budget Adjustments  
*As of August 21, 2012*

Salaries & Fringes	1,504,328
Room and Board (Jail - Out of County)	850,000
Countywide Fuel/Gasoline	500,000
Unemployment	350,000
Countywide Electricity	250,000
Retirement	568,128
Historical Museum - Jail Renovation	100,000
City of McAllen Interlocal (spay & neuter)	50,000
Mercado Delta Lake Lease	20,750
Total:	<u>\$ 4,193,206</u>



## 2013 BUDGET DEVELOPMENT PROCESS

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### Budget Discussion Item

Discussion Item: Sheriff Substation

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#### Background / Description:

Commissioners Court authorized the construction of the new Sheriff's Substation to be located in Weslaco, TX in the Pct. 1 area during the year 2008. The substation will be the first of its kind for Hidalgo County and is expected to be completed in December 2012 with an opening date of January 2013.

The substation will consist of three holding cells with a maximum occupancy of 16 inmates per cell and will be an operational, 24/7 facility. However, transportation of females and juvenile offenders will still be required to be made due to jail regulations. The following are some advantages that have been identified once the substation is completed:

- Reduction of sheriff deputies' response time.
- Increase of patrol time: sheriff deputies as well as area municipal police departments will be able to drop off offenders without driving to the jail, since the substation will have holding cells.
- Reduction of crime rate. By having more law enforcement presence in the area, crime rate is expected to drop.
- Convenience to the public. Area residents will be able to conduct business at the substation, such as filing incident reports.
- Minimal reduction in costs for fuel & vehicle maintenance.
- Provide 24/7 law enforcement services to Pct. 1 residents.

#### Budgetary Impact:

To begin operations at the Sheriff Substation in 2013 the estimated additional funding needed is \$2,109,846.

**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
Sheriff Substation - Budget Issues/Challenges  
*As of August 21, 2012*

BUDGET REQUEST:

Salaries and Fringes	\$	2,043,454
Operating		317,854
Vehicles		456,000
Furniture, Fixtures & Equipment		792,538
Total Budget Request	\$	<u>3,609,846</u>

FINANCING METHOD:

2012 Adopted Budget		750,000
2013 Base Budget		750,000
Total:	\$	<u>1,500,000</u>

2013 Additional Funding Needed: 2,109,846



# HIDALGO COUNTY

## Department Of Budget & Management

### 2013 BUDGET PROCESS

Cost of Living Adjustment  
Law Enforcement Positions

**COLA**

<b>LAW ENFORCEMENT S&amp;G</b>	2.00%	3.00%	4.00%	Total Employees
Current Salaries	23,341,004	23,341,004	23,341,004	621
Increase Amount	466,820	700,230	933,640	
Increase Fringes 18%	84,028	126,041	168,055	
Estimated Cost:	<u>\$550,848</u>	<u>\$826,272</u>	<u>\$1,101,695</u>	



<b>Law Enforcement Step &amp; Grade</b>	2012 Current Salaries	Next Step Increase	Fringe Benefits 18%	Total Employees
Sheriff	9,798,957.00	378,016.00	68,042.88	233
Jail	11,375,328.00	440,234.00	79,242.12	336
Constables	2,055,759.00	83,882.00	15,098.76	49
Other	110,960.00	4,370.00	786.60	3
Total	<u>23,341,004</u>	<u>906,502</u>	<u>163,170</u>	<u>621</u>
Estimated Next Step Increase Cost:	<b>\$ 1,069,672.36</b>	Average Increase:	3.79%	

**HIDALGO COUNTY**  
Department Of Budget & Management

2013 BUDGET PROCESS  
General Fund - Financing Options  
*As of August 21, 2012*

2012 Adopted Budget	\$ 166,749,693
2012 Budget Adjustments	<u>4,193,206</u>
2012 Proposed Budget	\$ 170,942,899
Estimated Revenues	\$ 159,239,101
2013 Budget Shortfall	\$ (11,703,798)

OTHER BUDGET CONSIDERATIONS:	Option 1	Option 2	Option 3	Option 4	Option 5
COLA	4,452,635 <small>4.7%</small>	3,789,477 <small>4.0%</small>	2,842,108 <small>3.0%</small>	2,226,318 <small>2.0%</small>	-
Law Enforcement Step Increase	1,069,672	1,069,672	1,069,672	1,069,672	1,069,672
New County Court at Law No. 8	400,000	400,000	400,000	325,000	325,000
Sheriff's Substation	2,500,000 <small>100%</small>	1,875,000 <small>75%</small>	1,250,000 <small>50%</small>	625,000 <small>25%</small>	-
Workers Comp	300,000	300,000	300,000	300,000	300,000
Departments Budget Issues	-	-	-	-	-
2013 Budget Increases:	<u>8,722,307</u>	<u>7,434,149</u>	<u>5,861,780</u>	<u>4,545,990</u>	<u>1,694,672</u>
Adjusted 2013 Budget Shortfall	(20,426,105)	(19,137,947)	(17,565,578)	(16,249,787.86)	(13,398,470)
Estimated Fund Balance December 31, 2012	35,717,637	35,717,637	35,717,637	35,717,637	35,717,637
Fund Balance Appropriation	(20,426,105)	(19,137,947)	(17,565,578)	(16,249,788)	(13,398,470)
Estimated Fund Balance as of Jan. 1, 2013	15,291,532 <small>8.51%</small>	16,579,690 <small>9.29%</small>	18,152,059 <small>10.27%</small>	19,467,849 <small>11.09%</small>	22,319,167 <small>12.93%</small>
Non-Fund Balance Drawdown <sup>(2)</sup>	10,500,000	10,500,000	10,500,000	10,500,000	10,500,000
Actual Fund Balance (Reduction)/Increase	(9,926,105)	(8,637,947)	(7,065,578)	(5,749,788)	(2,898,470)
Projected Fund Balance as of Dec. 31, 2013	25,791,532 <small>14.36%</small>	27,079,690 <small>15.18%</small>	28,652,059 <small>16.21%</small>	29,967,849 <small>17.08%</small>	32,819,167 <small>19.01%</small>

(2) Noncertified Anticipated Revenues of \$4M and Expected Lapse Expenditures of \$3.5M , Salary Sweep \$3M

**H**IDALGO COUNTY  
Department Of Budget & Management

2013 BUDGET PROCESS  
Self Funded Program Analysis

	<b>Health Insurance</b>	<b>Workers Compensation</b>
<b>Unreserved Fund Balance as of December 31, 2011</b>	<b>\$ 2,728,513</b>	<b>\$ 6,005,039</b>
 <b><u>FISCAL YEAR 2012</u></b>		
2012 Estimated Revenues	\$ 18,522,969	\$ -
2012 Estimated Expenditures	\$ (18,544,924)	\$ (1,945,629)
Net Increase/(Decrease) in Fund Balance	\$ (21,955)	\$ (1,945,629)
 <b>Estimated Unreserved Fund Balance as of December 31, 2012</b>	<b>\$ 2,706,558</b>	<b>\$ 4,059,410</b>
 <b><u>FISCAL YEAR 2013</u></b>		
2013 Projected Revenues	\$ 19,449,117	\$ 300,000
2013 Projected Expenditures	\$ (19,472,170)	\$ (2,042,910)
Net Increase/(Decrease) in Fund Balance	\$ (23,053)	\$ (1,742,910)
 <b>Estimated Unreserved Fund Balance as of December 31, 2013</b>	<b>\$ 2,683,505</b>	<b>\$ 2,316,499</b>
 Required Actuarial Reserve	\$ 1,097,600	\$ 1,935,000
 <b>Estimated Total Fund Balance as of December 31, 2013</b>	<b>\$ 3,781,105</b>	<b>\$ 4,251,499</b>



# Previous Workshop's Reference Material

**HIDALGO COUNTY**  
 Department Of Budget & Management

**2013 BUDGET PROCESS**

Revenue Analysis

Five Year History

Year	Original Estimated Revenues	Actual Revenue	Variance
2007	131,000,628	141,312,844	10,312,216
2008	148,152,171	155,580,914	7,428,743
2009	161,950,320	167,766,906	5,816,587
2010	157,479,936	164,224,290	6,744,354
2011	156,363,270	163,651,293	7,288,023 *
2012	158,239,101	162,239,101	4,000,000 **

**\* 2011 Actual Revenue Excludes**

FEMA reimbursements in the amount of \$41,938.19

Indigent Defense Grant Equalization Disbursement \$879,445.00

Landmark Settlement received for bad construction on Jail in the amount of \$1,111,500.00

Landmark Settlement Attorney Fees \$598,500.00

Transfers In \$176,433.36

Other Financing Sources-Capital \$460,322.98

**\*\*DBM Estimated**

**HIDALGO COUNTY**  
Department Of Budget & Management

2013 BUDGET PROCESS  
GENERAL FUND  
Salary Sweep History

Year	Amount
2007	3,311,688
2008	3,217,961
2009	1,715,471
2010	2,968,707
2011	4,011,199

**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
GENERAL FUND  
Adjusted Budget vs Actual Expenditures  
*Five Year History*

<b>Year</b>	<b>Adjusted Budget</b>	<b>Actual Expenditures</b>	<b>Variance</b>
2007	142,090,092	135,663,252	(6,426,841)
2008	174,589,892	165,955,449	(8,634,443)
2009	169,542,761	162,979,487	(6,563,275)
2010	170,032,560	165,504,172	(4,528,388)
2011	166,991,685	162,786,718	(4,204,967)

# HIDALGO COUNTY

## Department Of Budget & Management

### 2013 BUDGET PROCESS

Projected General Fund - Fund Balance  
For Fiscal Year Ending December 31, 2012

UNRESERVED FUND BALANCE AS OF DECEMBER 31, 2011	\$	36,728,229
2012 Revenues and Other Financing Sources (Original Budget)		158,239,101
2012 Appropriations and Other Financing Uses (Original Budget) (Fund Balance Appropriation of \$4,305,625)		(166,749,693)
Estimated Unreserved Fund Balance as of December 31, 2012	<u>\$</u>	<u>28,217,637</u>

2012 Adjusted Budget	\$	172,771,472
Fund Balance as Percentage of 2012 Budget		16.3%

#### YEAR END ADJUSTMENTS

Excess Revenues		4,000,000
Lapse Expenditures		3,500,000
Estimated Unreserved Fund Balance as of December 31, 2012	<u>\$</u>	<u>35,717,637</u>
Fund Balance as Percentage of 2012 Budget		20.7%

\* 2012 Adjusted Budget as of 7/31/2012



**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
GENERAL FUND  
Estimated Fund Balance vs. Actual Fund Balance  
*Five Year History*

Year	Estimated Fund Balance	Actual Fund Balance	Variance
2007	14,837,994	21,627,835	6,789,841
2008	25,666,375	11,036,241	(14,630,134) *
2009	11,865,335	21,594,909	9,729,574
2010	24,460,157	31,456,770	6,996,613
2011	35,480,782	36,728,229	1,247,447

\* Hurricane Dolly

**HIDALGO COUNTY**  
Department Of Budget & Management

**2013 BUDGET PROCESS**  
Cost of Living Adjustment  
General Fund Cost Analysis

<b>COLA - FUND 1100</b>	<u>2.00%</u>	<u>3.00%</u>	<u>4.00%</u>	<u>4.70%</u>	<u>Total Employees</u>
Adjusted Salaries	53,501,348	53,501,348	53,501,348	53,501,348	1,464
Increase Amount	1,070,027	1,605,040	2,140,054	2,514,563	Excluding Elected Officials Obj 111 and Law Enforcement Positions
Increase Fringes 18%	192,605	288,907	385,210	452,621	
Estimated Cost:	<u>\$1,262,632</u>	<u>\$1,893,948</u>	<u>\$2,525,264</u>	<u>\$2,967,185</u>	
 <b>COLA - LAW ENFORCEMENT S&amp;G</b>	 <u>2.00%</u>	 <u>3.00%</u>	 <u>4.00%</u>	 <u>4.70%</u>	 <u>Total Employees</u>
Current Salaries	23,341,004	23,341,004	23,341,004	23,341,004	621
Increase Amount	466,820	700,230	933,640	1,097,027	
Increase Fringes 18%	84,028	126,041	168,055	197,465	
Estimated Cost:	<u>\$550,848</u>	<u>\$826,272</u>	<u>\$1,101,695</u>	<u>\$1,294,492</u>	
 <b>COLA - ELECTED OFFICIALS</b>	 <u>2.00%</u>	 <u>3.00%</u>	 <u>4.00%</u>	 <u>4.70%</u>	 <u>Total Employees</u>
Current Salaries	3,443,171	3,443,171	3,443,171	3,443,171	45
Increase Amount	68,863	103,295	137,727	161,829	
Increase Fringes 18%	12,395	18,593	24,791	29,129	
Estimated Cost:	<u>\$81,259</u>	<u>\$121,888</u>	<u>\$162,518</u>	<u>\$190,958</u>	

<b>Estimated Total Cost:</b>	<b>\$1,894,738</b>	<b>\$2,842,108</b>	<b>\$3,789,477</b>	<b>\$4,452,635</b>	<b>2,130</b>
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**HIDALGO COUNTY**  
 Department Of Budget & Management

**2013 BUDGET PROCESS**  
 Cost of Living Adjustment  
 Road and Bridge Cost Analysis

<b>COLA - FUND 1200</b>	2.00%	3.00%	4.00%	4.70%	Total Employees
Adjusted Salaries	12,334,097	12,334,097	12,334,097	12,334,097	347
Increase Amount	246,682	370,023	493,364	579,703	
Increase Fringes 18%	44,403	66,604	88,805	104,346	
Estimated Cost:	\$291,085	\$436,627	\$582,169	\$684,049	

**HIDALGO COUNTY**  
 Department Of Budget & Management

**2013 BUDGET PROCESS**  
 COLA Adjustment History

YEAR	CPI - W <sup>(1)</sup>	CRITERIA	COUNTY COLA	OTHER INCREASE / (DECREASE)
2008	2.3%	Salary up to \$25,000 (Minimum \$1,000 Increase)	4% - 5%	1.70% - 2.70%
2008	2.3%	Salary over \$25,000	4.0%	1.70%
2009	5.8%	Salary up to \$30,000 (Minimum \$2,000 Increase)	5% -11%	(0.80%) - 5.31%
2009	5.8%	Salary over \$30,000	5.0%	(0.80%)
2010	0.0%	County Wide	0.0%	0.00%
2011	0.0%	County Wide	0.0%	0.00%
2012	2.8% <sup>(2)</sup>	County Wide	0.0%	(2.8%)
2013	1.9% <sup>(3)</sup>	County Wide	0.0%	(1.90%)

(1) CPI based on US Department of Labor Bureau of Labor Statistics.

(2) 2.8% is the average of 2011 2<sup>nd</sup> Qtr to July 2008 Index

(3) 1.9% is the average of 2012 2<sup>nd</sup> Qtr to 2011 2<sup>nd</sup> Qtr

NOTE: Cumulative CPI change since last cost of living is 4.7%

**HIDALGO COUNTY**  
 Department of Budget & Management  
**2013 BUDGET PROCESS**  
 COUNTY COURT AT LAW NO.8  
 SUMMARY OF 2013 ESTIMATED EXPENDITURES

**COUNTY COURT AT LAW #8**

Personnel/Operating Budget	498,505.00
	County Court At Law #8 Total: \$ 498,505.00

**DISTRICT CLERK**

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Deputy District Clerk I ( <i>Grade 05</i> )	25,256.00	4,164.00	27.00	1,932.08	2,512.97	126.28	34,018.34
	District Clerk's Total: \$ 34,018.34						

**COUNTY CLERK**

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Deputy County Clerk I ( <i>Grade 05</i> )	25,256.00	4,164.00	27.00	1,932.08	2,512.97	126.28	34,018.34
	County Clerk's Total: \$ 34,018.34						

**DISTRICT ATTORNEY**

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Admin. Asst. II ( <i>Grade 06</i> )	27,276.00	4,164.00	27.00	2,086.61	2,713.96	136.38	36,403.96
Asst. D.A. II ( <i>Grade 14</i> )	50,487.00	4,164.00	27.00	3,862.26	5,023.46	252.44	63,816.15
Asst. D.A. II - Auto Allowance	900.00	-	-	68.85	89.55	4.50	1,062.90
	District Attorney's Total: \$ 101,283.00						

**PUBLIC DEFENDERS**

	Salary	Health Ins. 4,164.00/yr	Life Ins. 27.00/yr	FICA 7.65%	Retirement 9.95%	Unemploy. Comp. 0.50%	Total
Public Defender I ( <i>Grade 12</i> )	43,284.00	4,164.00	27.00	3,311.23	4,306.76	216.42	55,309.40
	Public Defender's Total: \$ 55,309.40						

**TOTAL BUDGETARY IMPACT: \$723,134.08**



# APPENDIX

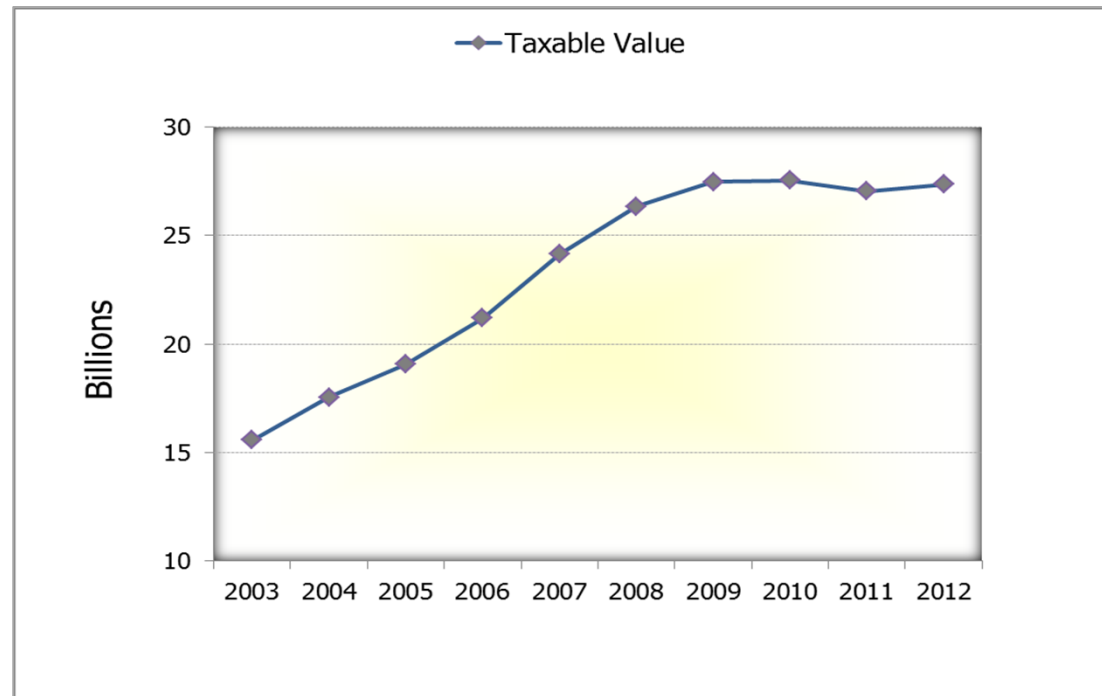
# HIDALGO COUNTY

Department of Budget & Management

## 2013 BUDGET PROCESS

Taxable Value History

Year	Taxable Value
2003	15.59
2004	17.56
2005	19.07
2006	21.19
2007	24.15
2008	26.34
2009	27.49
2010	27.54
2011	27.04
2012	27.36



# HIDALGO COUNTY

Department of Budget & Management

## 2013 BUDGET PROCESS

M&O & Interest Debt Rate History

Year	Maintenance & Operation Rate	Interest & Sinking Fund Rate
2008	0.5155	0.0745
2009	0.5191	0.0709
2010	0.5127	0.0773
2011	0.5107	0.0793
2012	0.5225	0.0675





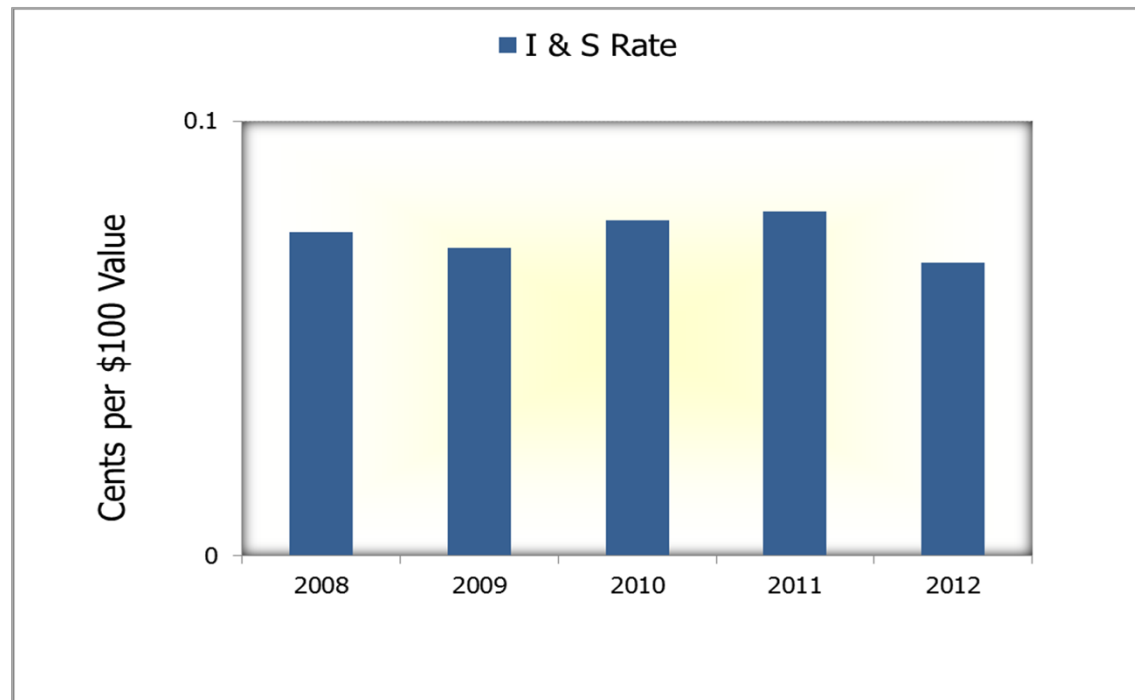
# HIDALGO COUNTY

Department of Budget & Management

## 2013 BUDGET PROCESS

### INTEREST & SINKING FUND RATE HISTORY

Year	I & S Rate
2008	0.0745
2009	0.0709
2010	0.0773
2011	0.0793
2012	0.0675



**Hidalgo County**  
 Department Of Budget & Management

**2013 BUDGET PROCESS**  
 GENERAL FUND  
 Program Administration Detail

Program	2012 Budgeted Amount
APPRAISING FEES	1,600,000
AUTOPSIES/PAUPER BURIAL	756,700
CHILD ADVOCACY CTR	48,500
CITIES FIRE CONTRACTS	1,508,700
CO WIDE COMMUNICATIONS SYSTEM	335,000
COUNTY LIBRARY SYS	237,140
DISPOSAL - SANITATION /OTHER	491,298
DONNA MUSEUM	40,000
FOOD - ADULT & JUVENILE DET	1,625,000
HISTORICAL MUSEUM	360,000
HUMANE SOCIETY	500,000
INDEPENDENT AUDIT	145,000
INDIGENT DEFENSE	6,981,052
INDIGENT HEALTH UPL	8,250,000

Program	2012 Budgeted Amount
INSURANCE	1,685,000
JURORS/JURY FEES	998,604
LITIGATION/JUDGMENTS	1,746,077
MEDICAL EXP. - ADULT & JUVENILE DET	1,016,385
OTHER CONTRACTED SERVICES	265,579
ROOM AND BOARD - ADULT & JUVENILE DET	3,362,250
SHERIFF SUBSTATION	751,000
TRF OUT- GRANTS	292,053
TRF OUT- R&B	7,747,291
TRF OUT-OTHER PROGRAMS	545,921
TRF OUT-PAJ BOOT CAMP	727,500
TROPICAL TX CENTER MHMR	702,338
VIDA	250,000
<b>Total:</b>	<b>\$ 42,968,388</b>

**HIDALGO COUNTY**  
 Department Of Budget & Management

**2013 BUDGET PROCESS**

Aid to Non- Governmental and Governmental Agencies Analysis

Agency Name	2012 Adopted Budget	Recommended Budget Reductions			
		-25%	-50%	-75%	
VIDA	250,000	(62,500.00)	(125,000.00)	(187,500.00)	
HISTORICAL MUSEUM	360,000	(90,000.00)	(180,000.00)	(270,000.00)	
DONNA MUSEUM	40,000	(10,000.00)	(20,000.00)	(30,000.00)	
<b>TOTAL: \$</b>		<b>650,000</b>	<b>\$ (162,500)</b>	<b>\$ (325,000)</b>	<b>\$ (487,500)</b>

**HIDALGO COUNTY SHERIFF'S OFFICE: [Effective May 26, 2008]**

**LAW ENFORCEMENT**

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
<b>Trainee</b>	\$ 34,000										
<b>Deputy</b>	\$ 36,480	\$ 38,000	\$ 39,330								
<b>Senior Deputy</b>		\$ 41,800	\$ 43,263	\$ 44,777	\$ 46,344	\$ 47,966	\$ 49,645	\$ 52,128	\$ 57,340	\$ 63,074	\$ 69,382
<b>Sergeant</b>		\$ 45,980	\$ 47,589	\$ 49,255	\$ 50,979	\$ 52,763	\$ 54,610	\$ 57,340	\$ 63,074	\$ 69,382	\$ 76,320
<b>Lieutenant</b>		\$ 50,578	\$ 52,348	\$ 54,180	\$ 56,077	\$ 58,039	\$ 60,071	\$ 63,074	\$ 69,382	\$ 76,320	\$ 83,952

**Supplemental Pay Program:**

Education Program:	Annual	Monthly	Bi-weekly	Certification Program:	Assignment Pay Program **
<b>Associates Degree</b>	\$ 1,200.00	\$ 100.00	\$ 46.15	<b>Intermediate</b>	<b>Level 1</b>
<b>Bachelor's Degree</b>	\$ 1,500.00	\$ 125.00	\$ 57.69	Annual \$ 600.00	Annual \$ 1,800
<b>Master's Degree</b>	\$ 1,800.00	\$ 150.00	\$ 69.23	Monthly \$50.00	Monthly \$ 150
<b>PHD</b>	\$ 2,100.00	\$ 175.00	\$ 80.77	Bi-Weekly \$23.07	Bi-Weekly \$69.23
				<b>Advance</b>	<b>Level 2</b>
				Annual \$1,200.00	Annual \$2,100.00
				Monthly \$100.00	Monthly \$175.00
				Bi-Weekly \$46.15	Bi-Weekly \$80.76
				<b>Masters</b>	
				Annual \$1,800.00	
				Monthly \$150.00	
				Bi-Weekly \$69.23	

\*\* Available only to Senior Deputies

HIDALGO COUNTY SHERIFF'S OFFICE: [Effective January 5, 2009]

JAIL

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
Detention Officer	\$ 29,232.00	\$30,450.00	\$31,515.75								
Senior Detention Officer		\$33,495.00	\$34,667.33	\$35,880.68	\$37,136.51	\$38,436.28	\$39,781.55	\$41,770.63	\$45,947.69	\$50,542.46	\$55,596.71
D O Sergeant		\$36,844.50	\$38,134.06	\$39,468.75	\$40,850.16	\$42,279.91	\$43,759.71	\$45,947.69	\$50,542.46	\$55,596.71	\$61,156.38
D O Lieutenant		\$40,528.95	\$41,947.46	\$43,415.62	\$44,935.17	\$46,507.90	\$48,135.68	\$50,542.46	\$55,596.71	\$61,156.38	\$67,272.02

Supplemental Pay Program:

Education Program:	Annual	Monthly	Bi-weekly	Certification Program:	Assignment Pay Program **
Associates Degree	\$ 1,200.00	\$ 100.00	\$ 46.15	<b>Intermediate</b>	<b>Level 1</b>
Bachelor's Degree	\$ 1,500.00	\$ 125.00	\$ 57.69	Annual \$ 600.00	Annual \$ 1,800
Master's Degree	\$ 1,800.00	\$ 150.00	\$ 69.23	Monthly \$50.00	Monthly \$ 150
PHD	\$ 2,100.00	\$ 175.00	\$ 80.77	Bi-Weekly \$23.07	Bi-Weekly \$69.23
				<b>Advance</b>	<b>Level 2</b>
				Annual \$1,200.00	Annual \$2,100.00
				Monthly \$100.00	Monthly \$175.00
				Bi-Weekly \$46.15	Bi-Weekly \$80.76
				<b>Masters</b>	
				Annual \$1,800.00	
				Monthly \$150.00	
				Bi-Weekly \$69.23	

\*\* Available only to Senior Detention Officers

# HIDALGO COUNTY CONSTABLE PRECINCTS: [ PROPOSED PLAN Effective January 25, 2011]

## CONSTABLES

POSITION	Probationary	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10
Years of Service		1	2	3	4	5	6	8	12	16	20
Deputy Constable	\$ 36,480	\$ 38,000	\$ 39,330								
Senior Deputy Constable		\$ 41,800	\$ 43,263	\$ 44,777	\$ 46,344	\$ 47,966	\$ 49,645	\$ 52,128	\$ 57,340	\$ 63,074	\$ 69,382
* Sergeant		\$ 45,980	\$ 47,589	\$ 49,255	\$ 50,979	\$ 52,763	\$ 54,610	\$ 57,340	\$ 63,074	\$ 69,382	\$ 76,320
Chief Deputy Constable I		\$ 48,279	\$ 49,969	\$ 51,718	\$ 53,528	\$ 55,401	\$ 57,340	\$ 60,207	\$ 66,228	\$ 72,851	\$ 80,136
** Chief Deputy Constable II		\$ 50,578	\$ 52,348	\$ 54,180	\$ 56,077	\$ 58,039	\$ 60,071	\$ 63,074	\$ 69,382	\$ 76,320	\$ 83,952

### SUPPLEMENTAL PAY PROGRAM:

#### Education:

	Annual	Monthly	Bi-weekly
Associates Degree	\$ 1,200.00	\$ 100.00	\$ 46.15
Bachelor's Degree	\$ 1,500.00	\$ 125.00	\$ 57.69
Master's Degree	\$ 1,800.00	\$ 150.00	\$ 69.23

#### TCLEOSE Certification:

	Annual	Monthly	Bi-weekly
Intermediate	\$ 600.00	\$ 50.00	\$ 23.08
Advance	\$ 1,200.00	\$ 100.00	\$ 46.15
Masters	\$ 1,800.00	\$ 150.00	\$ 69.23

#### CIVIL PROCESS Certification:

Annual	\$ 1,200.00	\$ 100.00	\$ 46.15
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\*Constable Precincts with 8 - 12 Deputies are authorized one (1) Sergeant Position.

Constable Precincts with 12 or more Deputies are authorized two (2) Sergeant Positions. Maximum 2 Sergeant Positions per precinct.

\*\* Only Constable Precincts with 12 or more Deputies.

**HIDALGO COUNTY  
2010 GRADE AND STEP SALARY SCHEDULE**

\$8.93	Step 0 <sup>(1)</sup>	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
<b>Grade 1</b>	17,636	18,564	19,214	19,864	20,514	21,164	21,814	22,464	23,114	23,764	24,414	25,064
<b>Grade 2</b>	19,047	20,049	20,751	21,453	22,155	22,857	23,559	24,261	24,963	25,665	26,367	27,069
<b>Grade 3</b>	20,570	21,653	22,411	23,169	23,927	24,685	25,443	26,201	26,959	27,717	28,475	29,233
<b>Grade 4</b>	22,216	23,385	24,203	25,021	25,839	26,657	27,475	28,293	29,111	29,929	30,747	31,565
<b>Grade 5</b>	23,993	25,256	26,140	27,024	27,908	28,792	29,676	30,560	31,444	32,328	33,212	34,096
<b>Grade 6</b>	25,912	27,276	28,231	29,186	30,141	31,096	32,051	33,006	33,961	34,916	35,871	36,826
<b>Grade 7</b>	27,985	29,458	30,489	31,520	32,551	33,582	34,613	35,644	36,675	37,706	38,737	39,768
<b>Grade 8</b>	30,224	31,815	32,929	34,043	35,157	36,271	37,385	38,499	39,613	40,727	41,841	42,955
<b>Grade 9</b>	32,642	34,360	35,563	36,766	37,969	39,172	40,375	41,578	42,781	43,984	45,187	46,390
<b>Grade 10</b>	35,254	37,109	38,408	39,707	41,006	42,305	43,604	44,903	46,202	47,501	48,800	50,099
<b>Grade 11</b>	38,074	40,078	41,481	42,884	44,287	45,690	47,093	48,496	49,899	51,302	52,705	54,108
<b>Grade 12</b>	41,120	43,284	44,799	46,314	47,829	49,344	50,859	52,374	53,889	55,404	56,919	58,434
<b>Grade 13</b>	44,410	46,747	48,383	50,019	51,655	53,291	54,927	56,563	58,199	59,835	61,471	63,107
<b>Grade 14</b>	47,963	50,487	52,254	54,021	55,788	57,555	59,322	61,089	62,856	64,623	66,390	68,157
<b>Grade 15</b>	51,800	54,526	56,434	58,342	60,250	62,158	64,066	65,974	67,882	69,790	71,698	73,606
<b>Grade 16</b>	55,944	58,888	60,949	63,010	65,071	67,132	69,193	71,254	73,315	75,376	77,437	79,498
<b>Grade 17</b>	60,419	63,599	65,825	68,051	70,277	72,503	74,729	76,955	79,181	81,407	83,633	85,859
<b>Grade 18</b>	65,253	68,687	71,091	73,495	75,899	78,303	80,707	83,111	85,515	87,919	90,323	92,727
<b>Grade 19</b>	70,473	74,182	76,778	79,374	81,970	84,566	87,162	89,758	92,354	94,950	97,546	100,142
<b>Grade 20</b>	76,111	80,117	82,921	85,725	88,529	91,333	94,137	96,941	99,745	102,549	105,353	108,157
<b>Grade 21</b>	82,200	86,526	89,554	92,582	95,610	98,638	101,666	104,694	107,722	110,750	113,778	116,806

(1) All new County Employees must start at Step 0 during their Probationary Period