

Texas Department of Criminal Justice
Examples of Career Ladder Placement and Further Career Ladder Advancement
Non-Correctional Employees with CCPS
From Current Date of Hire Voluntarily Moving to CO, FSM II - III, or LM II - III Series
After a Promotion or Lateral Transfer from CCP

EMPLOYEES WITH 18 MONTHS OR LESS OF CCPS FROM CURRENT DATE OF HIRE		
Satisfactory Active CCPS and Career Ladder Level Prior to Leaving Position	Placement in Career Ladder Upon Return	Required Months of Satisfactory Active Service to Complete Prior to Next Advancement
12 Months CO III Pay Level 3	CO III Pay Level 3	2 Months - Shall receive salary adjustment to CO III, pay level 4 (12 + 2 = 14)
19 Months CO III Pay Level 4	CO III Pay Level 4	12 Months - Shall receive salary adjustment to CO III, pay level 5 (19 + 11 = 30)
14 Months CO III Pay Level 4	CO III Pay Level 4 (CO moved on same day the CO accrued 14 months and before being adjusted to a CO III, Pay Level 4)	0 Months (CO shall receive salary adjustment to CO III, pay level 4 on same day of return to series.)

EMPLOYEES WITH MORE THAN 18 MONTHS OF CCPS FROM CURRENT DATE OF HIRE			
CCPS and Career Ladder Level Prior to Leaving CO Position	Placement in CO Career Ladder Upon Return	Advancement When 12 Months of Satisfactory Active Service Have Been Accrued	Required Months of Satisfactory Active Service to Complete Prior to Next Advancement
28 months CO III Pay Level 4	CO III Pay Level 4	CO IV Pay Level 5 (28 + 12 = 40)	2 months – Shall advance to CO IV, pay level 6 (42 – 40 = 2)
62 Months CO III Pay Level 5 ⁽¹⁾	CO III Pay Level 4	CO IV Pay Level 7 (62 + 12 = 74)	16 Months - Shall advance to CO V, pay level 8 (90 – 74 = 16)
85 Months CO IV Pay Level 6 ⁽²⁾	CO IV Pay Level 5	CO V Pay Level 8 (85 + 12 = 97)	N/A
85 Months CO IV Pay Level 7	CO IV Pay Level 7	CO V Pay Level 9 (85 + 12 = 97) Employee required to stay at position returned to for at least 12 months	N/A

⁽¹⁾ Employee left series prior to establishment of Pay Levels 5, 6, 7, and 8.

⁽²⁾ Employee left series prior to establishment of Pay Levels 6, 7, and 8.