

Statement from Executive Director Bryan Collier

The conference committees' funding decisions for Texas Department of Criminal Justice (TDCJ) for the FY 2020-21 biennium have been approved by the Texas House of Representatives and Texas Senate.

During the last few months, we have worked closely with the State leadership and their staff considering our requests for additional items of policy and operational significance. We are especially grateful for the HB1 Conference Committee's decisions regarding employee salaries. The committee approved funding to restructure the correctional career ladder and provide salary increases for correctional officers, ranking correctional officers, correctional laundry and food service managers, and parole officers.

Please note that the items described below will not be finalized until these bills have been certified by the Comptroller and approved by the Governor.

TARGETED SALARY INCREASES:

- Provides \$84.1 million for targeted salary increases for correctional officers, ranking correctional officers, correctional laundry and food service managers, and parole officers, in order to address recruitment and retention of these mission critical positions. (see page 3 for details)

CAPITAL AND INFRASTRUCTURE:

- Provides \$24.2 million for the Corrections Information Technology System Project, which will modernize the agency's current mainframe offender management systems.
- Provides \$54.0 million for major repair and renovation projects in FY 2020-21.
- Provides \$26.0 million for the installation of comprehensive video surveillance systems on eight maximum-security facilities. Upon completion of these installations, all of TDCJ's 22 maximum-security facilities will have comprehensive video surveillance systems.

PROBATION:

- Provides funding levels for felony and misdemeanor probation supervision based on the LBB January 2019 population projections.
- Maintains funding for the probation treatment/diversion programs, community corrections programs and the Treatment Alternatives to Incarceration Program at current levels.
- Provides an additional \$4.0 million for pretrial diversion programs for FY 2020-21.

TEXAS CORRECTIONAL OFFICE ON OFFENDERS WITH MEDICAL OR MENTAL IMPAIRMENTS (TCOOMMI):

- Maintains current funding levels for mental health services and continuity of care for offenders.
- Provides an additional \$4.8 million for the expansion of mental health services in rural areas during the FY 2020-21 biennium.

CORRECTIONAL OPERATIONS, TREATMENT PROGRAMS & HEALTH CARE:

- Maintains staffing and funding for operational areas within the incarceration function (such as correctional officers, unit support, utilities, maintenance, and industry/agriculture operations) at current levels.
- Maintains current operational levels for contract prisons and privately operated state jails, as well as maintaining current funding levels for rehabilitation and reentry programs such as chaplaincy, reentry transitional coordinators, substance abuse treatment programs, and the sex offender treatment program.
- Provides an additional \$160.0 million to maintain offender health care, an additional \$2.0 million for medical capital equipment, and \$452,500 for an occupational therapy program for offenders in the developmental disabilities program.
- Provides an additional \$8.4 million to expand sheltered housing beds at the Stiles Unit.
- Provides an additional \$1.0 million for reentry services pilot programs in Houston and Dallas.
- Provides \$5.3 million for an academic and vocational pilot program for state jail felons.
- Provides an additional \$2.0 million to expand vocational training programs.

PAROLE:

- Provides staffing and funding for parole supervision based on the LBB January 2019 population projections.
- Maintains current operational levels for halfway house and intermediate sanction facility beds.

OTHER AGENCY FUNCTIONS:

- Maintains staffing and funding levels for all other administrative and support functions (such as Central Administration, Information Technology, Office of Inspector General, State Counsel for Offenders, and Health Services).
- Provides funding for Information Resources data center services based on the estimates provided by the Department of Information Resources (DIR).

Texas Department of Criminal Justice
 Correctional Officer and Parole Officer Career Ladder Restructure / Pay Raise

Adopted by Conference Committee - \$84.1 million

SUMMARY
<p>Correctional:</p> <ul style="list-style-type: none"> Allows for a career ladder restructuring. <u>Reduces</u> the time frame for maximum salary to 7 years, with a 3.7% increase to the current maximum salary. <p>Parole:</p> <ul style="list-style-type: none"> Provides a 5% increase to all parole officer positions.

TITLE	Current	Adopted
Parole Officer I-II	39,718 44,661	41,704 46,894
Parole Officer III	44,661 50,371	46,894 52,890
Parole Officer IV	50,371 56,890	52,890 59,735
Parole Officer V	56,890 63,409	59,735 66,579

Parole officers receive an annual salary increase, during each of the officer's first ten years of satisfactory service, equal to one-tenth of the difference between the officer's current annual salary; and the minimum annual salary of a parole officer in the next highest classification.

Current			Adopted		
TITLE	SALARY	Career Ladder (months)	TITLE	SALARY	Career Ladder (months)
Corr Off III	36,238	0 - 14 14 months	Corr Off III	36,238	0 - 12 1 year
Corr Off III	38,302	15-30 16 months	Corr Off IV	39,411	13-36 2 years
Corr Off IV	39,411	31-42 1 year	Corr Off IV	41,769	37-72 3 years
	40,546	43-54 1 year			
Corr Off IV	41,769	55-90 3 years	Corr Off V	44,642	73+
	43,049	91+			
Sergeant	45,201		Sergeant	46,873	
Lieutenant	47,462		Lieutenant	49,218	
Captain	49,835		Captain	51,679	
Major	53,437		Major	55,414	
Assistant Warden	64,364		Assistant Warden	66,745	
Warden I	77,606		Warden I	80,477	
Warden II	88,561		Warden II	91,838	

Current			Adopted		
TITLE	SALARY	Career Ladder (months)	TITLE	SALARY	Career Ladder (months)
Food Serv Mgr II	38,302	0-30 2.5 years	Food Serv Mgr II	38,302	0 - 12 1 year
Food Serv Mgr II	39,411	31-42 1 year	Food Serv Mgr II	39,411	13-36 2 years
Food Serv Mgr II	40,546	43-54 1 year	Food Serv Mgr II	41,769	37-72 3 years
	41,769	55-90 3 years			
Food Serv Mgr III	43,049	91+	Food Serv Mgr III	44,642	73+
Food Serv Mgr IV	49,359		Food Serv Mgr IV	51,185	
Laundry Mgr II	38,302	0-30 2.5 years	Laundry Mgr II	38,302	0 - 12 1 year
Laundry Mgr II	39,411	31-42 1 year	Laundry Mgr II	39,411	13-36 2 years
Laundry Mgr II	40,546	43-54 1 year	Laundry Mgr II	41,769	37-72 3 years
	41,769	55-90 3 years			
Laundry Mgr III	43,049	91+	Laundry Mgr III	44,642	73+
Laundry Mgr IV	45,891		Laundry Mgr IV	47,589	