



# Support \$6000 pay increase for all employees in TDCJ Parole

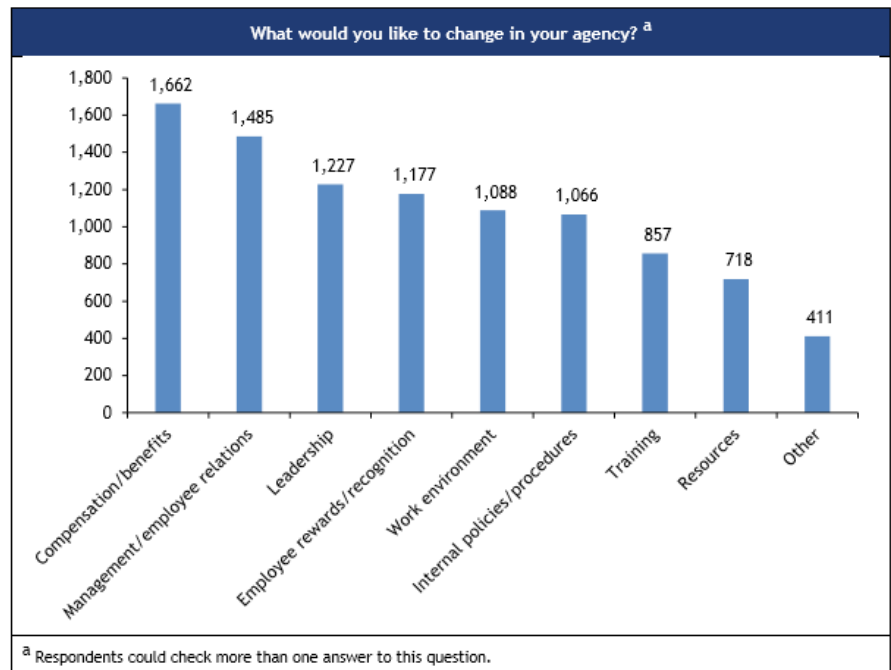
**U**ncompetitive pay, combined with high caseloads and job hazards, has been a barrier to retaining the experienced staff needed to provide adequate supervision of paroled offenders. Staff retention is critical to ensuring public safety and reintegrating offenders back into society. According to the State Auditor, turnover for Parole officers in TDCJ was 19.5% in 2016 which is up 4.5% from FY 2014.

The salary structure for parole officers and other parole support staff is not competitive with other states. The starting salary for a parole officer in California is \$63,420, compared to the Texas starting salary of \$39,718.

TDCJ is again asking for a 10% increase in pay to address turnover in the 2016-2017 LAR; *“to address recruitment and retention issues of critical positions”*. They however, exclude any support staff from these requested increases. While this is a positive step forward, the LAR falls short of what is needed to close the gap between low salaries and the rising cost of living. As with all state employees, salaries within TDCJ Parole are behind local county and municipality pay and our workers are still in need of a cost of living increase. Recent open records revealed that over 6000 state workers are currently receiving public assistance. A \$6,000 per year salary increase is a down payment to get parole staff on par with rising inflation.

## Parole Support Staff need a significant pay increase

TDCJ’s request for a 10% pay increase excludes parole support staff. TDCJ Parole support staff play a vital role in fulfilling the mission of this agency. They include clerical workers, administrative assistants and substance abuse counselors. Fifty percent of Parole Support Staff have been with the agency at least 10 years. Despite their contribution to state services, these employees have gone numerous years without a significant pay increase.



Source: State Auditor’s Office - State of Texas Employment Exit Survey.