Texas Civil Commitment Office
FY 2026 Case Manager Career Ladder
Including $50 per month high-risk pay supplement

Program Specialist III

Salary Rates may differ for return-to-work retirees who are not ERS contributors.

Pay Levels, Salary Rates and Minimum Required Consecutive Months of Satisfactory/Restored Active Case Management Service
(A salary adjustment to a higher pay level requires a satisfactory annual performance evaluation.)

Group	Est. Sal. Rate	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
	0–12 mo.	13–24 mo	25–36 mo	37–48 mo	49–60 mo	61–72 mo	73–84 mo	85–96 mo	97–108 mo	109–120 mo	121+ mo.
B19	4622.19 - 4850.00	4,977.00	5104	5231	5360.9	5494.25	5630.86	5770.87	5910.89	6050.91	6190.93

Program Specialist IV

Salary Rates may differ for return-to-work retirees who are not ERS contributors.

Pay Levels, Salary Rates and Minimum Required Consecutive Months of Satisfactory/Restored Active Case Management Service
(A salary adjustment to a higher pay level requires a satisfactory annual performance evaluation.)

Group	Est. Sal. Rate	Level 1	Level 2	Level 3	Level 4	Level 5	Level 6	Level 7	Level 8	Level 9	Level 10
	0–12 mo.	13–24 mo	25–36 mo	37–48 mo	49–60 mo	61–72 mo	73–84 mo	85–96 mo	97–108 mo	109–120 mo	121+ mo.
B20	5196.67	5328.00	5464.5	5602.93	5746.25	5889.58	6032.9	6176.23	6319.55	6462.88	6606.2

Approved 05/29/2026