

**MEMORANDUM OF UNDERSTANDING**

**Interpretation of calculation of Classification: Corrections Officer  
to Classification: Peace Officer**

This Memorandum of Understanding (MOU) is entered into between Webb County, a political subdivision of the State of Texas, acting by and through its Commissioners Court (hereinafter "County") and the Webb County Deputy Sheriff's Association, (hereinafter "Association"), for the purpose of clarifying an interpretation of the collective bargaining agreement effective October 1, 2021 – September 30, 2027 (hereinafter "CBA") between the County and the Association.

WHEREAS, the County and the Association negotiated a CBA, effective October 1, 2021 through September 30, 2027, which contained Appendix D, Wage Table Provisions and Appendix E, Wage Table; and

WHEREAS, County and Association desire to resolve a question which has arisen regarding whether a Corrections Officer that obtains his/her Peace Officers license and is commissioned by the Webb County Sheriff as a Peace Officer may claim, for purposes of his/her Rank/Classification as a Peace Officer, his/her years of service as a Corrections Officer or does a Corrections Officer that obtains his/her Peace Officers license and is commissioned by the Webb County Sheriff as a Peace Officer start at the beginning of Rank/Classification Officer I and receive pay pursuant to the Peace Officer Wage Table in Appendix E; and

WHEREAS, the County and the Association are exercising their mutual rights under Article XII Stability of Agreement to enter into a Memorandum of Understanding between the contracting parties; and

WHEREAS, the County and the Association have reached a tentative agreement, subject to ratification, regarding interpretation and application of Appendix D and Appendix E of the CBA.

NOW THEREFORE, the parties agree the CBA shall be interpreted as follows:

1. A Corrections Officer that obtains his/her Peace Officers license and is commissioned by the Webb County Sheriff as a Peace Officer shall start at the Classification: Peace Officer, Peace Officer I pursuant to the Peace Officer Wage Table in Appendix E.
2. After the effective date of this MOU no Corrections Officer shall receive credit for their years of service as a Corrections Officer towards calculating years of service as a Peace Officer when determining their Classification: Peace Officer under the 2021-2027 CBA.
3. Any Corrections Officer that has, prior to the effective date of this MOU, had his/her years of service as a Corrections Officer credited to them for the purpose of determining their Classification: Peace Officer shall retain their Classification

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MARGIE RAMIREZ IBARRA @ 3:30 pm  
COUNTY CLERK WEBB COUNTY TEXAS  
BY Muchelle Garcia DEPUTY

along with the pay they are already receiving and continue to be credited their years of service as they are an eligible Peace Officer with the Webb County Sheriff's Department.

4. Any Peace Officers personnel action forms that are pending or are being processed or held for processing by the Webb County Auditor's Office prior to the effective date of this MOU will be entitled to have their years of service as Corrections Officer credited towards their Classification: Peace Officer for purposes of calculating their wages.
5. After the effective date of this Agreement and for the entire remaining duration of the agreement no Corrections Officer that obtains his/her Peace Officers license and is commissioned by the Webb County Sheriff as a Peace Officer shall receive credit for their years of service as a Corrections Officer towards their Classification: Peace Officer. As such all said Peace Officer will begin as Officer I under Appendix E, CBA Peace Officer Wage Table.

Below are the applicable sections to this Agreement from the 2021-2027 CBA.

#### **Appendix D Wage Table Provisions**

- A. Wage tables and percentage increases for the duration of this Agreement are attached in Appendix E.
- B. "Officer" is a civil service rank or classification that includes non-supervisory Corrections Officers and Peace Officers, Officer I-V are steps based upon years of service as an officer (Corrections Officer or Peace Officer, whichever is applicable) with the Webb County Sheriff's Office and not individual promotable ranks or classifications.
- C. Pursuant to Civil Service Rules and Regulations, the Sheriff may promote an officer with at least four (4) years of law enforcement experience to serve as a Corporal provided that there is a vacant Corporal slot available. Pursuant to Civil Service Rules and Regulations, the Sheriff may demote a Corporal with just cause.
- D. For the purpose of the pay steps all years of service requirements for Officer are years of service (within the Classification of Corrections Officer or Peace Officer, whichever is applicable) for the last Civil Service Position held as an officer with the Webb County Sheriff's Office, such service need not be continuous.

E. At the Sheriffs discretion, a Correctional Officer that becomes eligible for commissioning as a Peace Officer, may be commissioned by the sheriff to serve as a peace officer, provided that there exists a vacant peace officer slot.

**Appendix E Wage Tables**

**Correction Officer Wage Tables for FY 2022, FY 2023 and FY 2024**

Classification: Corrections Officer	FY2022 Hourly Base Rate (10/01/2021- 09/30/2022)	FY2023 Hourly Base Rate (10/01/2022- 09/30/2023)	FY2024 Hourly Base Rate (10/01/2023- 09/30/2024)
Officer I (0-3)	\$22.32	\$22.86	\$23.39
Officer II (4-5)	\$23.51	\$24.07	\$24.63
Officer III (6-9)	\$24.69	\$25.28	\$25.86
Officer IV (10-14)	\$25.95	\$26.57	\$27.18
Officer V (15+)	\$27.11	\$27.83	\$28.54
Corporal	\$28.15	\$29.00	\$29.84
Sergeant	\$29.25	\$30.29	\$31.33
Lieutenant	\$31.53	\$32.21	\$32.89
Captain	\$33.11	\$33.83	\$34.54

**Peace Officer Wage Tables for FY 2022, FY 2023, and FY 2024**

Classification: Peace Officer	FY2022 Hourly Base Rate (10/01/2021- 09/30/2022)	FY2023 Hourly Base Rate (10/01/2021- 09/30/2022)	FY2024 Hourly Base Rate (10/01/2023- 09/30/2024)
Officer I (0-3)	\$26.04	\$28.44	\$30.83
Officer II (4-5)	\$27.43	\$30.00	\$32.47
Officer III (6-9)	\$28.80	\$31.34	\$34.09
Officer IV (10-14)	\$30.27	\$33.05	\$35.83
Officer V (15+)	\$31.65	\$34.64	\$37.62
Corporal	\$32.56	\$35.61	\$38.66
Sergeant	\$33.48	\$36.63	\$39.77
Lieutenant	\$35.39	\$38.01	\$40.62
Captain	\$36.71	\$39.23	\$41.75
Commander	\$42.46	\$44.40	\$46.34
Deputy Chief	\$47.98	\$49.71	\$51.44
Chief Deputy	\$53.22	\$55.16	\$57.09


This MOU represents the agreement by the parties as to the determination of the calculation of Classification: Corrections Officer to Classification: Peace Officer only and all other provisions of the CBA are hereby ratified by the parties and remain in full force and effect.

This agreement becomes effective when signed by the last party whose signing

makes the Agreement fully executed.

**[Signature Page Follows]**

Webb County

  
Tano E. Tijerina  
Webb County Judge

Date: 10/23/2023

Webb County Sheriff's Office

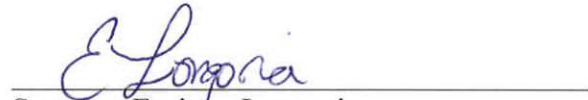
  
Martin Cuellar  
Webb County Sheriff's Office

Date: 11-2-23

ATTEST:

  
Margie Ramirez Ibarra  
Webb County Clerk

Webb County Deputy Sheriff's Association

  
Sergeant Enrique Longoria  
President

Date: 10/23/23