Victoria County Sheriff’s Office

Hiring Certified and Non-Certified

Hiring Process:
- Complete and submit a VCSO job application at https://www.vctx.org/page/so.employment
- Physical Agility Test
- Written Exam
- Complete and submit a Personal History Statement
- Oral Board Panel Interview
- Background Investigation
- Chief Deputy Interview
- Conditional Job Offer
- Medical and Drug Screen
- Psychological Evaluation

**SALARY RANGE**

<table>
<thead>
<tr>
<th>Role</th>
<th>Salary Range</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deputy Sheriff</td>
<td>$24.25 - $26.36</td>
</tr>
<tr>
<td>Detention Officer</td>
<td>$18.53 - $22.86</td>
</tr>
<tr>
<td>Certificate Pay</td>
<td></td>
</tr>
<tr>
<td>Intermediate</td>
<td>$600/year</td>
</tr>
<tr>
<td>Advanced</td>
<td>$1200/year</td>
</tr>
<tr>
<td>Master</td>
<td>$1800/year</td>
</tr>
<tr>
<td>Tele-Communicators</td>
<td>$21.76 - $22.64</td>
</tr>
<tr>
<td>Licensed Vocational Nurse</td>
<td>$23.33</td>
</tr>
<tr>
<td>Certified Medical Assistant</td>
<td>$18.42</td>
</tr>
<tr>
<td>Paid Time Off</td>
<td></td>
</tr>
<tr>
<td>1-4 years</td>
<td>216 hours accrued at 8.31</td>
</tr>
<tr>
<td>5-9 years</td>
<td>256 hours accrued at 9.85</td>
</tr>
<tr>
<td>10-14 years</td>
<td>296 hours accrued at 11.28</td>
</tr>
<tr>
<td>15-19 years</td>
<td>336 hours accrued at 12.92</td>
</tr>
<tr>
<td>20+ years</td>
<td>376 hours accrued at 14.46</td>
</tr>
</tbody>
</table>

Benefits:
- Texas County & District Retirement System retirement system
- County matches 2 to 1 up to 7% of your income
- County pays 50% of employee health insurance
- Paid Time Off (Vacation & Sick Time)
- Three days bereavement time
- County Paid Uniforms
- County Paid Training Opportunities
- Employee Assistance Program
- Certification Pay (Intermediate, Advanced, Master)
- Longevity Pay
- On Site 24/7 Employee Gym
- Advancement Opportunities including Victoria College Police Academy and Career Progression Plan

Victoria County Sheriff’s Office Training Unit

101 North Glass Street
Victoria, Texas 77901

Lt Greg Kouba
vcsotraining@vctx.org
361-574-8032

Deputy Sheriff $24.25 - $26.36
Detention Officer $18.53 - $22.86
Certificate Pay Intermediate $600/year
Advanced $1200/year
Master $1800/year
Tele-Communicators $21.76 - $22.64
Licensed Vocational Nurse $23.33
Certified Medical Assistant $18.42
Paid Time Off
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