

From: [Sunset Advisory Commission](#)
To: [Janet Wood](#)
Subject: FW: Public Input Form for Agencies Under Review (Private/Before Publication)
Date: Tuesday, November 19, 2024 12:30:59 PM

From: Texas Sunset Advisory Commission <sunset.website@brightleafgroup.com>
Sent: Tuesday, November 19, 2024 10:35 AM
To: Sunset Advisory Commission <sunset@sunset.texas.gov>
Subject: Public Input Form for Agencies Under Review (Private/Before Publication)

Submitted on Tue, 11/19/2024 - 09:24

Submitted by: Visitor

Submitted values are:

Choose the agency that you would like to provide input about

[Board of Pardons and Paroles](#)

Public Comments

1

First Name

Grant

Last Name

Harrison

Title

Low Pay

Organization you are affiliated with

Self

Email

harrsongc3@jacks.sfasu.edu

City

Corsicana

State

Texas

Your Comments or Concerns

Low pay for parole officers in Texas is a critical issue affecting the criminal justice system. Parole officers are essential for supervising individuals reentering society, reducing recidivism, and ensuring public safety. Despite these responsibilities, their salaries often lag behind those in similar professions, leading to high vacancy rates, excessive caseloads, and significant stress for existing staff. These conditions not only hinder the officers' ability to perform their duties effectively but also jeopardize public safety by reducing the quality of supervision.

Your Proposed Solution

Increase Base Salaries: Conduct a market analysis to align parole officer compensation with comparable roles in the public sector, ensuring that salaries are competitive enough to attract and retain qualified professionals.

Incentive Programs:

Introduce retention bonuses for officers who remain with the agency for extended periods.

Provide performance-based incentives for meeting goals such as reducing recidivism rates.

Implement geographic stipends for officers in high-cost or high-risk regions.

Career Path Development: Create a structured career ladder with opportunities for advancement and pay raises tied to additional training, certifications, or leadership roles.

Legislative Action: Advocate for increased funding through the state legislature to support salary adjustments, highlighting the critical role parole officers play in public safety and the long-term cost savings of reducing recidivism.

Caseload Management: Reduce workload pressure by hiring additional staff or using technology to streamline administrative tasks, improving job satisfaction and efficiency.

Partnerships: Collaborate with nonprofit organizations and private sector partners to provide supplemental benefits, such as student loan forgiveness programs or housing stipends, to parole officers.

My Comments Will Be Made Public

Yes