Technical Assistance Bulletin

To: All Texas Law Enforcement Agencies, Chief Administrators

From: T.J. Vineyard, Compliance and Standards

Regarding: Updated pay status designations

Date: February 19th, 2026

To standardize our data collection and produce more useful data, TCOLE is moving to three formal pay status designations for peace officer appointments and removing pay status options for jailers and telecommunicators.

On November 1, 2025, three pay status definitions went into effect for the appointment of peace officers:

- **Full-time peace officer**--a peace officer who: (A) works as a peace officer on average at least 32 hours per week, exclusive of paid vacation; and (B) is compensated at least at the federal minimum wage and is entitled to all employee benefits offered to a peace officer by the appointing law enforcement agency or its governing body. 37 Tex. Admin. Code § 211.1(a)(30).
- **Part-time peace officer**--a peace officer who: (A) works as a peace officer on a regular basis but on average less than 32 hours per week, exclusive of paid vacation; and (B) is compensated at least at the federal minimum wage and is entitled to all employee benefits offered to a peace officer by the appointing law enforcement agency or its governing body. 37 Tex. Admin. Code § 211.1(a)(47).
- **Reserve law enforcement officer**--a licensed peace officer appointed according to Section 37.0816, Education Code, Section 41.102 or 411.0208, Government Code, Section 85.004, 86.012, or 341.012, Local Government Code, or Section 60.0775, Water Code. 37 Tex. Admin. Code § 211.1(a)(59).

TCLEDDS has been updated so that one of these three pay statuses must be selected for each Appointment Application (L-1) submitted reporting the appointment of a peace officer, including chief administrators.

Not every agency has the authority to appoint reserve law enforcement officers. Agencies that do not have specific statutory authority by law to appoint reserve law enforcement officers will not have that pay status option in TCLEDDS.

Those agencies that have statutory authority by law to appoint reserve law enforcement officers must still confirm that the agency does so in compliance with the conditions or restrictions of the following statutes:

- Education Code § 37.0816 – board of trustees of a **school district** may authorize reserves
- Government Code § 41.102 – commissioners court may authorize **county attorney, district attorney, or criminal district attorney** to appoint reserve investigators
- Government Code § 411.0208 – Public Safety Commission may provide for the establishment of a reserve officer corps at the **Texas Department of Public Safety** consisting of retired or previously commissioned peace officers who retired or resigned in good standing
- Local Gov't Code § 85.004 – commissioners court of a county may authorize the **sheriff** to appoint reserve deputy sheriffs
- Local Gov't Code § 86.012 – commissioners court of a county may authorize a **constable** of the county to appoint reserve deputy constables
- Local Gov't Code § 341.012 – governing body of a municipality may provide for the establishment of a police reserve force for a **municipal police department**
- Water Code § 60.0775 – navigation and canal commission of a **navigation district** that has established a police force may establish a volunteer police reserve force

All agencies must accurately reflect the pay status at the time of appointment. If the pay status of a peace officer changes, the agency should update the pay status in TCLEDDS in a timely manner. (TCLEDDS > Officer List > Choose PID > Officer Editor > Employment History > Change Pay Status)

TCOLE intends to update pay statuses for all licensees in the state in three phases:

- The current initial phase only encompasses the pay status designations for new appointments.
- Following the April Commission meeting, TCOLE will begin the second phase and release guidance for updating all existing appointments within your agency.
- The third phase will not require any participation on your part as TCOLE updates the appearance of the PSR and other appointment records so that a single appointment with multiple pay status changes will not look like multiple appointments with the same agency.

If you have any questions about pay status designations, please contact your Field Service Agent.

L1 – Appointment Form

ALREADY LICENSED:

○ **License holder with a '180 day break or less in service':**
Agency retains copy of L-1 and F-5R response.

○ **License Holder with more than a '180-day break in service':**
Agency must retain copy of L-1, new L-2 L-3, FAST returns from DPS showing record checks through FBI and DPS per §217.7, weapons qualifications, if required, according to §218.9 within the last 12 months.

*Current L-2 Date: [   ]   ***Current L-3 Date:** [   ]
(mm/dd/yyyy)   (mm/dd/yyyy)
*L-2 and L-3 dates are required fields if "180-day break in service" is selected.

APPOINTMENT:

☐   **- Retired State Officer.**

Pay Status Instructions
Select the appropriate pay status below based on the following definitions. If you need further clarification, please refer to the Pay Statuses TAB on our website here:
https://www.tcole.texas.gov/content/technical-assistance-bulletins
Pay Status Descriptions

Full Time - a peace officer who: (A) works as a peace officer on average at least 32 hours per week, exclusive of paid vacation; and (B) is compensated at least at the federal minimum wage and is entitled to all employee benefits offered to a peace officer by the appointing law enforcement agency or its governing body.	Part Time - a peace officer who: (A) works as a peace officer on a regular basis but on average less than 32 hours per week, exclusive of paid vacation; and (B) is compensated at least at the federal minimum wage and is entitled to all employee benefits offered to a peace officer by the appointing law enforcement agency or its governing body.	Reserve - a licensed peace officer appointed according to Section 37.0816, Education Code, Section 41.102 or 411.0208, Government Code, Section 85.004, 86.012, or 341.012, Local Government Code, or Section 60.0775, Water Code.

*Appointment: [Peace Officer   ▾]   ***Pay Status:** [▾]

*Appointment Start Date: 01/26/2026   [   ]
(mm/dd/yyyy)   Full Time

Name of Chief Administrator or Designee: [   ]   Part Time

Title of Chief Administrator or Designee: [   ]   Reserve

If you wish to receive an email when this form is processed, enter an email address below:

[   ]

[Submit L1 Form]

Change of Pay Status Form

DEPARTMENT APPOINTMENT CHANGE OF PAY STATUS

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Pay Status Descriptions

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Officer: Chester D Test

Department: Utopia Police Department

Current Officer Pay Status: Full Time

*New Appointment Start Date: _____ (mm/dd/yyyy)

*New Pay Status: [⌄]

Part Time
Reserve
Administrative Duty

[Change Pay Status]