

# **2011 Law Enforcement Salary Structures**

August 1, 2011  
Commissioners' Court

## 2011 Law Enforcement Pay Scale

Job Title	Grade	Minimum	Midpoint	Maximum
Detention Officer	550	\$33,015	\$39,735	\$46,455
Dispatcher	550	\$33,015	\$39,735	\$46,455
Transfer Officer	552	\$37,821	\$44,248	\$50,675
Court Officer	554	\$43,106	\$50,414	\$57,722
Courthouse Deputy	554	\$43,106	\$50,414	\$57,722
Deputy Constable	556	\$49,739	\$58,189	\$66,638
Deputy Sheriff	556	\$49,739	\$58,189	\$66,638
Criminal Investigator	556	\$49,739	\$58,189	\$66,638
Jail Sergeant	556	\$49,739	\$58,189	\$66,638
Criminal Investigator	557	\$53,045	\$62,071	\$71,097
Deputy Constable II	557	\$53,045	\$62,071	\$71,097
Patrol Sergeant	557	\$53,045	\$62,071	\$71,097
Chief Deputy Constable	570	\$60,701	\$71,031	\$81,362
Fire Marshal	570	\$60,701	\$71,031	\$81,362
Lieutenant	570	\$60,701	\$71,031	\$81,362
Captain	572	\$70,509	\$82,503	\$94,498
Major	573	\$76,490	\$89,507	\$102,523
Assistant Chief Deputy	574	\$82,623	\$96,673	\$110,722
Chief Deputy Sheriff	575	\$89,235	\$104,404	\$119,574

## General Information

- There are 403 current employees in the thirteen benchmark law enforcement positions with an average length of service of almost 10 years. The thirteen benchmark positions and the number of employees are:
  - Detention Officer - 233
  - Court Officer (Bailiff) - 16
  - Jail Sergeant - 18
  - Deputy Sheriff (Patrol Officer) - 58
  - Deputy Constable - 22
  - Criminal Investigator - 17
  - Patrol Sergeant - 3
  - Lieutenant - 22
  - Chief Deputy Constable - 3
  - Captain - 6
  - Major - 3
  - Assistant Chief Deputy - 1
  - Chief Deputy Sheriff - 1
- 131 (33%) of these employees are at the maximum of the pay range. 76 (21%) are within 10% of the maximum.
- Civil Service:
  - The City of Plano is covered by Civil Service. Denton County has County Civil Service.
  - It is anticipated that Collin County and Fort Bend County will be covered by Civil Service in September 2011.

## General Information Continued

- Individual position turnover percentages for Fiscal Year 2010 were:
  - Detention Officer – 12.3% (30 of 244)
  - Court Officer (Bailiff)– 6.1% (1 of 16)
  - Jail Sergeant – 0% (0 of 20)
  - Deputy Sheriff (Patrol Officer) – 3.4% (2 of 58)
  - Deputy Constable – 4.6% (1 of 22)
  - Criminal Investigator – 0% (0 of 18)
  - Lieutenant – 4.6% (1 of 22)
  - Chief Deputy Constable – 0% (0 of 3)
  - Captain – 17.1% (1 of 6)
  - Major – 0% (0 of 3)
  - Assistant Chief Deputy – 0% (0 of 1)
  - Chief Deputy – 0% (0 of 1)
- Overall turnover for the positions listed above was 8.7%.
- Overall turnover excluding Detention Officer was 3.7%.
- As a comparison, turnover in law enforcement positions at the surveyed Counties and Cities was:
  - Dallas County – 10%
  - Denton County – 11%
  - Tarrant County – 9.5%
  - Williamson County – 10.9%
  - Allen – 10% (entire police department included)
  - Frisco – 4.3%
  - McKinney – 5.7%
  - Plano – 3.2%

## Quartile Rankings (Pay-in-Grade) for Benchmark Positions\*

Job Title	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Number of Employees at Max of Pay Grade*
Detention Officer	40%	13%	6%	41%	53 of 233 (23%)
Court Officer	13%	6%	25%	56%	9 of 16 (56%)
Jail Sergeant	33%	33%	6%	28%	2 of 18 (11%)
Deputy Constable	14%	27%	14%	45%	9 of 22 (41%)
Deputy Sheriff	17%	16%	7%	60%	19 of 58 (33%)
Criminal Investigator	0%	6%	0%	94%	16 of 17 (94%)
Patrol Sergeant		33%		67%	0 of 3 (0%)
Lieutenant	9%	9%	9%	73%	11 of 22 (50%)
Chief Deputy Constable				100%	3 of 3 (100%)
Captain			17%	83%	5 of 6 (83%)
Major		33%		67%	2 of 3 (67%)
Assistant Chief Deputy				100%	1 of 1 (100%)
Chief Deputy Sheriff				100%	1 of 1 (100%)
<b>Total At Max Pay</b>					<b>131 of 403 (33%)</b>

\*Data as of June 2011

## Response to Adequate Compensation Question

Responses to the Exit Interview Inquiry: *I Was Provided an Adequate Rate of Pay for My Job.\**

Job Title	# of Employees who Terminated	# of Employees who Completed an Exit Interview	Strongly Agree	Agree	Disagree	Strongly Disagree	Number of Employees Who Agree or Strongly Agree**
Detention Officer	81	50	22%	58%	18%	2%	40 of 50 (80%)
Court Officer	4	3		100%			3 of 3 (100%)
Deputy Constable	4	2		100%			2 of 2 (100%)
Deputy Sheriff	3	2		100%			2 of 2 (100%)
Deputy Constable II	1	1		100%			1 of 1 (100%)
Criminal Investigator	1	1			100%		0 of 1 (0%)
Lieutenant	1	1		100%			1 of 1 (100%)

\*Data collected from Exit Interviews conducted for Fiscal Year 2009 through June 2011.

\*\*49 of 60 or 82% of respondents agreed or strongly agreed that they were provided an adequate rate of pay for their jobs.

## Previous Pay v. Collin County Hire Pay\*

Job Title	Number Hired Into Position	Greater Than 10% Decrease in Pay	0% to 10% Decrease in Pay	0% to 10% Increase in Pay	Greater Than 10% Increase in Pay	Previously Unemployed
Detention Officer	<b>87</b>	8 (9%)	5 (6%)	2 (2%)	36 (41%)	36 (41%)
Court Officer	<b>3</b>				1 (33%)	2 (67%)
Deputy Sheriff	<b>3</b>	1 (33%)	1 (33%)		1 (33%)	
<b>Total</b>	<b>90</b>	<b>9</b>	<b>6</b>	<b>2</b>	<b>37</b>	<b>36</b>

75 of 90, or 86% of incumbents received an increase in pay when starting with Collin County.

\*Data collected for external hires from FY2009 through June 2011.  
Includes active employees and terminated employees

## Percent Budgeted for Employee Base Pay Increases - Counties

County	FY 2009	FY 2010	FY 2011	Total 3 Years	Average of 3 Years
<b>Collin County</b>	<b>3.5%</b>	<b>2%</b>	<b>2%</b>	<b>7.5%</b>	<b>2.5%</b>
Denton County	4%	0%	0%	4%	1.3%
Fort Bend County	2.2%	2.35%	0%	4.55%	1.5%
Montgomery County	6%	0%	4%	10%	3.3%
Tarrant County	5%	0%	0%	5%	1.6%
Williamson County	5%	2%	2%	9%	3%
<i>Consumer Price Index*</i>	4.1%	0.1%	2.7%	6.9%	2.3%
<i>Salary Survey</i>	3.8%	2.8%	2.9%	9.5%	3.2%

\*Data as of December of each calendar year. For example, FY 2010 CPI was as of December 2008  
CPI for FY 2012 is 1.5%

## Percent Budgeted for Employee Base Pay Increases - Cities

County	FY 2009	FY 2010	FY 2011	Total 3 Years	Average of 3 Years
<b>Collin County</b>	<b>3.5%</b>	<b>2%</b>	<b>2%</b>	<b>7.5%</b>	<b>2.5%</b>
City of Allen	4%	2%	3%	9%	3%
City of Frisco	3.5%	3%	3%	9.5%	3.2%
City of McKinney	0%	0%	0%	0%	0%
City of Plano	3.81%	2.77%	2.77%	9.3%	3.1%
City of Wylie	5%	0%	0%	5%	1.7%

## Average PFP Lump Sum Increase

Job Title	Fiscal Year 2009			Fiscal Year 2010			Fiscal Year 2011		
	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check	Total Max Check Amount	# of EE's	Avg Max Check
Detention Officer	\$28,307	66	\$429	\$28,067	61	\$460	\$50,515	56	\$902
Court Officer	\$829	1	\$829	\$194	1	\$194	\$12,995	12	\$1,083
Jail Sergeant	N/A			\$1,715	3	\$571	\$3,057	3	\$1,019
Deputy Constable	\$4,250	6	\$708	\$6,632	10	\$663	\$12,651	10	\$1,265
Deputy Sheriff	\$15,040	24	\$602	\$16,523	25	\$661	\$29,353	22	\$1,334
Criminal Investigator	\$15,012	15	\$1,001	\$11,992	17	\$705	\$23,305	17	\$1,371
Lieutenant	N/A			\$10,458	13	\$804	\$18,556	12	\$1,546
Chief Deputy Constable	\$501	1	\$501	\$2,851	3	\$950	\$5,160	3	\$1,720
Captain	N/A			\$5,524	6	\$920	\$10,227	6	\$1,705
Major	N/A			\$2,107	2	\$1,054	\$4,090	2	\$2,045
Assistant Chief Deputy	N/A			\$1,182	1	\$1,182	\$2,208	1	\$2,208
Chief Deputy	N/A			\$1,181	1	\$1,181	\$2,385	1	\$2,385
<b>Total</b>	<b>\$63,939</b>	<b>113</b>	<b>\$566</b>	<b>\$88,426</b>	<b>143</b>	<b>\$618</b>	<b>\$174,502</b>	<b>145</b>	<b>\$1,203</b>

## Supplemental Pay

County	Longevity Pay	Special Teams Pay	Education Pay	TCLEOSE Certification Pay	Shift Differential
<b>Collin County</b>	<b>State Mandated and County</b>	<b>No</b>	<b>No</b>	<b>No</b>	<b>Yes</b>
Denton County	State Mandated and County	No	Yes	Yes	No
Fort Bend County	State Mandated and County	Motorcycle	No	Yes	No
Montgomery County	State Mandated	SWAT, Motorcycle	No	Yes	No
Tarrant County	State Mandated	Field Training Officer	No	No	Yes
Williamson County	County	No	No	Yes	No
City of Allen	State Mandated	No	No	Yes	No
City of Frisco	State Mandated	No	Yes	Yes	No
City of McKinney	City	No	No	No	No
City of Plano	State Mandated	Field Training Officer	No	Yes	No
City of Wylie	State Mandated	No	No	Yes	No

# Jail Positions

## Collin County Position Matches – Jail

<b>Collin County Position Title</b>	<b>Detention Officer</b>	<b>Jail Sergeant</b>	<b>Lieutenant (Housing)</b>	<b>Lieutenant (Non-Housing)</b>	<b>Jail Captain</b>	<b>Assistant Chief Deputy</b>
Denton County	Detention Officer I	Detention Sergeant	Detention Sergeant	Lieutenant	Captain	Assistant Chief Deputy - Detention
Fort Bend County	Detention Officer – Civilian	Sergeant – Jail	Sergeant – Jail	Lieutenant	Position Not Equivalent	Major - Detention
Montgomery County	Detention Officer - Civilian	Sergeant – Detention	Sergeant – Detention	Position Not Equivalent	Position Not Equivalent	Jail Captain
Williamson County	Corrections Officer	Corrections Sergeant	Corrections Sergeant	Lieutenant	Captain	Assistant Chief Deputy - Corrections

# Detention Officer

## Detention Officer

- As of June 2011, Collin County employs 233 Detention Officers.
- The average length of service for this position is almost 7 years.
- The current pay range for Detention Officers is from \$33,015 to \$46,455.
- 53 (23%) are at the maximum of the pay range. Another 43 (18%) are in the top quartile of the pay range.
- The pay range for Detention Officer is the highest of all Counties surveyed.

## Detention Officer Minimums FY 2011



## Detention Officer Maximums FY 2011

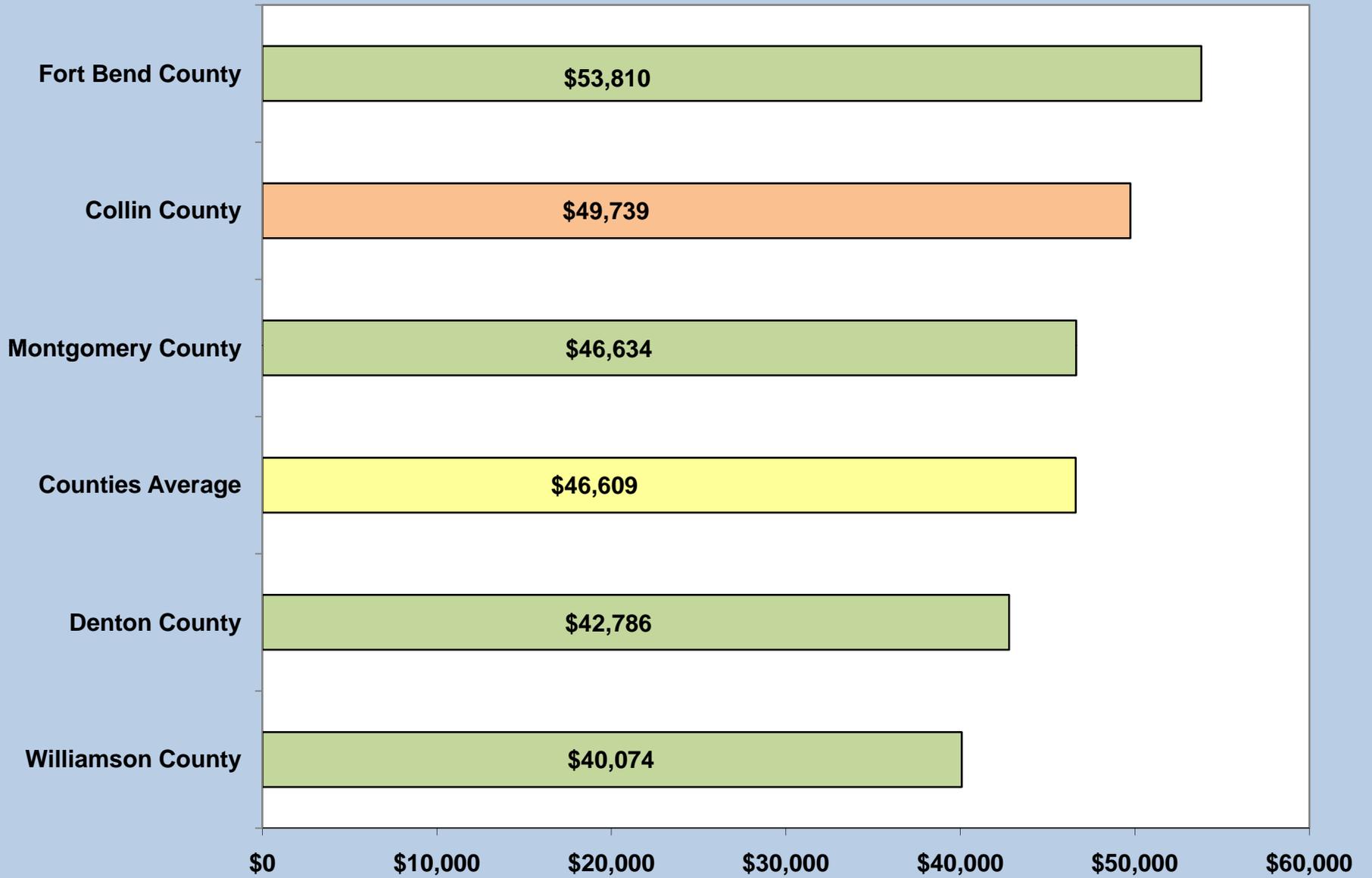


# Jail Sergeant

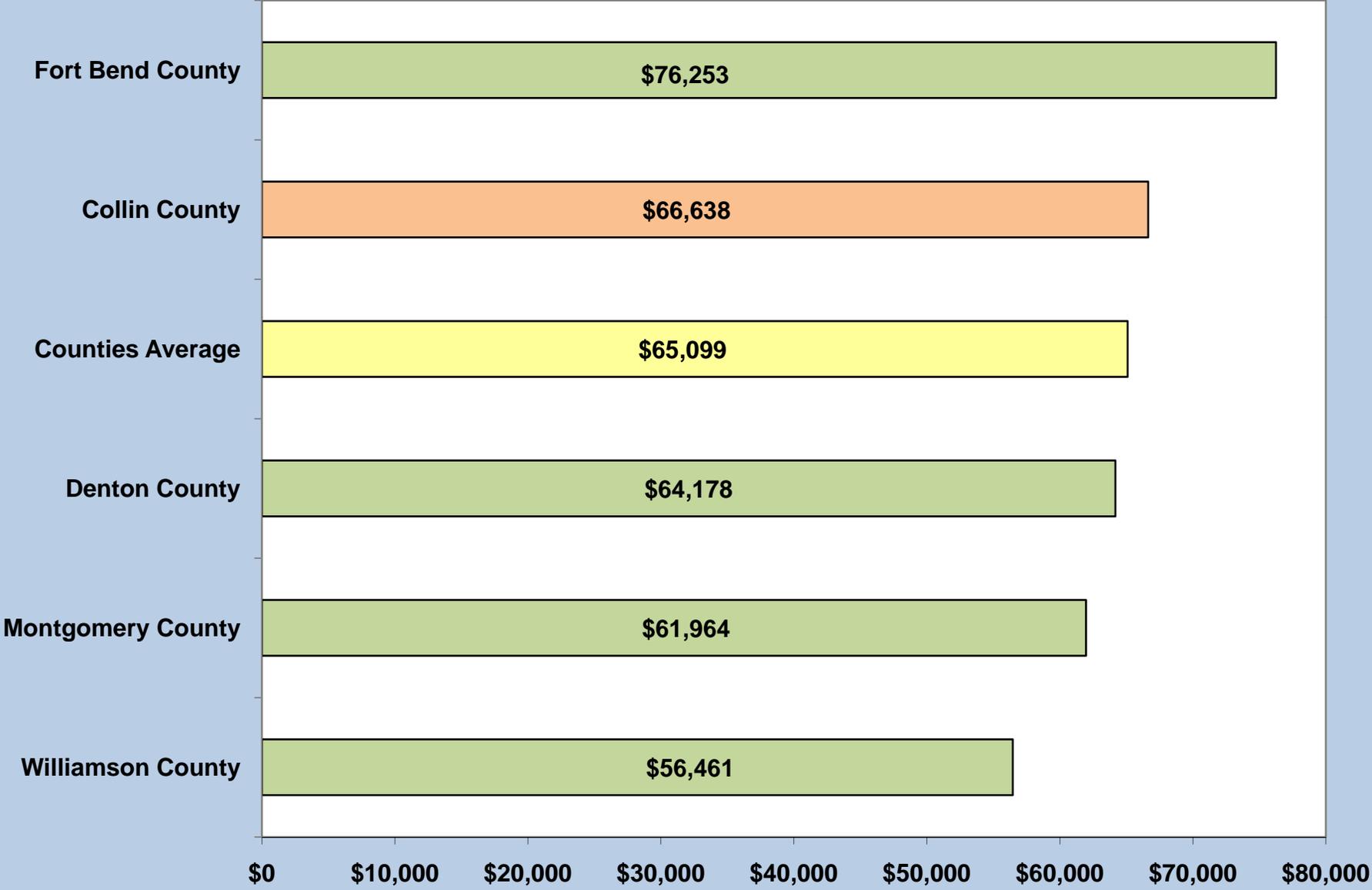
## Jail Sergeant

- As of June 2011, Collin County employs 18 Jail Sergeants.
- The average length of service for this position is just over 11 years.
- The current pay range for the Jail Sergeant position is \$49,739 to \$66,638.
- 2 (11%) are at the maximum of the pay range. Another 3 (17%) are in the top quartile of the pay range.
- Both Collin County's minimum and maximum salaries are higher than all surveyed entities except Fort Bend County.
- Collin County experience requirements for this position are less than other counties.

## Jail Sergeant Minimums FY 2011



# Jail Sergeant Maximums FY 2011

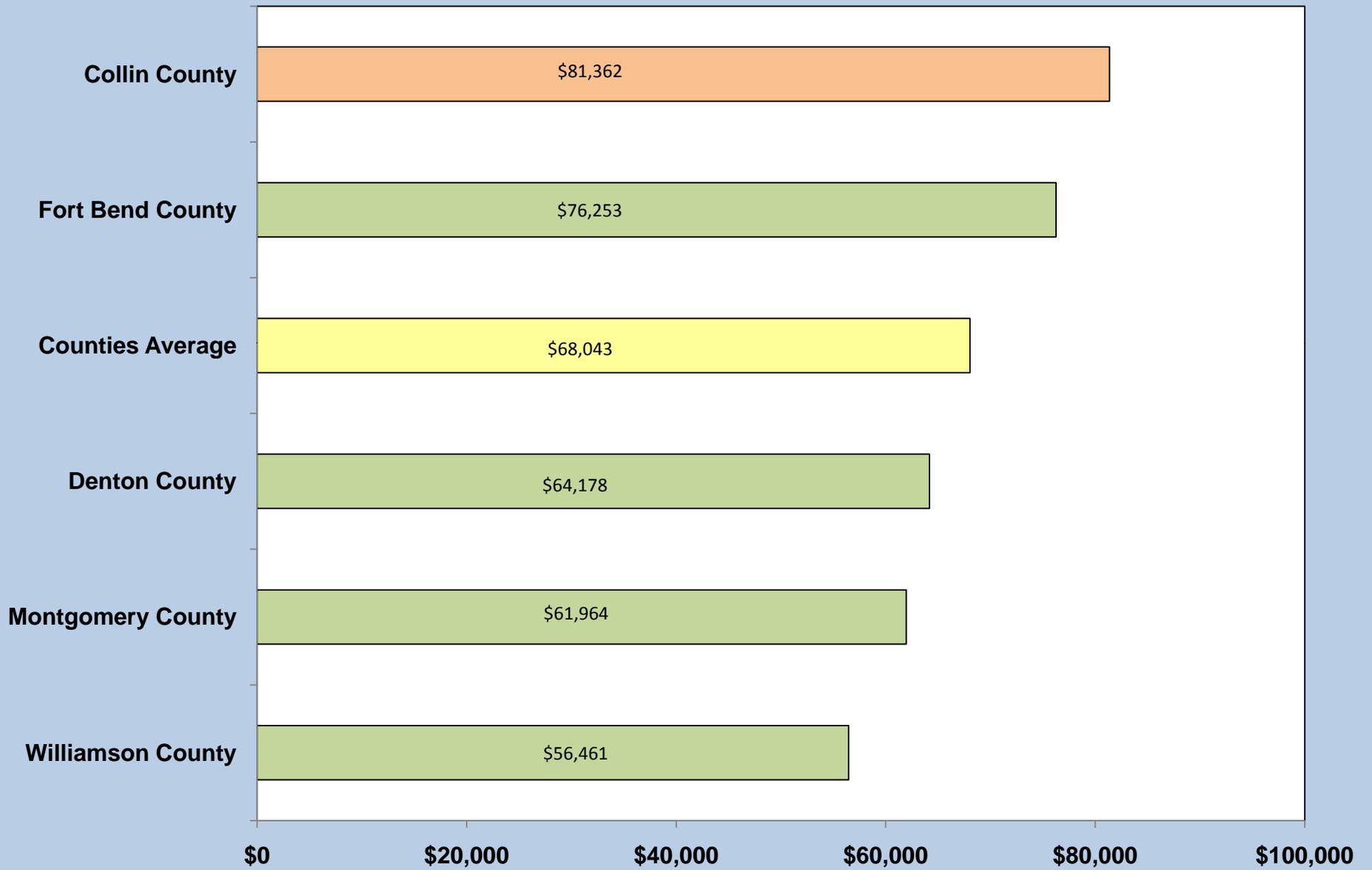


# **Jail Lieutenant (Housing)**

## Jail Lieutenant (Housing)

- As of June 2011, Collin County employs 9 Jail Lieutenants in housing.
- The average length of service for this position is 17 years.
- Lieutenants are typically promoted from within, so minimum pay is generally not applicable.
- The current pay range for the Jail Lieutenant position is \$60,701 to \$81,362.
- 6 (67%) are at the maximum of the pay range.
- This Lieutenant position was compared to Sergeant positions at the other counties because housing Lieutenants perform first-line supervision duties similar to Sergeant positions.
- Collin County's Jail Lieutenant (Housing) salary is higher than the average and all other counties.

## Lieutenant (Housing) Maximums FY 2011

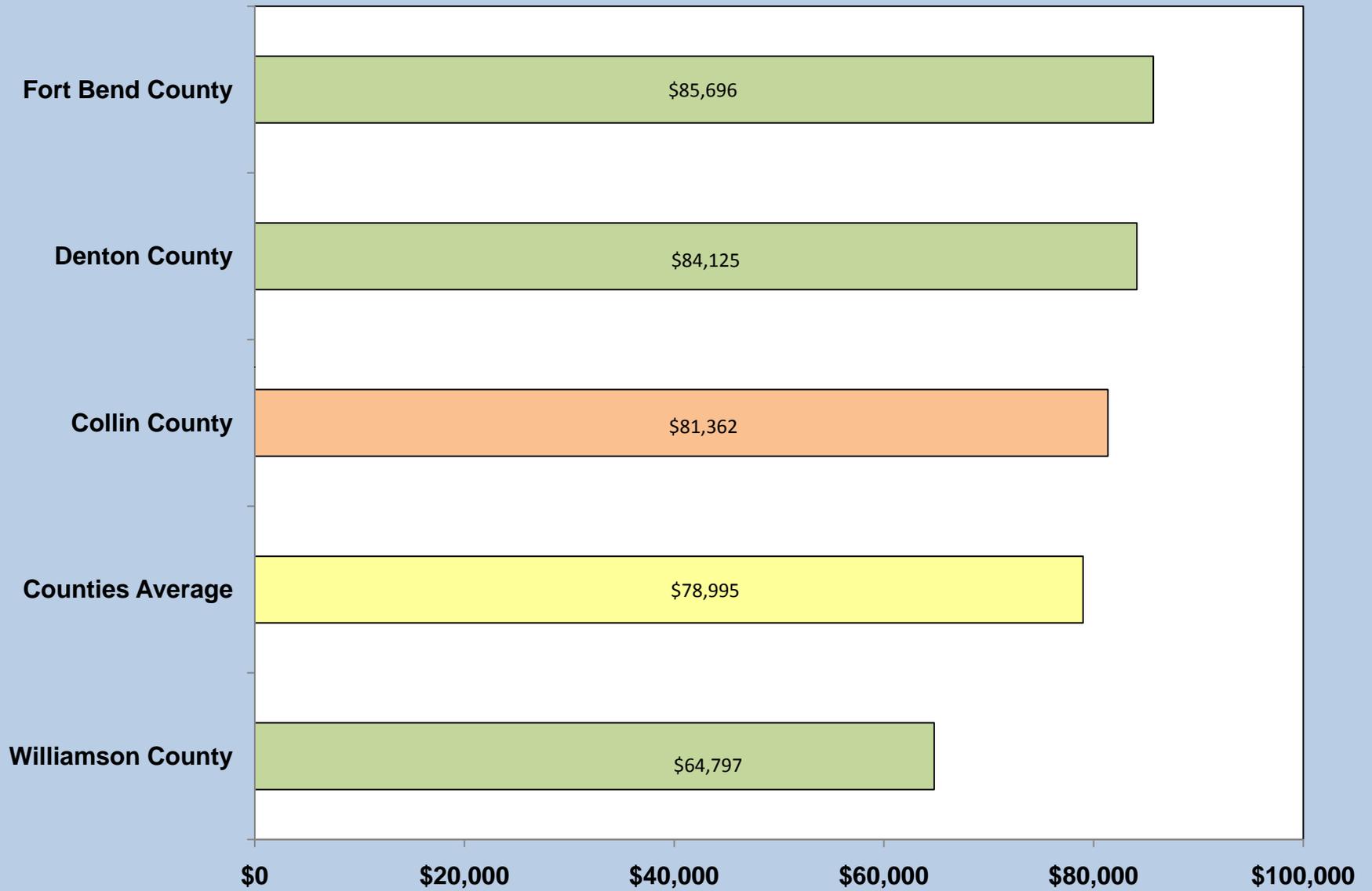


# **Jail Lieutenant (Non-Housing)**

## Jail Lieutenant (Non-Housing)

- As of June 2011, Collin County employs 5 non-housing Jail Lieutenants. These Lieutenants work in areas such as minimum security, support services, book-in and transfer.
- The average length of service for the non-housing Lieutenants is just over 14 years.
- Lieutenants are typically promoted from within, so minimum pay is generally not applicable.
- The current pay range for the Jail Lieutenant position is \$60,701 to \$81,362.
- 1 (20%) is at the maximum of the pay range. Another 2 (40%) are in the top quartile of the pay range.
- Collin County's Jail Lieutenant (non-housing) salary is higher than the average.
- Montgomery County did not have a match because the Lieutenant position in the Jail oversees all four detention shifts, not just a single shift.

## Jail Lieutenant (Non-Housing) Maximums FY 2011



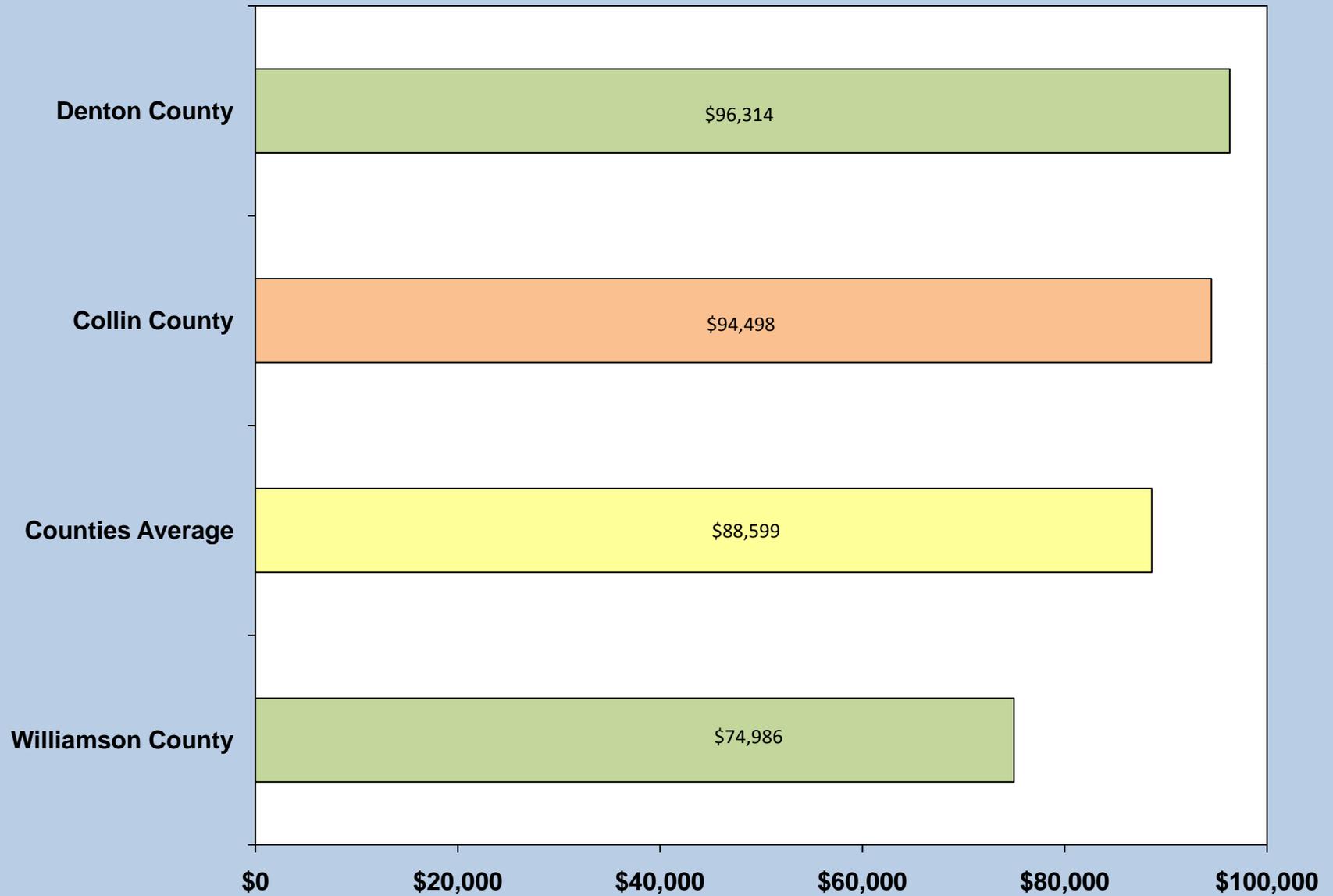
Montgomery County did not have a match.

# Jail Captain

## Jail Captain

- As of June 2011, Collin County employs 5 Captains in the Jail.
- The average length of service for Collin County Jail Captains is almost 22 years.
- The pay range for the Captain position is \$70,509 to \$94,498.
- 4 (80%) are at the maximum of the pay range.
- Collin County's Jail Captain salary is higher than the average and slightly below Denton County.
- Both Fort Bend County and Montgomery County do not match because they have a single captain position supervising all functions of the jail, not just a single shift.

## Jail Captain Maximums FY 2011



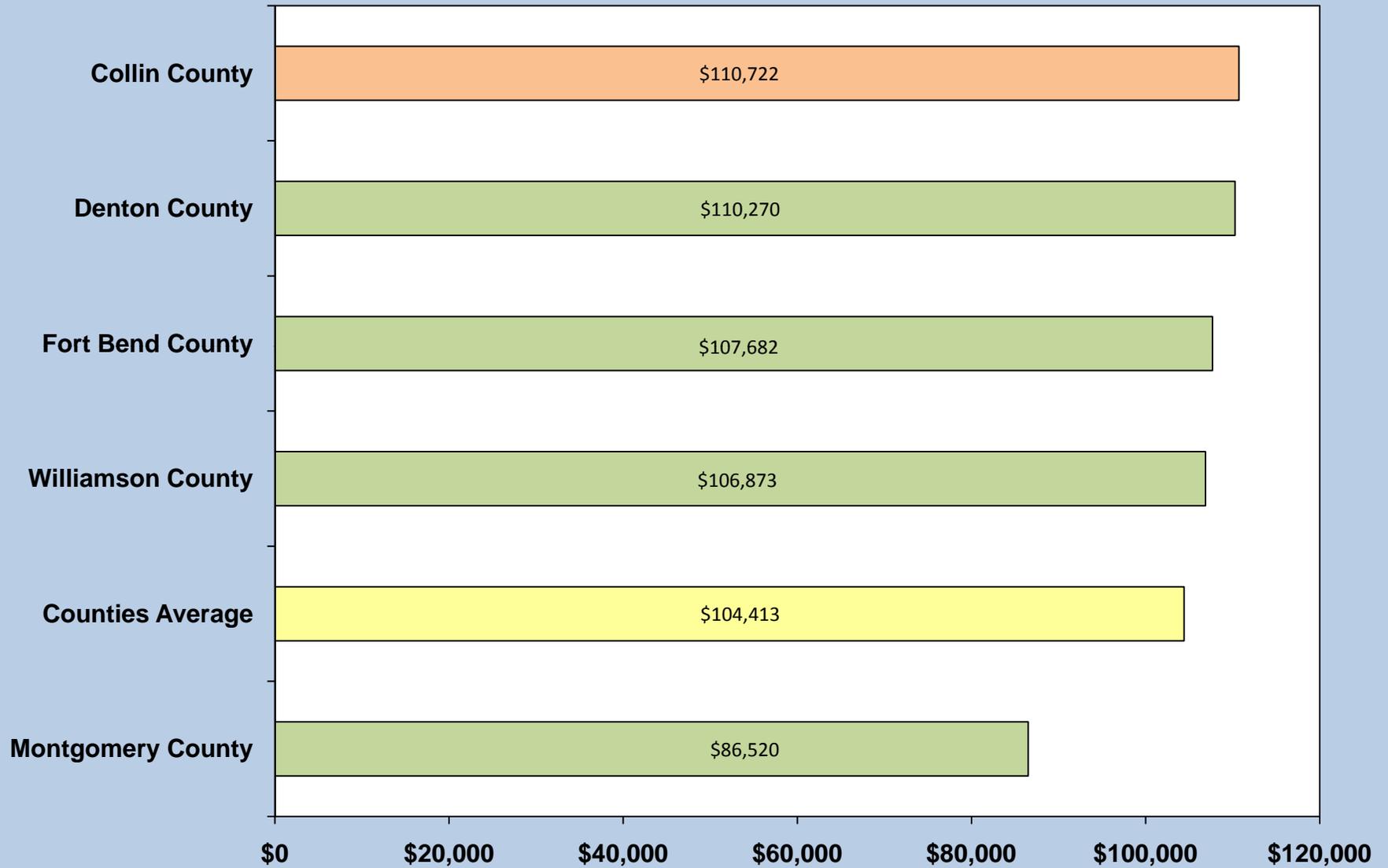
Fort Bend and Montgomery Counties did not have matches.

# **Assistant Chief Deputy**

## **Assistant Chief Deputy**

- The pay range for this position is \$82,623 to \$110,722.
- The maximum pay for the Assistant Chief Deputy is higher than all counties surveyed.

## Assistant Chief Deputy Maximums FY 2011



# **Sheriff's Office Law Enforcement Positions**

# Collin County

## Position Matches – Sheriff’s Office Law Enforcement

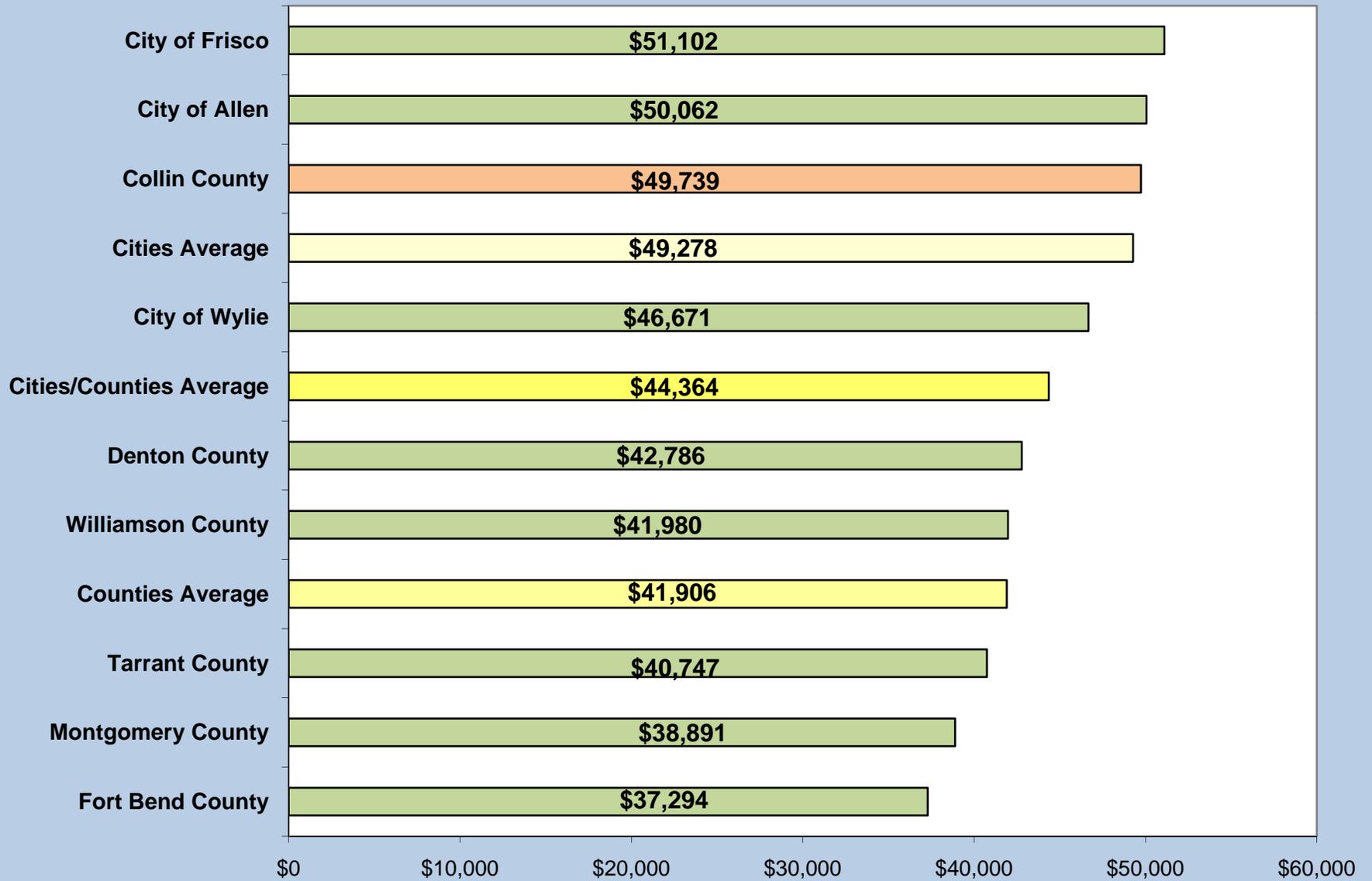
Collin County Position Title	Deputy Sheriff	Criminal Investigator	Patrol Sergeant	Patrol Lieutenant	Major – Operations	Major – Support Services	Major – Administration	Chief Deputy Sheriff
<b>COUNTIES</b>								
Denton County	Deputy Sheriff	Investigator	Sergeant	Lieutenant	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Chief Deputy Sheriff
Fort Bend County	Deputy Sheriff	Investigator	Sergeant – Patrol	Lieutenant – Patrol	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Chief Deputy
Montgomery County	Deputy – Patrol	Investigator, Crime Scene	Sergeant – Patrol	Lieutenant – Patrol	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Chief Deputy Sheriff
Tarrant County	Deputy Sheriff	Position Not Equivalent	Sergeant	Lieutenant	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent
Williamson County	Deputy Sheriff	Detective	Sergeant	Lieutenant	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Chief Deputy Sheriff
<b>CITIES</b>								
City of Allen	Police Officer II	Position Not Equivalent	Education Not Equivalent	Experience Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent
City of Frisco	Police Officer	Position Not Equivalent	Education Not Equivalent	Police Lieutenant	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Education Not Equivalent
City of McKinney	Education Not Equivalent	Position Not Equivalent	Sergeant – Patrol	Education Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent
City of Plano	Education Not Equivalent	Position Not Equivalent	Education Not Equivalent	Police Lieutenant	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent
City of Wylie	Police Officer	Position Not Equivalent	Sergeant	Experience Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent	Position Not Equivalent

# Deputy Sheriff

## Deputy Sheriff

- As of June 2011, Collin County has 58 Deputy Sheriff's.
- The average length of service for Collin County Deputy Sheriff's is just over 11 years.
- The pay range is from \$49,739 to \$66,638.
- 19 (33%) are at the maximum of the pay range. Another 16 (28%) are in the top quartile of the pay range.
- Collin County has a higher minimum salary than all surveyed entities except the Cities of Allen and Frisco.
- Collin County has a higher maximum salary than all surveyed entities except the City of Frisco.
- The Cities of McKinney and Plano are not a match because their education requirements are greater than Collin County.

## Deputy Sheriff Minimums FY 2011



## Deputy Sheriff Maximums FY 2011

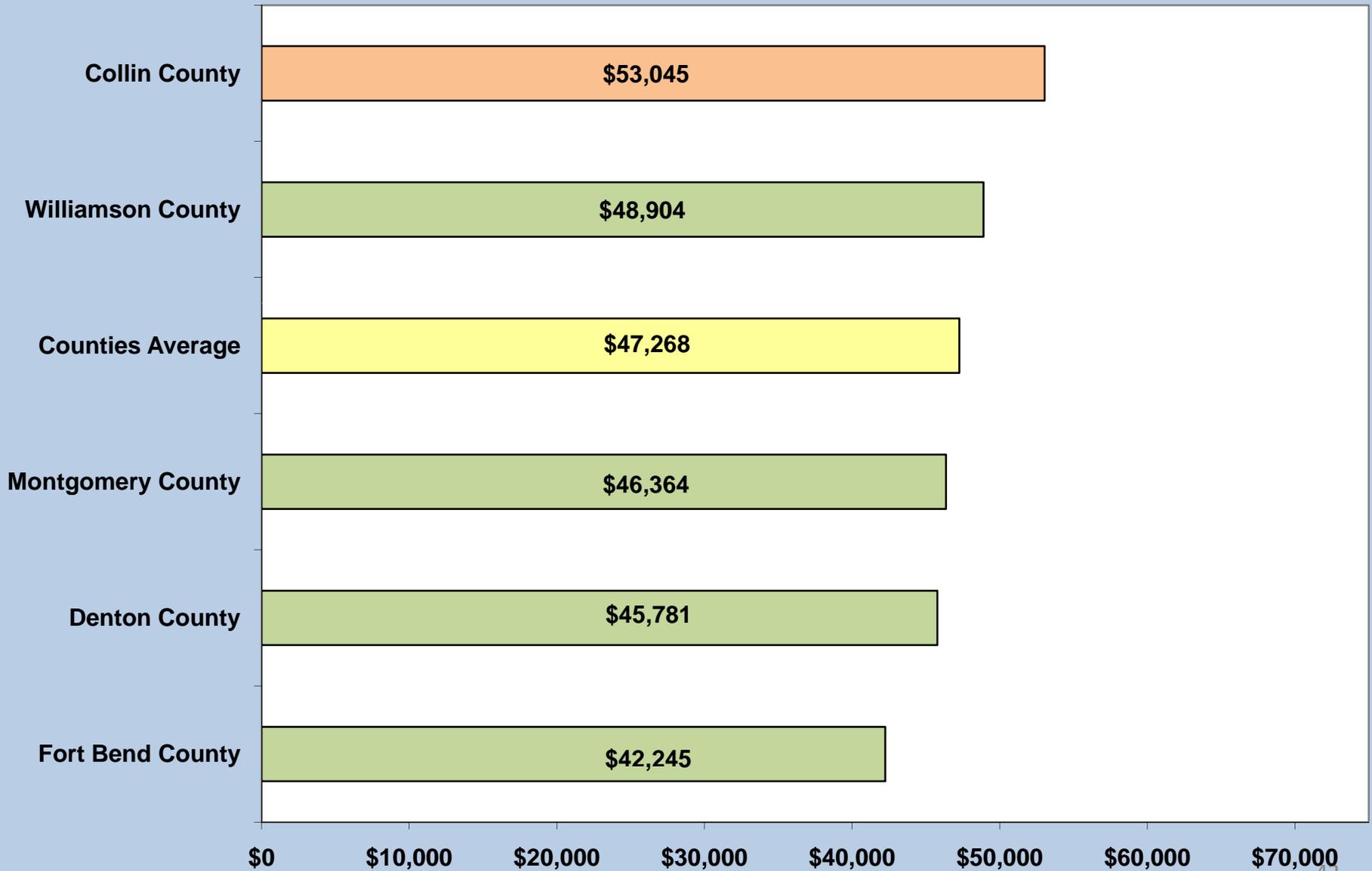


# **Criminal Investigator**

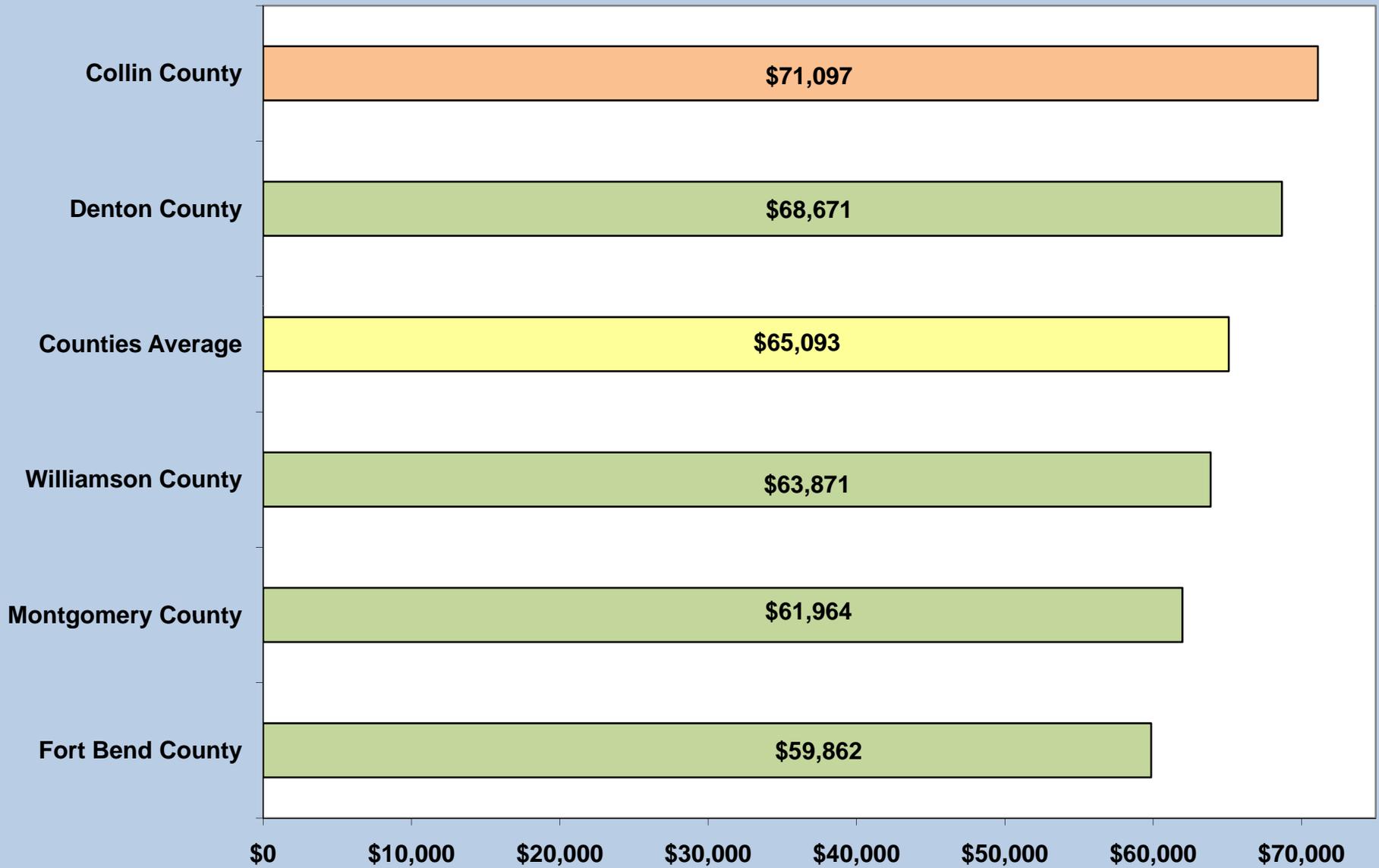
## Criminal Investigator

- As of June 2011, Collin County has 17 Criminal Investigators.
- The average length of service for this position is just over 16 years.
- The pay range is from \$53,045 to \$71,097.
- 16 (94%) are at the maximum of the pay range.
- The pay range for Criminal Investigator is the highest of all entities surveyed.
- Tarrant County does not have a separate investigator position.
- The City of Plano has a civilian criminalist position.
- The Cities of Allen, Frisco, McKinney and Wylie do not have a separate investigator position. Police officers are assigned to perform this function.

## Criminal Investigator Minimums FY 2011



## Criminal Investigator Maximums FY 2011

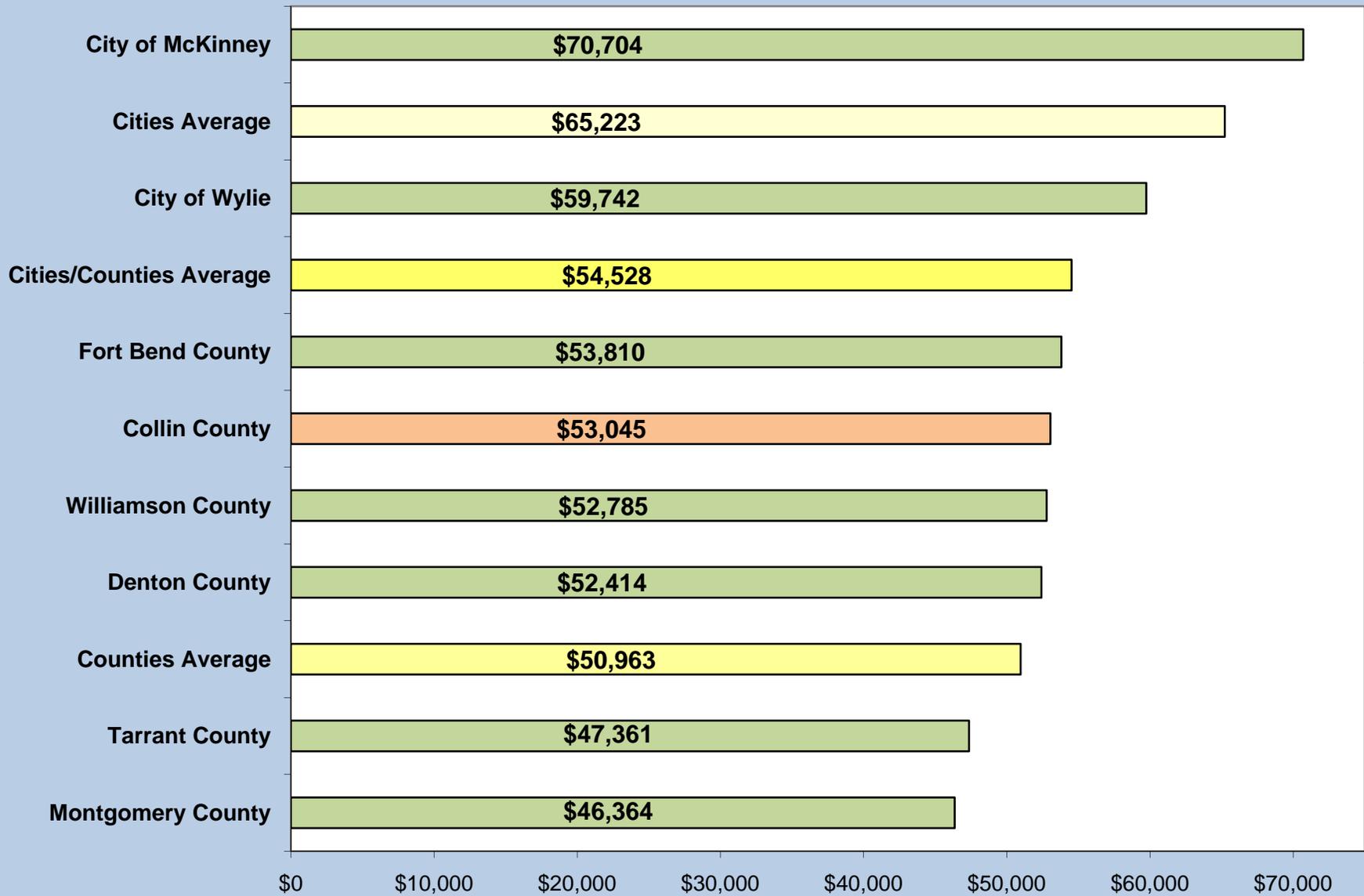


# Patrol Sergeant

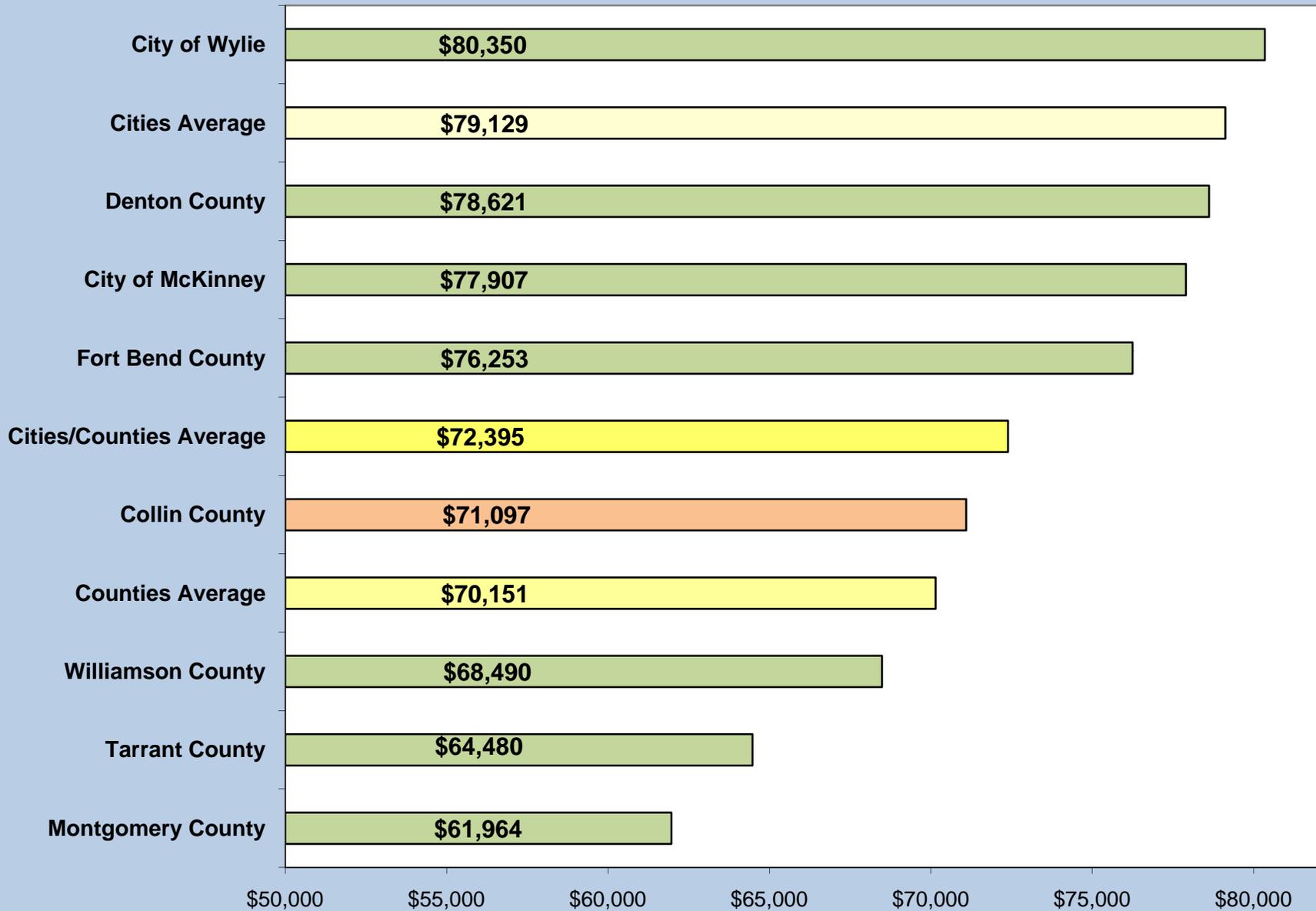
## Patrol Sergeant

- The Patrol Sergeant position is a new position that was added to the Law Enforcement pay plan in FY 2011.
- As of June 2011, Collin County has 3 Patrol Sergeants.
- The average length of service for this position is just over 12 years.
- The pay range is from \$53,045 to \$71,097.
- 2 (67%) are at the maximum of the pay range.
- Collin County 's minimum salary is right about in the middle of the cities and counties.
- The pay range maximum for the Patrol Sergeant position is less than 2% lower than the cities/counties average.
- The Cities of Allen, Frisco, and Plano have education requirement that are greater than Collin County.

## Patrol Sergeant Minimums FY 2011



## Patrol Sergeant Maximums FY 2011

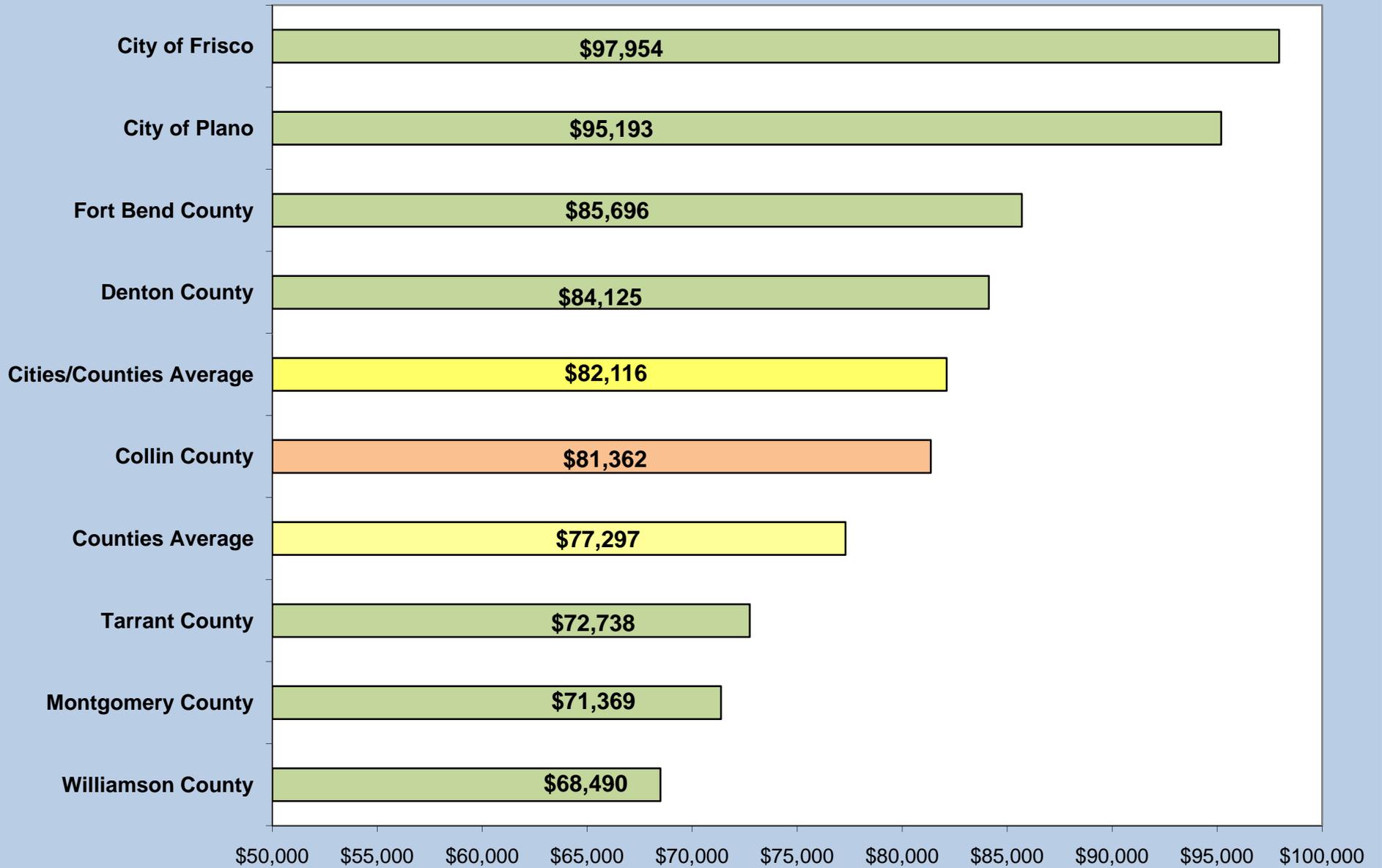


# Patrol Lieutenant

## Patrol Lieutenant

- As of June 2011, Collin County has 8 Patrol Lieutenants.
- The average length of service for Collin County Patrol Lieutenant is just over 18 years.
- The pay range for Lieutenants is from \$60,701 to \$81,362.
- 4 (50%) are at the maximum of the pay range. Another 3 (38%) are in the top quartile of the pay range.
- Collin County is higher than all except Fort Bend and Denton Counties and the Cities of Frisco and Plano.
- The Cities of Allen and McKinney have greater education requirements than Collin County.
- The City of Wylie has greater experience requirements than Collin County.

## Patrol Lieutenant Maximums FY 2011



# Captain (Training)

## Captain (Training)

- As of June 2011, Collin County has 1 Captain in the Sheriff's Office. One of the primary duties of this position is to oversee jail training.
- The average length of service over 32 years.
- The pay range for this position is \$70,509 to \$94,498.
- Person is at the maximum of the pay range.

# Captain

Entity	Responsibility	Notes
Collin County	Captain	
Denton County	Lieutenant	
Fort Bend County	Captain	Training Academy
Montgomery County	Lieutenant	Training Academy
Tarrant County	Lieutenant	Training Academy
Williamson County	Training Coordinator	Training Academy
City of Allen	Training Sergeant	
City of Frisco	Personnel and Training Sergeant	
City of McKinney	Communications Manager	
City of Plano	Training Sergeant	
City of Wylie	Lieutenant (2)	

**Major**

## Major

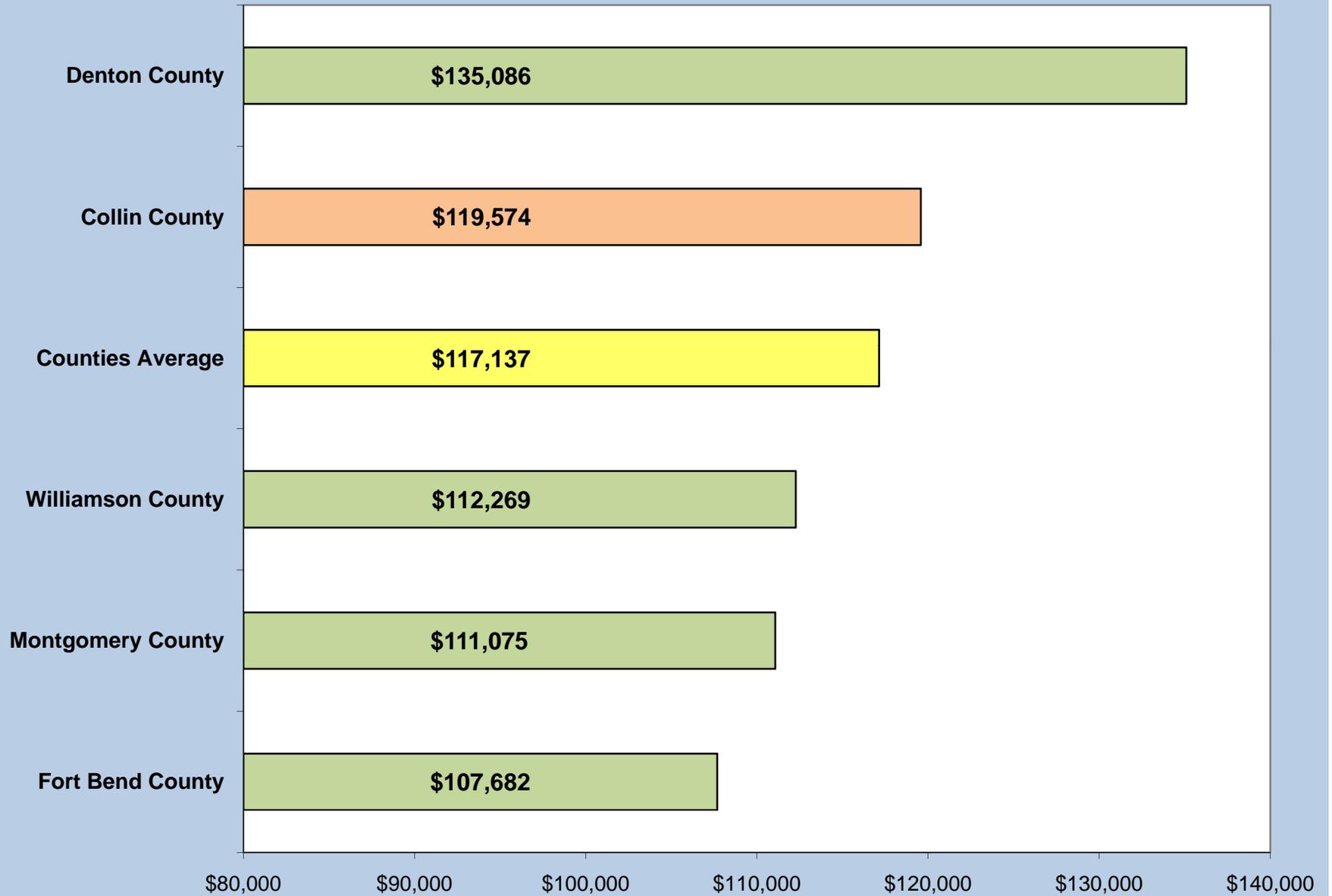
- As of June 2011, Collin County has 3 Majors.
- Each Major supervises a specific area: Administration, Operations and Support Services.
- The average length of service is 15 years.
- The pay range for this position is \$76,490 to \$102,523.
- 2 (67%) are at the maximum of the pay range.
- None of the Counties surveyed had matches to this position. Each County split similar duties among several positions so there is no equivalent match.
- The Cities of Allen, Frisco, Plano, and McKinney did not have a match to this position. Each City splits similar duties among several positions so there is no equivalent match.
- The City of Wylie's structure does not have any levels equivalent to this position.

# Chief Deputy Sheriff

## Chief Deputy Sheriff

- As of June 2011, Collin County has 1 Chief Deputy Sheriff.
- The average length of service is just over 29 years.
- The pay range for this position is \$89,235 to \$119,574.
- Person is at the maximum of the pay range.
- Collin County is higher than the average and all other counties except Denton County.
- Tarrant County does not have a match to this position. The duties are split amount two positions so there is no equivalent match.
- The Cities of Allen, Plano, McKinney and Wylie did not have a match to this position. Each City splits similar duties among several positions so there is no equivalent match.
- The City of Frisco has a greater education requirement than Collin County.

## Chief Deputy Sheriff Maximums FY 2011



# **Constable Law Enforcement Positions**

**Collin County  
Position Matches – Constables Law Enforcement**

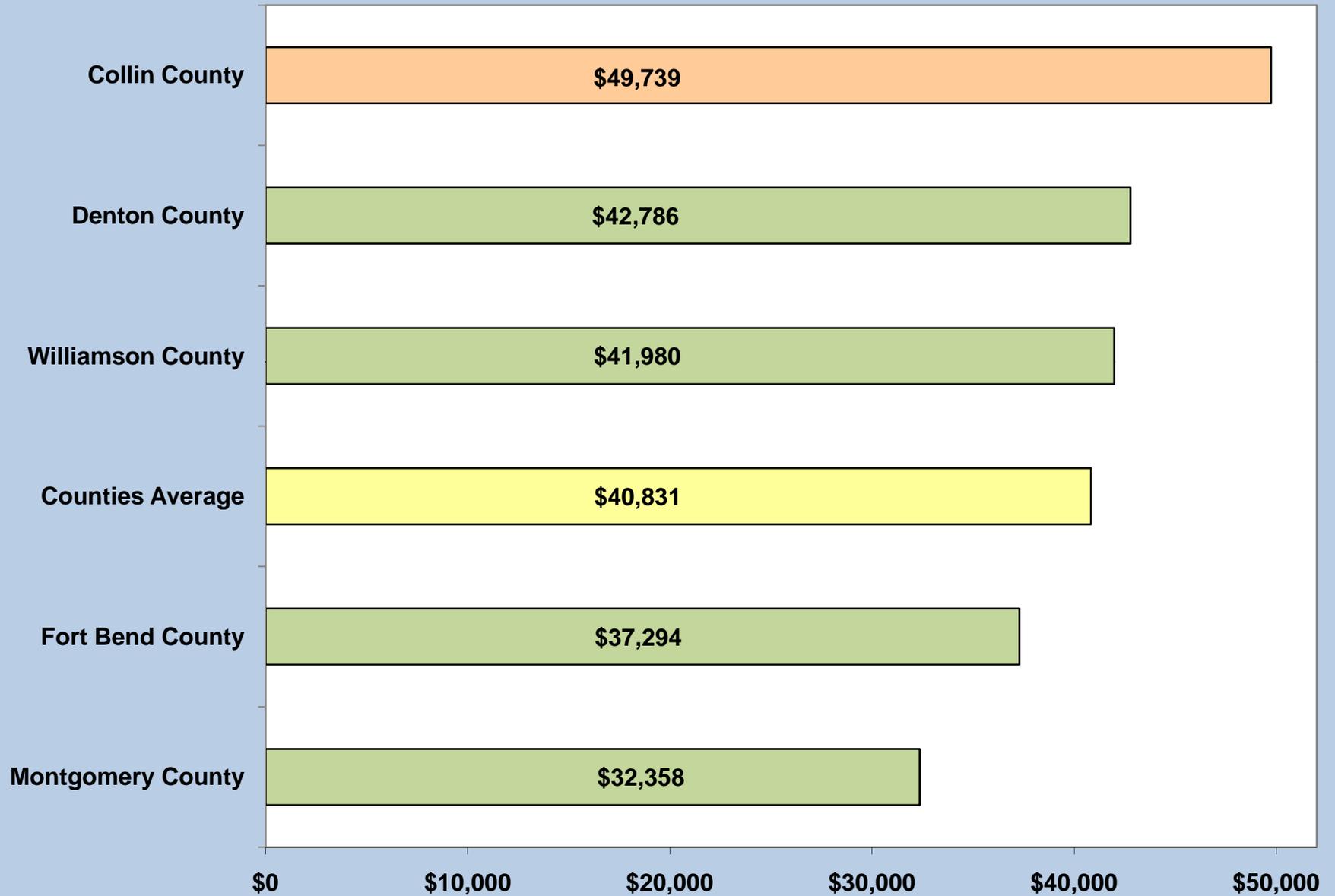
<b>Collin County Position Title</b>	<b>Deputy Constable</b>	<b>Chief Deputy Constable</b>
Denton County	Deputy Constable	Chief Deputy Constable
Fort Bend County	Deputy Constable	Lt. Chief Operations Officer
Montgomery County	Deputy Constable	Chief Deputy Constable
Tarrant County	Deputy Constable	Chief Deputy Constable
Williamson County	Deputy Constable	Chief Deputy Constable

# Deputy Constable

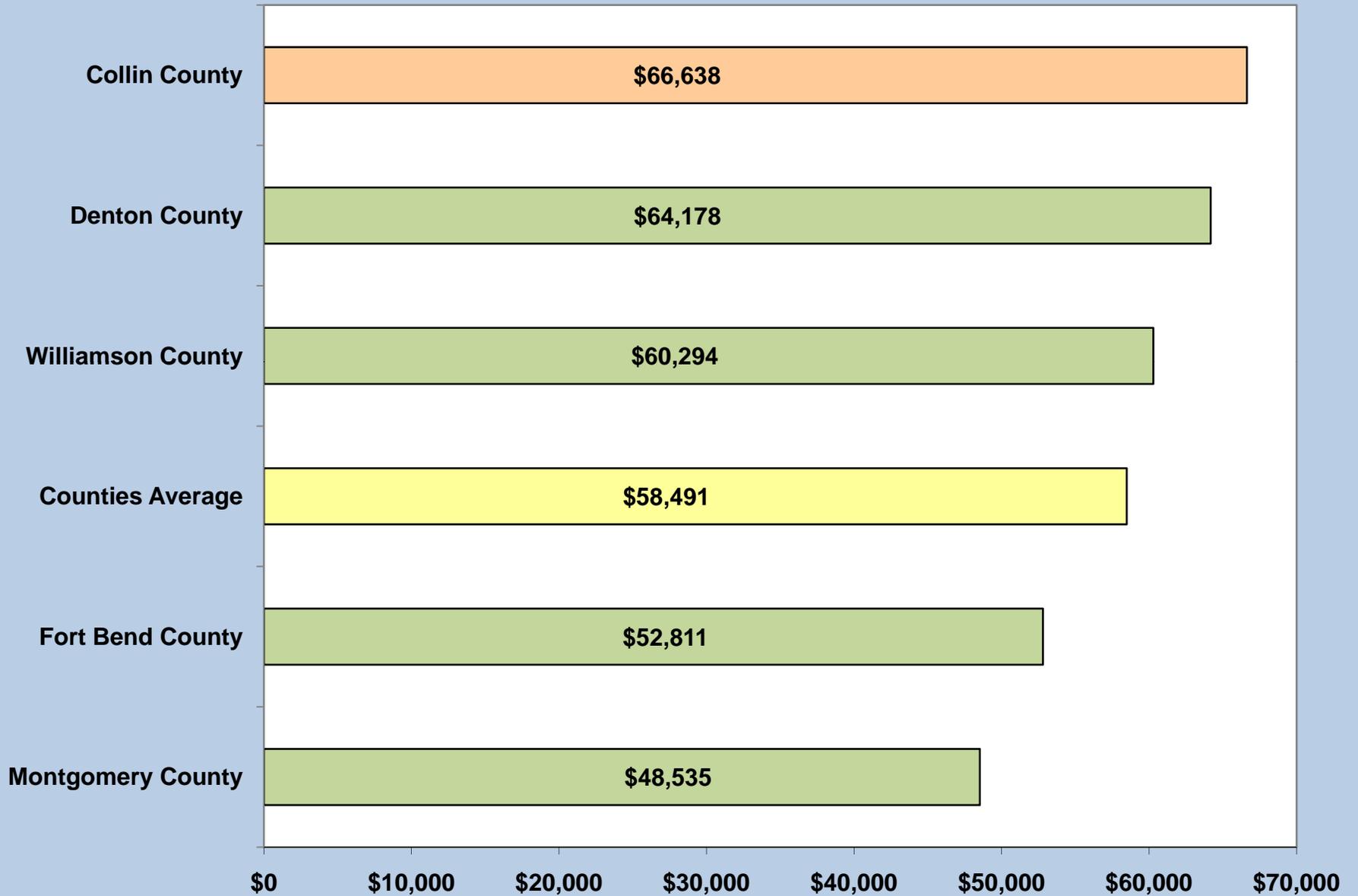
## Deputy Constable

- As of June 2011, Collin County has 22 Deputy Constables.
- The average length of service for this position is almost 10 years.
- The pay range is from \$49,739 to \$66,638.
- 9 (41%) are at the maximum of the pay range.
- In Collin County, Deputy Constables are in the same pay grade as Deputy Sheriffs. Williamson County is the only county surveyed that has their Deputy Constables in a different pay grade than their Deputy Sheriffs.
- The pay range for Deputy Constable is higher than all counties surveyed.

## Deputy Constable Minimums FY 2011



## Deputy Constable Maximums FY 2011

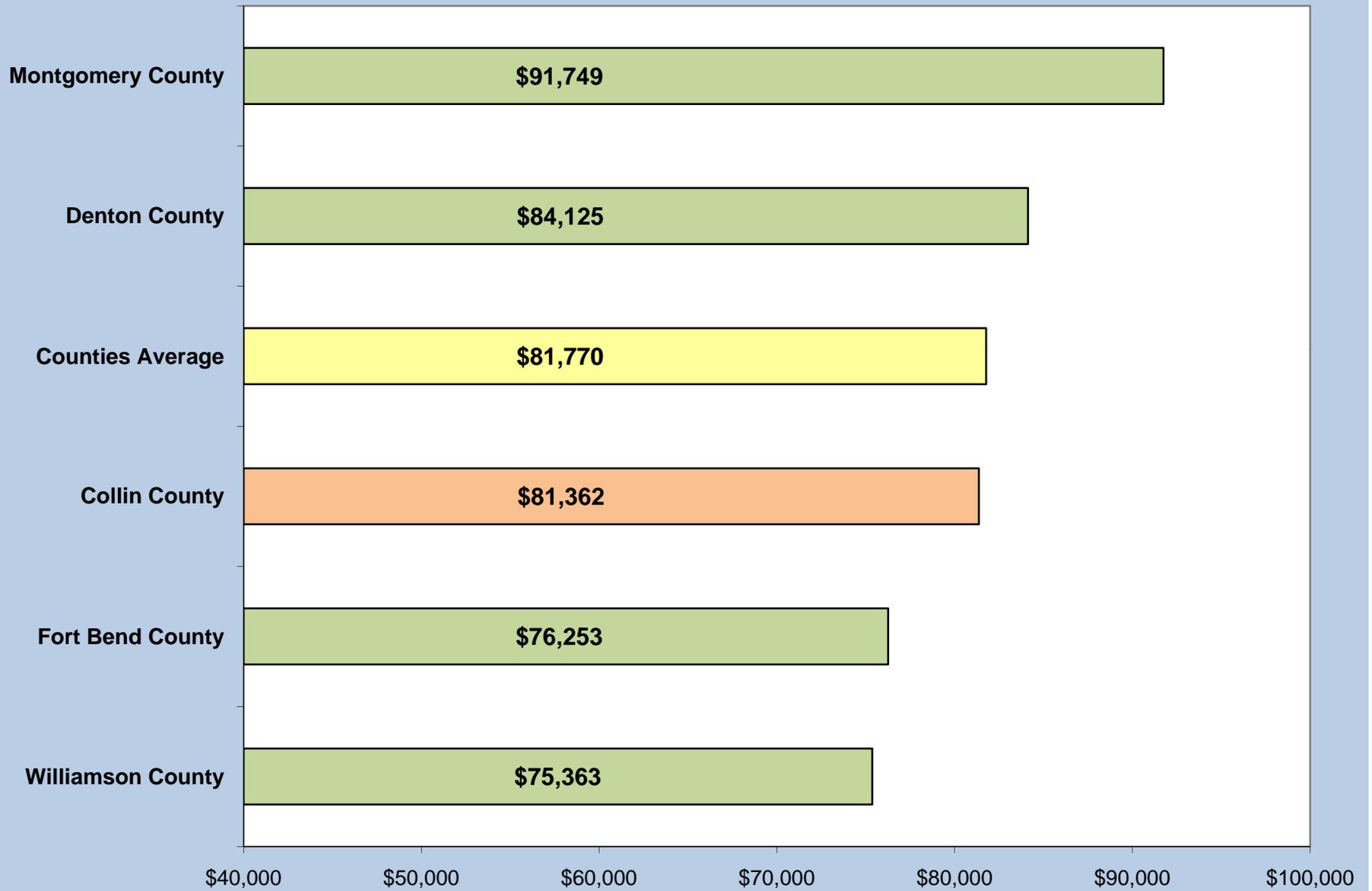


# Chief Deputy Constable

## Chief Deputy Constable

- As of June 2011, Collin County has 3 Chief Deputy Constables.
- The average length of service for this position is 28 years.
- The pay range for this position is \$60,701 to \$81,362.
- All 3 Chief Deputy Constables are at the maximum of the pay range.
- Collin County pay for Chief Deputy Constables is roughly equal to the average.

## Chief Deputy Constable Maximums FY 2011



# Court Officer

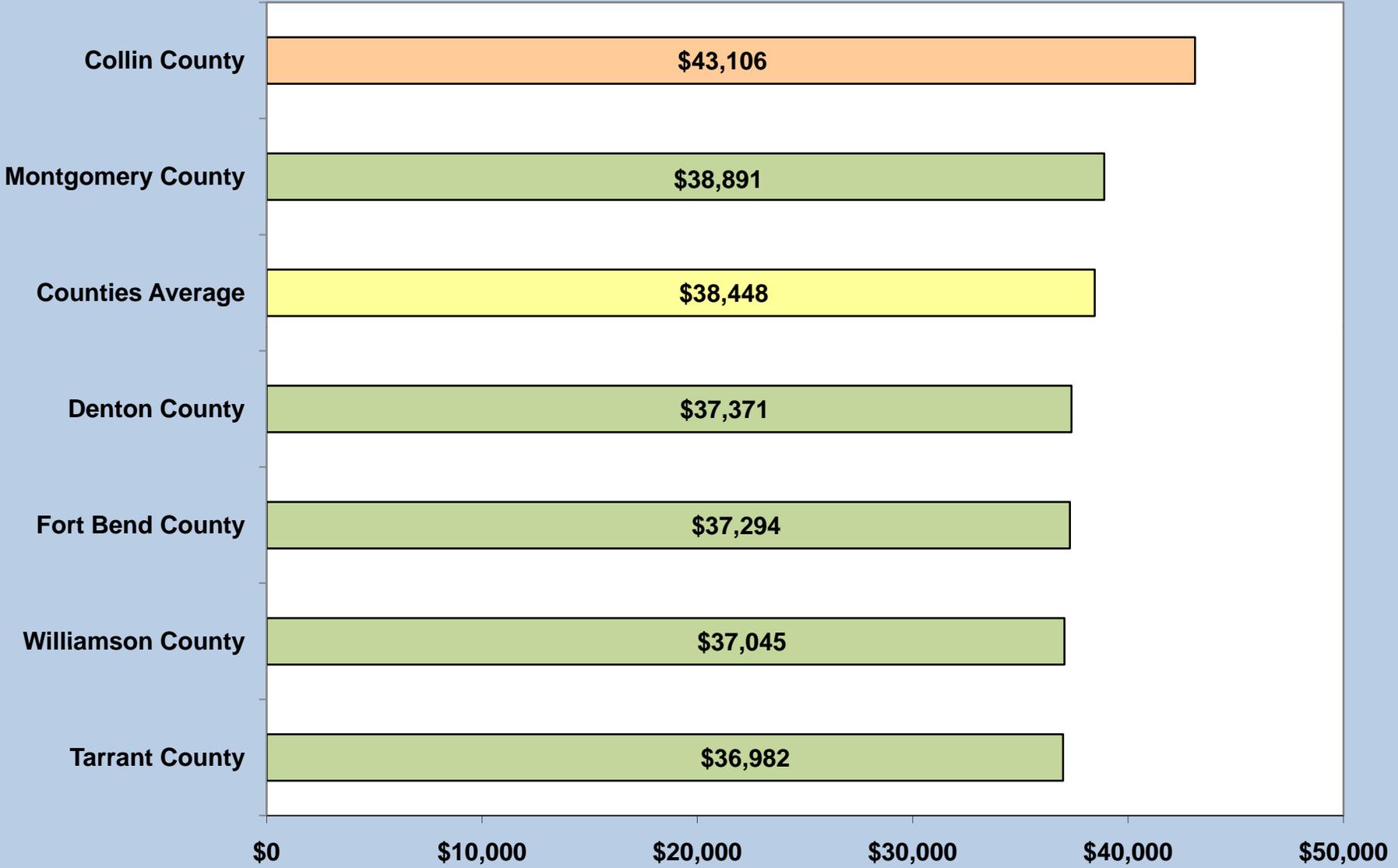
**Collin County  
Position Matches – Court Officer Law Enforcement**

<b>Collin County Position Title</b>	<b>Court Officer</b>
Denton County	Bailiff
Fort Bend County	Detention Deputy – Bailiff
Montgomery County	Deputy – Bailiff
Tarrant County	Bailiff II, Judges - Courts
Williamson County	Deputy Sheriff (Bailiff)

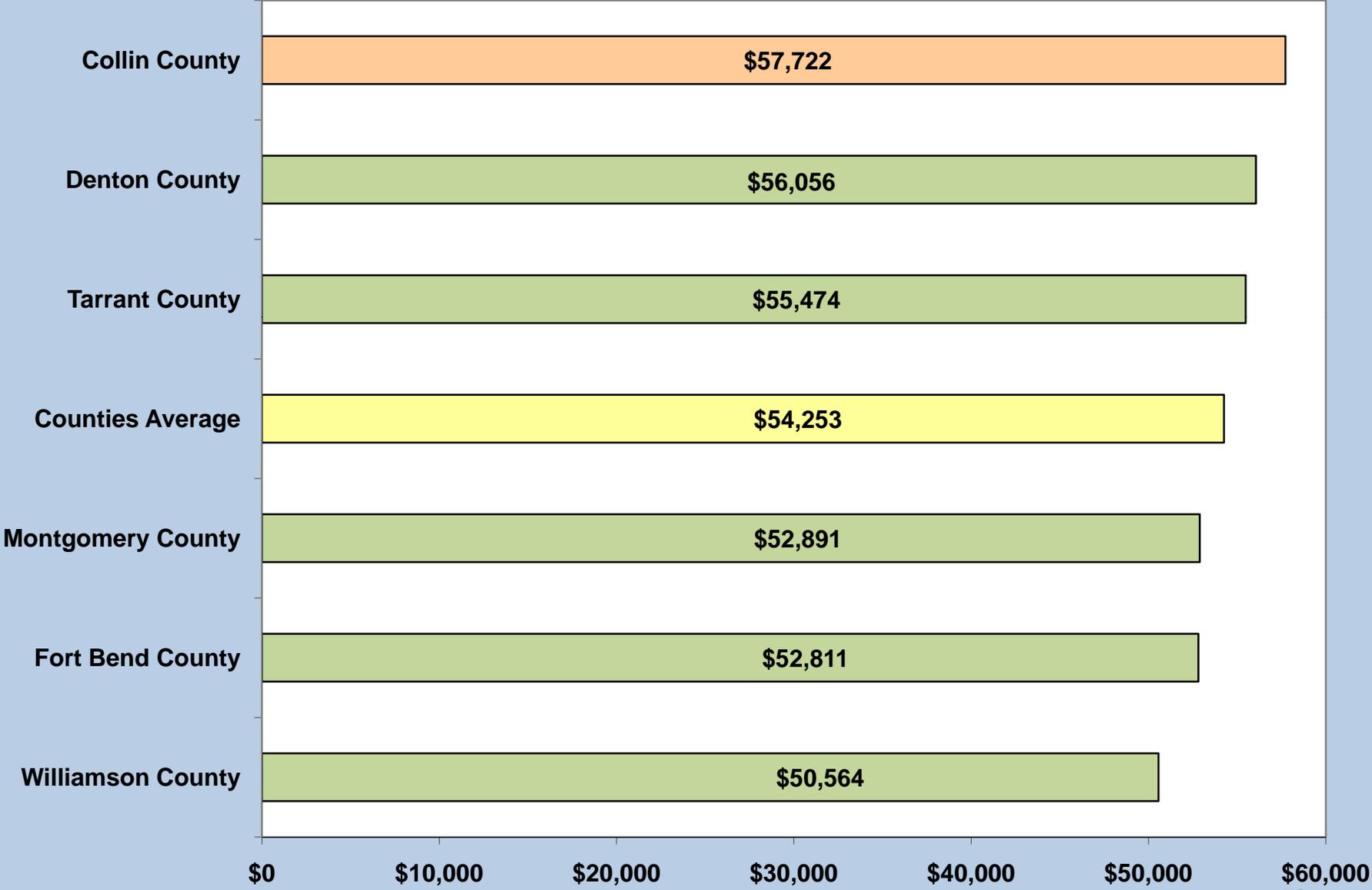
## Court Officer

- As of June 2011, Collin County has 16 Court Officers.
- The average length of service for this position is 15 years.
- The pay range for this position is \$43,106 to \$57,722.
- 9 (56%) Court Officers are at the maximum of the pay range.
- The pay range for Court Officer is higher than all counties surveyed.
- In Denton, Fort Bend, Montgomery, Tarrant and Williamson Counties the Bailiff position is in the Sheriff's Office.
- All of the positions surveyed are non-exempt.

# Court Officer Minimums FY 2011



# Court Officer Maximums FY 2011



# Summary

## Points of Interest

- As part of this analysis we reviewed the pay ranges of the positions and identified any positions whose minimum and maximum were 10% higher or lower than the average minimum and maximum.
  - The City/County average was used in this calculation if applicable, if there wasn't a City/County average than the County average was used.
  - The only positions that exceeded the 10% criteria were the Deputy Sheriff and the Deputy Constable.

Collin County Position Title	Percent Difference Minimum	Percent Difference Maximum
Deputy Sheriff	12%	10%
Deputy Constable	22%	14%

- Captain (Training)
  - At all entities, except Fort Bend County, the training position is at a lower level than Captain, with the majority of being Lieutenant positions.
  - The position at Fort Bend County is also a Captain position. This position is also oversees their training academy.
- Jail Lieutenants (Housing)
  - The Lieutenants working in housing directly supervise the detention officers and perform the duties of a Jail Sergeant but are being paid as a Lieutenant.