

# **2012 Law Enforcement Presentation**

June 25, 2012  
Commissioners' Court

# Information

- ❖ This presentation will focus on reviewing the salary ranges for various law enforcement positions throughout Collin County.
- ❖ There will be a separate presentation on annual increases on an upcoming court.

# Jail Positions

# Jail Salary Ranking

- ❖ Positions were ranked against Denton, Fort Bend, Montgomery, and Williamson Counties.
- ❖ Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

<b>Job Title</b>	<b>Ranking</b>
<b>Detention Officer (Min and Max)</b>	<b>1 of 5</b>
<b>Jail Sergeant (Min and Max)</b>	<b>2 of 5</b>
<b>Housing Lieutenant (Maximum) <sup>(3)</sup></b>	<b>1 of 5</b>
<b>Non-Housing Lieutenant (Maximum) <sup>(3)</sup></b>	<b>2 of 4 <sup>(1)</sup></b>
<b>Jail Captain (Maximum) <sup>(3)</sup></b>	<b>2 of 3 <sup>(2)</sup></b>
<b>Assistant Chief Deputy (Maximum) <sup>(3)</sup></b>	<b>1 of 5</b>

(1) The position at Montgomery County was not a match.

(2) Positions at Fort Bend and Montgomery Counties were not a match.

(3) These positions typically do not hire in at the minimum salary; they are promoted from within.

# **Sheriff's Office**

## **Law Enforcement Positions**

# Sheriff's Office Law Enforcement Salary Ranking

- ❖ Positions were ranked against Denton, Fort Bend, Montgomery, Tarrant, and Williamson Counties, and the Cities of Allen, Frisco, McKinney, Plano, and Wylie.
- ❖ Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

<b>Job Title</b>	<b>Ranking</b>
<b>Deputy Sheriff (Minimum)</b>	<b>3 of 9 <sup>(1)</sup></b>
<b>Deputy Sheriff (Maximum)</b>	<b>2 of 9 <sup>(1)</sup></b>
<b>Criminal Investigator (Min and Max)</b>	<b>1 of 5 <sup>(2)</sup></b>
<b>Patrol Sergeant (Minimum)</b>	<b>4 of 8 <sup>(3)</sup></b>
<b>Patrol Sergeant (Maximum)</b>	<b>5 of 8 <sup>(3)</sup></b>
<b>Patrol Lieutenant (Maximum) <sup>(5)</sup></b>	<b>5 of 8 <sup>(4)</sup></b>
<b>Chief Deputy Sheriff (Maximum) <sup>(5)</sup></b>	<b>2 of 5 <sup>(2)</sup></b>

- (1) Positions at the cities of McKinney and Plano were not matches.
- (2) Positions at the cities of Allen, Frisco, McKinney, Plano, and Wylie, and Tarrant County were not matches.
- (3) Positions at the cities of Allen, Frisco, and Plano were not matches.
- (4) Positions at the cities of Allen, McKinney, and Wylie were not matches.
- (5) These positions typically do not hire in at the minimum salary; they are promoted from within.

# **Constable Law Enforcement Positions**

## Constable Law Enforcement Salary Ranking

- ❖ Positions were ranked against Denton, Fort Bend, Montgomery, and Williamson Counties.
- ❖ Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

Job Title	Ranking
Deputy Constable (Min and Max)	1 of 5
Chief Deputy Constable (Maximum) <sup>(1)</sup>	3 of 5

(1) This position typically does not hire in at the minimum salary; they are promoted from within.

# **Court Officer (Bailiff)**

## **Court Officer (Bailiff) Salary Ranking**

- ❖ Position was ranked against Denton, Fort Bend, Montgomery, Tarrant, and Williamson Counties.
- ❖ Ranking is from highest to lowest salary. A ranking of 1 denotes highest compensation paid.

<b>Job Title</b>	<b>Ranking</b>
<b>Court Officer (Minimum)</b>	<b>1 of 6</b>
<b>Court Officer (Maximum)</b>	<b>2 of 6</b>

# Summary

## Summary Information

- ❖ 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 position that exceeded the 10% criteria was Deputy Constable.

<b>Collin County Position Title</b>	<b>Percent Difference Minimum</b>	<b>Percent Difference Maximum</b>
Deputy Constable	22% higher	13% higher

- ❖ Based upon regression analysis, it is recommended that the law enforcement pay ranges stay the same for FY 2013.