

2013 Law Enforcement Compensation Presentation

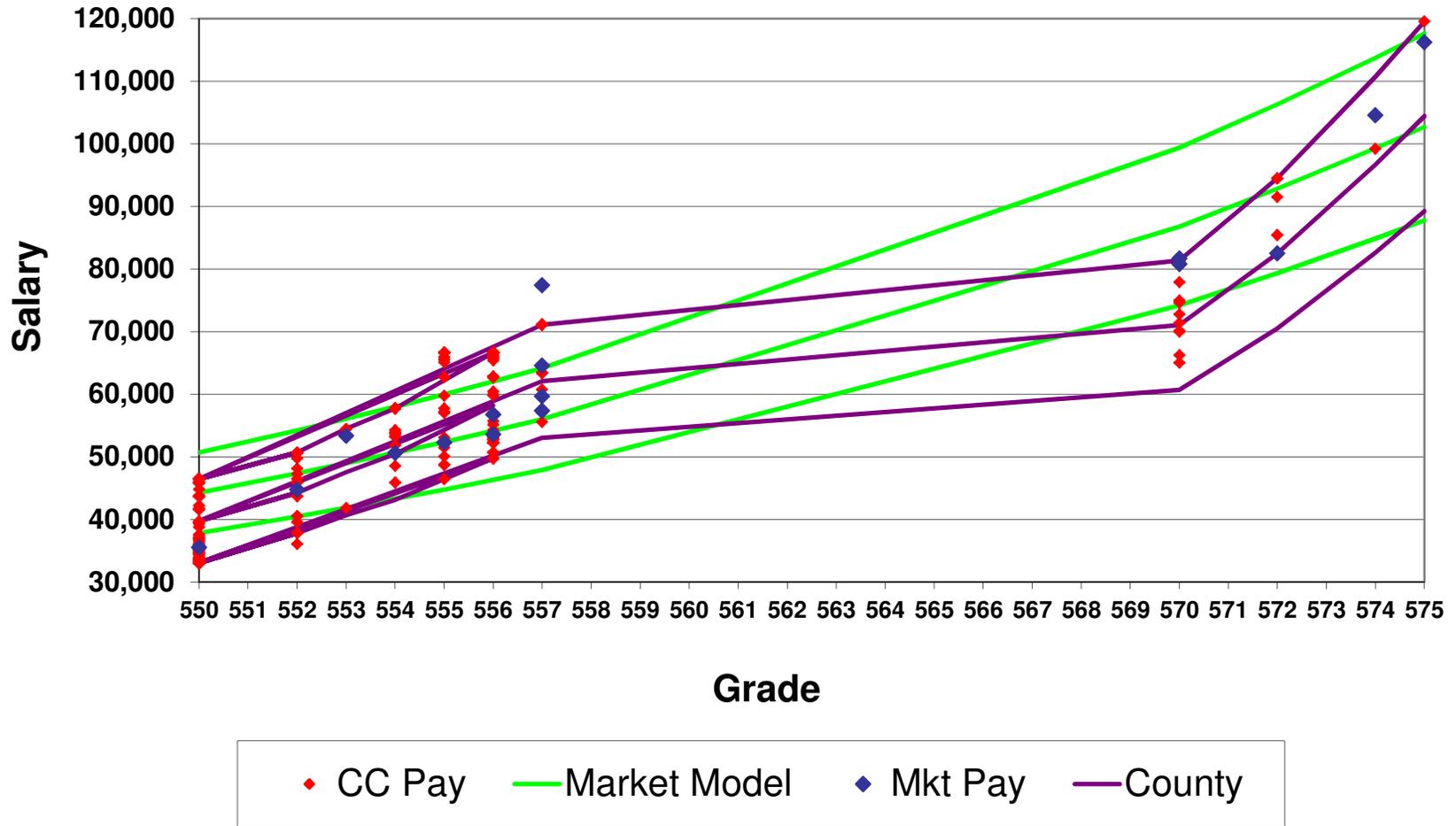
August 19, 2013

Commissioners' Court

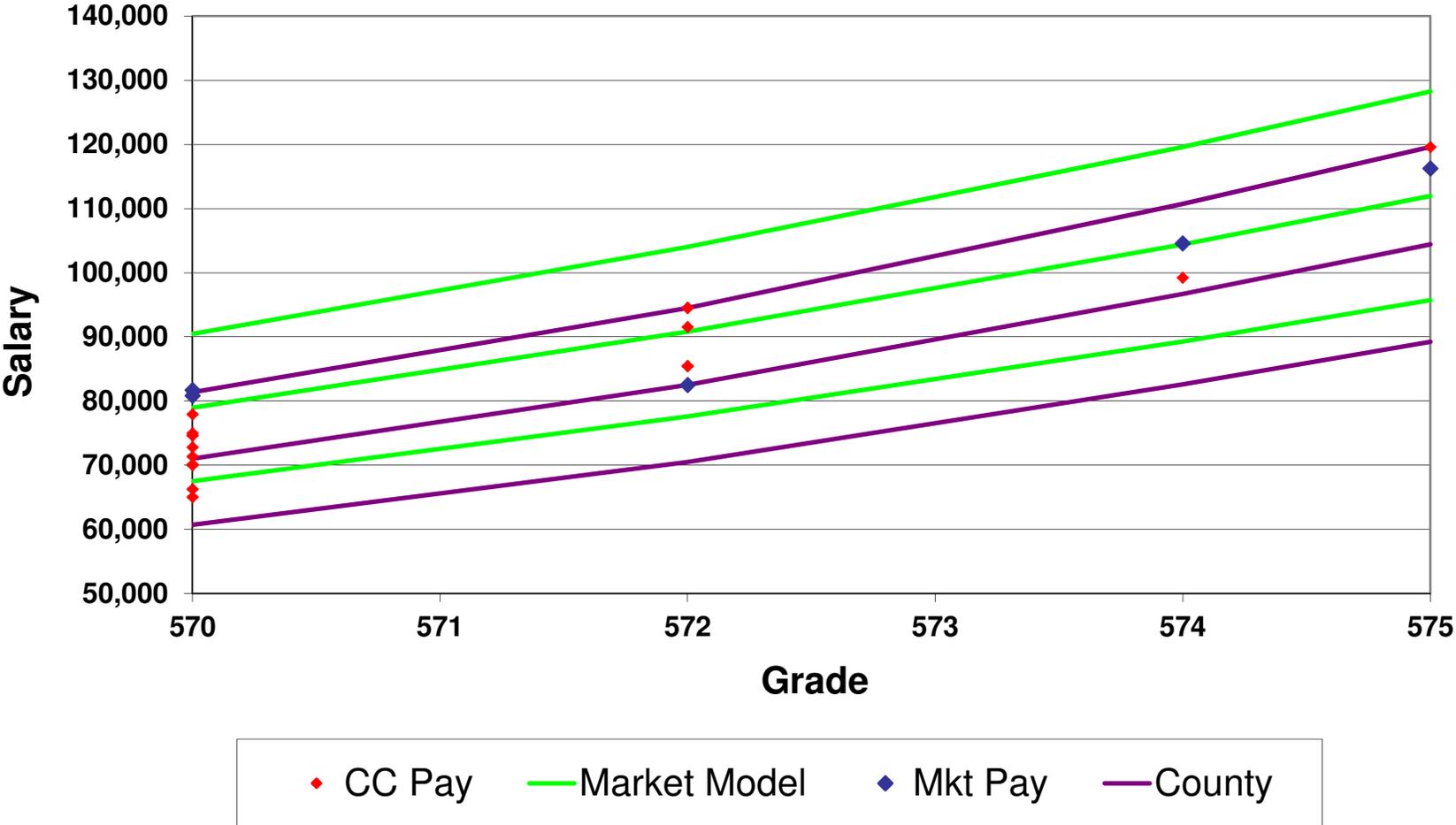
General Information

- ❖ 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 at the budget presentation.
- ❖ Based upon regression analysis, it is recommended that the law enforcement pay ranges are adjusted up by 3% for FY 2014. This change is reflective of the market value of the pay ranges and is not a salary increase recommendation.
- ❖ Individuals at the beginning of the pay range would be moved to the new minimum starting salary on October 1, 2013 if their compensation is below the new minimum.

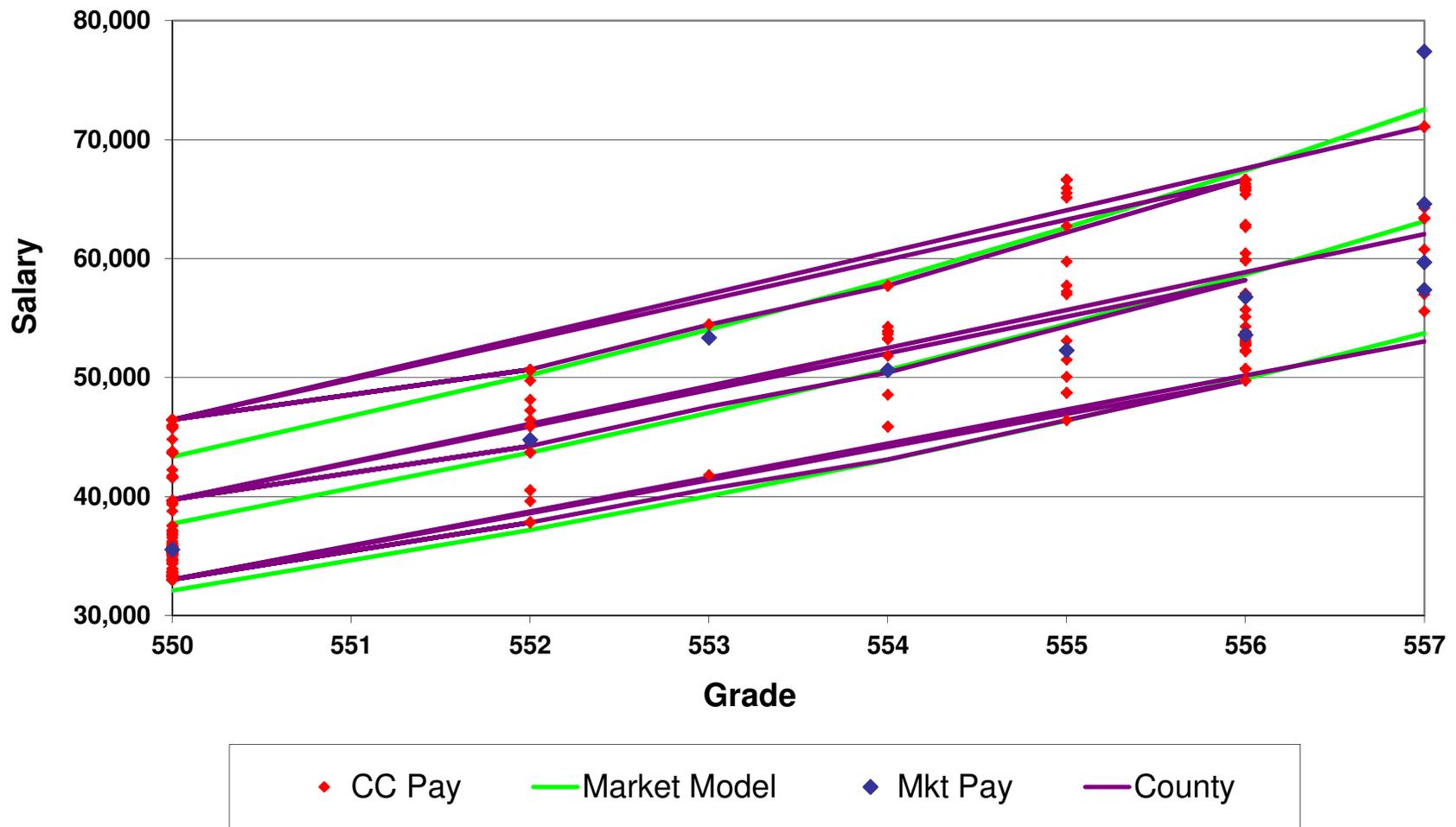
Comparison of County Pay to Market Structure Law Enforcement Employees



Comparison of County Pay to Market Structure Law Enforcement Exempt



Comparison of County Pay to Market Structure Law Enforcement - Non-Exempt



General Information Continued

There are 467 current employees in the 23 benchmark law enforcement positions with an average length of service of almost 10 years. The 23 benchmark positions are:

- Detention Officer – 232
- Transfer Officer – 25
- Assistant Communications Supervisor–3
- Court Officer (Bailiff) – 17
- Courthouse Deputy – 5
- Deputy Constable – 21
- Deputy Sheriff (Patrol Officer) – 63
- Jail Sergeant – 20
- Misdemeanor Investigator – 6
- Nuisance Abatement Officer – 1
- Arson Investigator – 1
- Criminal Investigator – 17
- Felony Investigator – 16
- Patrol Sergeant – 3
- Public Safety Communication Manager–1
- Chief Deputy Constable – 1
- Fire Marshal – 1
- Lieutenant – 22
- Captain – 6
- Intelligence Analyst – 1
- Major – 3
- Assistant Chief Deputy – 1
- Chief Deputy Sheriff – 1

161 (34%) of these employees are at the maximum or over the maximum of the pay range.

General Information Continued

❖ Individual position turnover percentages for Fiscal Year 2012 were:

- Detention Officer – 13.5% (32 of 237)
- Transfer Officer – 0% (0 of 24)
- Assistant Communications Supervisor–0% (0 of 3)
- Court Officer (Bailiff) – 24.7% (4 of 16)
- Courthouse Deputy 0% (0 of 5)
- Deputy Constable – 18.8% (4 of 21)
- Deputy Sheriff (Patrol Officer) – 3.3% (2 of 60)
- Jail Sergeant – 10.8% (2 of 19)
- Misdemeanor Investigator – 0% (0 of 6)
- Nuisance Abatement Officer – 0% (0 of 1)
- Arson Investigator – 100% (1 of 1)
- Criminal Investigator – 0% (0 of 19)
- Felony Investigator – 0% (0 of 16)
- Patrol Sergeant– 0% (0 of 13)
- Public Safety Communication Manager–0% (0 of 1)
- Chief Deputy Constable – 0% (0 of 1)
- Fire Marshal – 100% (1 of 1)
- Lieutenant – 0% (0 of 22)
- Captain – 0% (0 of 6)
- Intelligence Analyst – 0% (0 of 1)
- Major – 0% (0 of 3)
- Assistant Chief Deputy – 0% (0 of 1)
- Chief Deputy – 0% (0 of 1)3

❖ Overall turnover for the positions listed above for FY 2012 was 10.2%.

❖ Overall turnover excluding Detention Officer was 6.1%.

General Information Continued

- ❖ As a comparison, turnover in law enforcement positions at the surveyed Counties and Cities was:
 - Collin County
 - Sheriff's Office – 9.5% (support staff included)
 - Detention Only – 11.4%
 - Dallas County – 10%
 - Denton County – 13%
 - Tarrant County – 10.4%
 - Allen – 8.8% (entire police department included)
 - Frisco – 6.6%
 - McKinney – 6%
 - Plano – 1.2%

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 | 49% | 9% | 3% | 39% | 69 of 232 (30%) |
| Transfer Officer | 44% | 8% | 20% | 28% | 4 of 25 (16%) |
| Asst. Communications Sup. | 33% | | | 67% | 2 of 3 (67%) |
| Court Officer | 12% | 6% | 41% | 41% | 6 of 17 (35%) |
| Courthouse Deputy | 60% | | 20% | 20% | 1 of 5 (20%) |
| Deputy Constable | 24% | 10% | 14% | 52% | 10 of 21 (48%) |
| Deputy Sheriff | 27% | 10% | 6% | 57% | 27 of 63 (43%) |
| Jail Sergeant | 55% | 20% | | 25% | 2 of 20 (10%) |
| Misdemeanor Investigator | 50% | 50% | | | 0 of 6 (0%) |
| Nuisance Abatement Officer | | 100% | | | 0 of 1 (0%) |
| Arson Investigator | 100% | | | | 0 of 1 (0%) |
| Criminal Investigator | | | 18% | 82% | 14 of 17 (82%) |
| Felony Investigator | 19% | 6% | 31% | 44% | 7 of 16 (44%) |
| Patrol Sergeant | 33% | | 33% | 33% | 1 of 3 (33%) |
| Public Comm. Safety Manager | | 100% | | | 0 of 1 (0%) |

*Data as of June 2013

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* |
|-------------------------|------------|------------|------------|------------|--|
| Chief Deputy Constable | | | | 100% | 1 of 1 (100%) |
| Fire Marshal | | | 100% | | 0 of 1 (0%) |
| Lieutenant | 5% | 13% | 23% | 59% | 10 of 22 (45%) |
| Captain | | | 33% | 67% | 3 of 6 (50%) |
| Intelligence Analyst | | 100% | | | 0 of 1 (0%) |
| Major | | 67% | | 33% | 1 of 3 (33%) |
| Assistant Chief Deputy | | | 100% | | 0 of 1 (0%) |
| Chief Deputy Sheriff | | | | 100% | 1 of 1 (100%) |
| Total At Max Pay | | | | | 160 of 467 (34%) |

*Data as of June 2013

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 | 147 | 72 | 19% | 61% | 18% | 2% | 58 of 72 (81%) |
| Transfer Officer | 5 | 1 | | 100% | | | 1 of 1 (100%) |
| Court Officer | 9 | 6 | 17% | 83% | | | 6 of 6 (100%) |
| Deputy Constable | 13 | 2 | | 100% | | | 2 of 2 (100%) |
| Deputy Sheriff | 10 | 5 | | 100% | | | 4 of 4 (100%) |
| Jail Sergeant | 2 | 2 | | 50% | 50% | | 1 of 2 (50%) |
| Criminal Investigator | 2 | 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 2013.

**73 of 89 or 82% of respondents agreed or strongly agreed that they were provided an adequate rate of pay for their jobs.

Supplemental Pay

| County | Longevity Pay | Special Teams Pay | Education Pay | TCLEOSE Certification Pay | Shift Differential |
|-------------------|---------------------------|------------------------|---------------|---------------------------|--------------------|
| Collin County | State Mandated and County | No | No | No | Yes (2 levels) |
| 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

| Collin County | Detention Officer | Transfer Officer | Courthouse Deputy | Jail Sergeant | Lieutenant (Housing) | Lieutenant (Non-Housing) | Jail Captain | Assistant Chief Deputy |
|-------------------|------------------------------|---------------------|-------------------------|----------------------|----------------------|--------------------------|-------------------------|--------------------------------------|
| Denton County | Detention Officer I | Deputy Sheriff | Bailiff | Detention Sergeant | Detention Sergeant | Lieutenant | Captain | Assistant Chief Deputy - Detention |
| Fort Bend County | Detention Officer – Civilian | Detention Deputy | Detention Deputy | Sergeant – Jail | Sergeant – Jail | Lieutenant | Position Not Equivalent | Major - Detention |
| Montgomery County | Detention Officer – Civilian | Deputy, Transport | Deputy, Bailiff | Sergeant – Detention | Sergeant – Detention | Position Not Equivalent | Position Not Equivalent | Jail Captain |
| Williamson County | Corrections Officer | Corrections Officer | Deputy Sheriff, Bailiff | Corrections Sergeant | Corrections Sergeant | Lieutenant | Captain | Assistant Chief Deputy - Corrections |

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.

| Job Title | Minimum Ranking | Maximum Ranking |
|---------------------------------------|-----------------|-----------------------|
| Detention Officer | 1 of 5 | 2 of 5 |
| Transfer Officer | 4 of 5 | 4 of 5 |
| Courthouse Deputy | 1 of 5 | 1 of 5 |
| Jail Sergeant | 2 of 5 | 2 of 5 |
| Housing Lieutenant ⁽³⁾ | - | 1 of 5 |
| Non-Housing Lieutenant ⁽³⁾ | - | 3 of 4 ⁽¹⁾ |
| Jail Captain ⁽³⁾ | - | 2 of 3 ⁽²⁾ |
| Assistant Chief Deputy ⁽³⁾ | - | 1 of 5 |

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

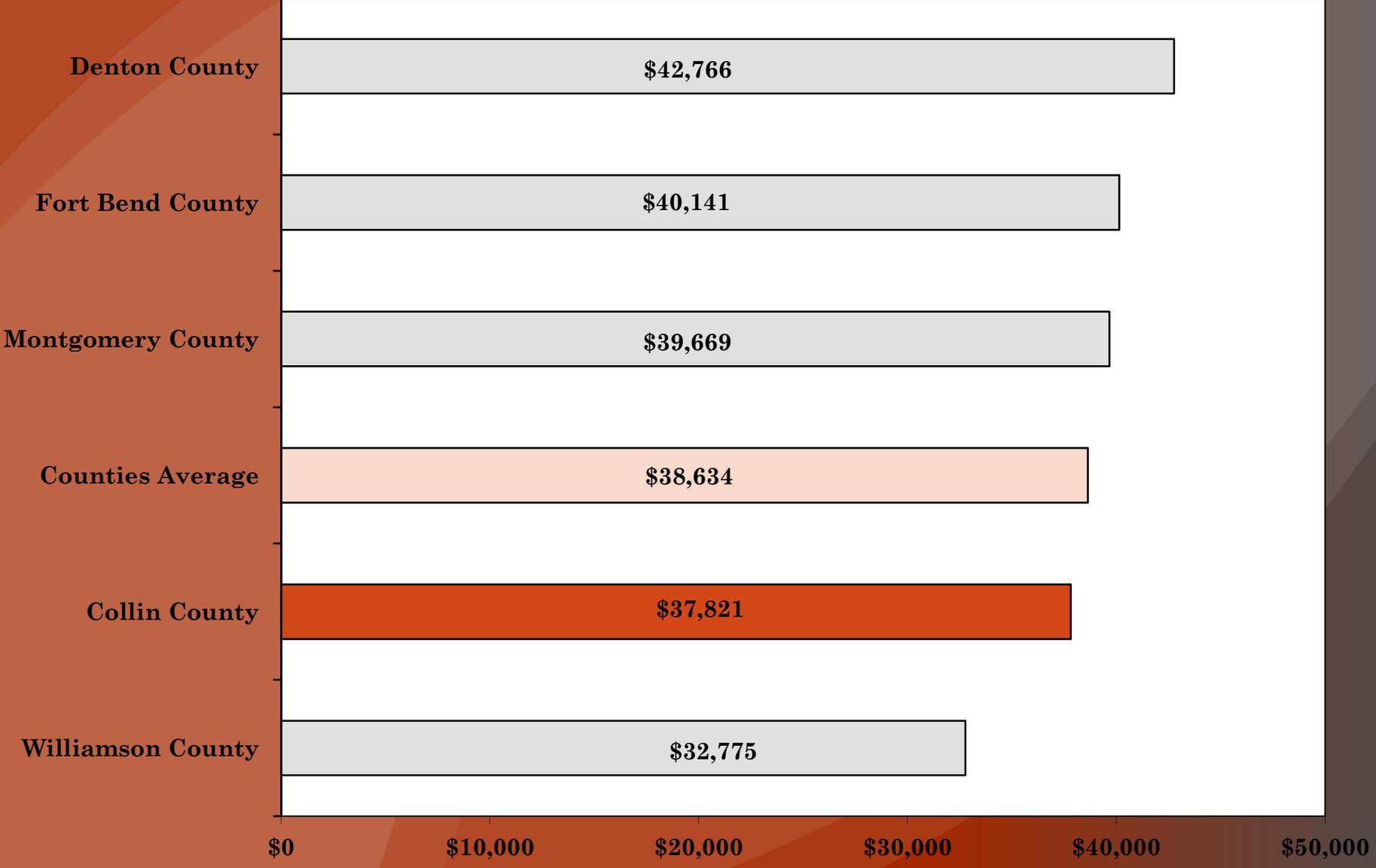
(2) Positions at Fort Bend and Montgomery Counties were not a match.

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

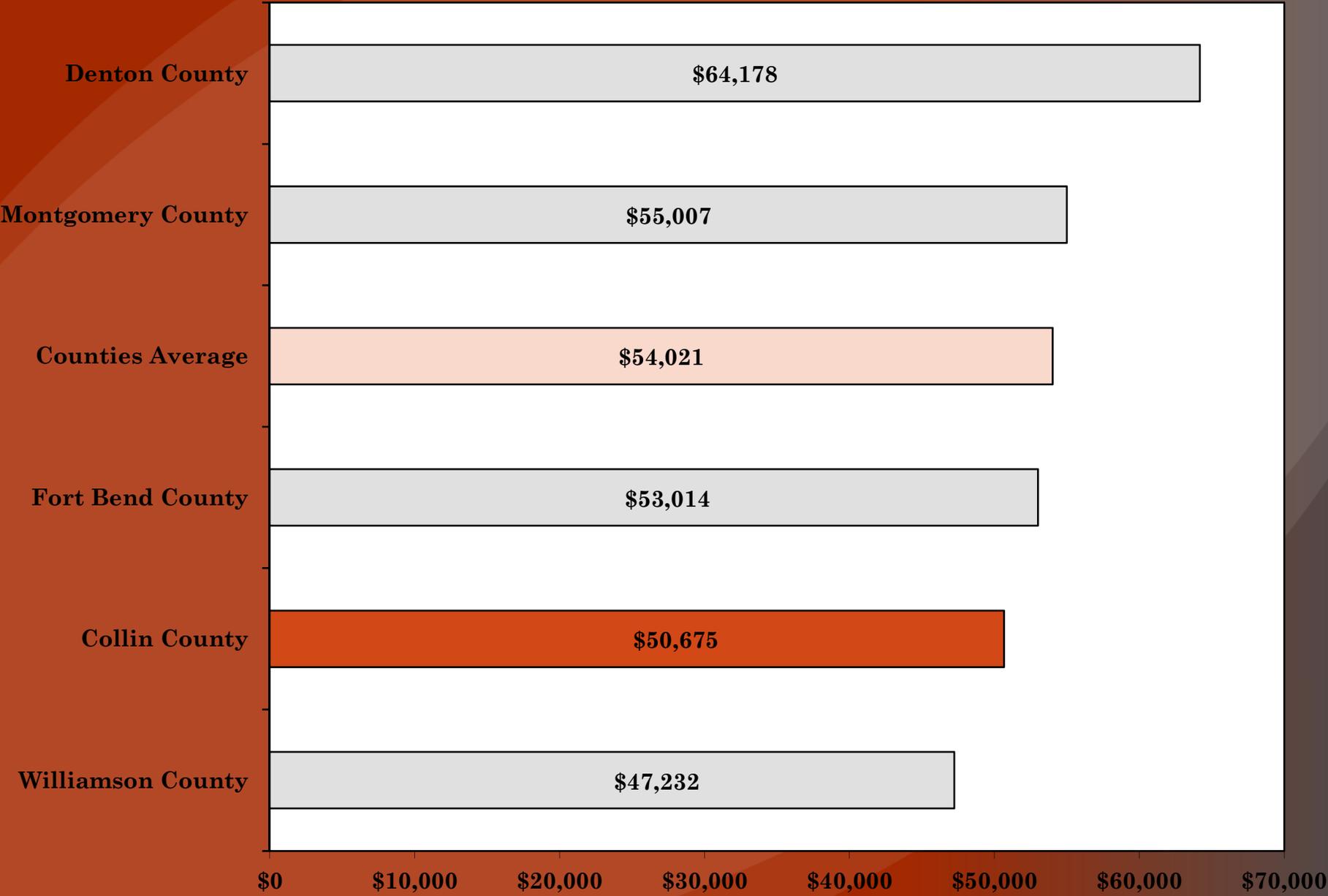
Transfer Officer

- ❖ As of June 2013, Collin County employs 25 Transfer Officers.
- ❖ The average length of service for this position is slightly more than 7 years.
- ❖ The current pay range for Transfer Officers is from \$37,821 to \$50,675.
- ❖ 4 (16%) are at the maximum of the pay range. Another 3 (12%) are in the top quartile of the pay range.
- ❖ Only Montgomery County has a separate transfer position similar to Collin County. In Denton, Fort Bend and Williamson, transfer duties are assignments within a position.
 - ❖ Denton County's transfer duties are assigned to Deputy Sheriff.
 - ❖ Fort Bend and Williamson's transfer duties are assigned to Detention Officers.
 - ❖ Collin County's Transfer Officer positions were originally Detention Officers, and were reclassified to be a separate classification.
- ❖ When compared with Montgomery County (the only other county with a separate transfer officer position) Collin County is higher than Montgomery County.

Transfer Officer Minimums FY 2013



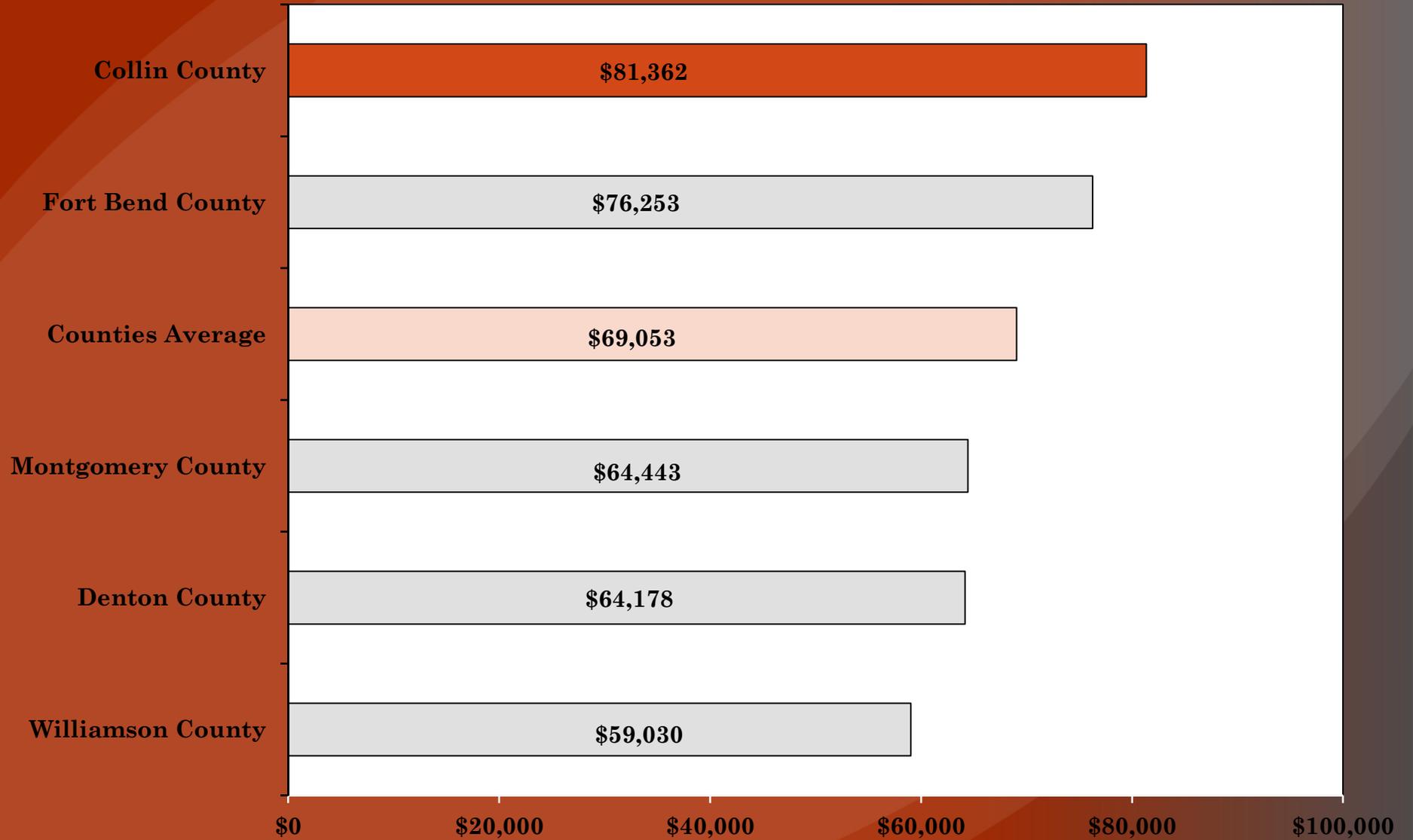
**Transfer Officer Maximums
FY 2013**



Jail Lieutenant (Housing)

- ❖ As of June 2013, Collin County employs 9 Jail Lieutenants in housing.
- ❖ The average length of service for this position is slightly more than 16 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.
- ❖ 3 (33%) are at the maximum of the pay range. 1 (11%) is in the top quartile of the pay range.
- ❖ This Lieutenant position was compared to Sergeant positions at the other counties because housing Lieutenants perform first-line supervision duties.
- ❖ Collin County's Jail Lieutenant (Housing) salary is higher than the average and all other counties.

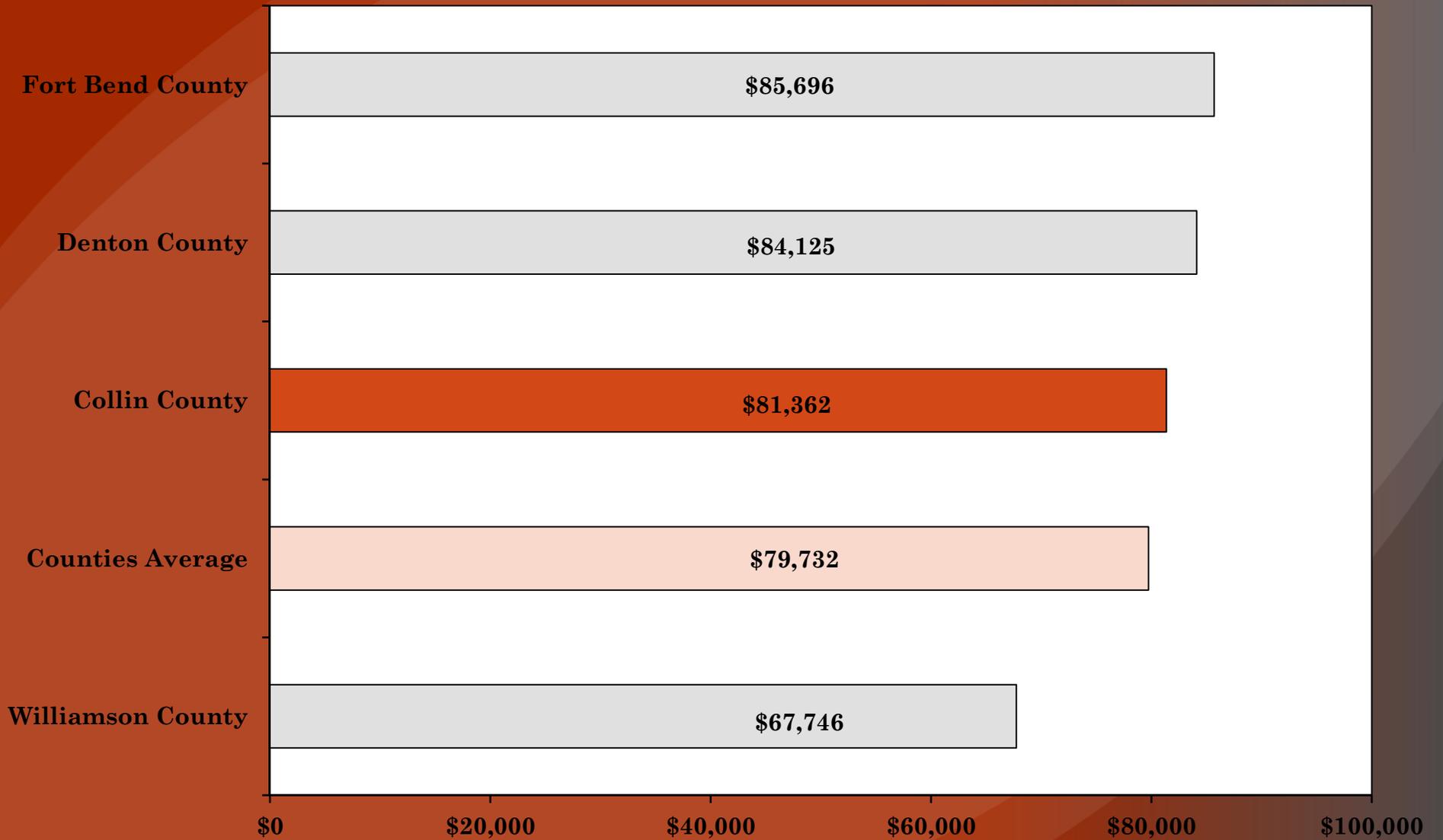
Jail Lieutenant (Housing) Maximums FY 2013



Jail Lieutenant (Non-Housing)

- ❖ As of June 2013, 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 16 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.
- ❖ 2 (40%) are at the maximum of the pay range. Another 1 (20%) is 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.

Lieutenant (Non-Housing) Maximums FY 2013

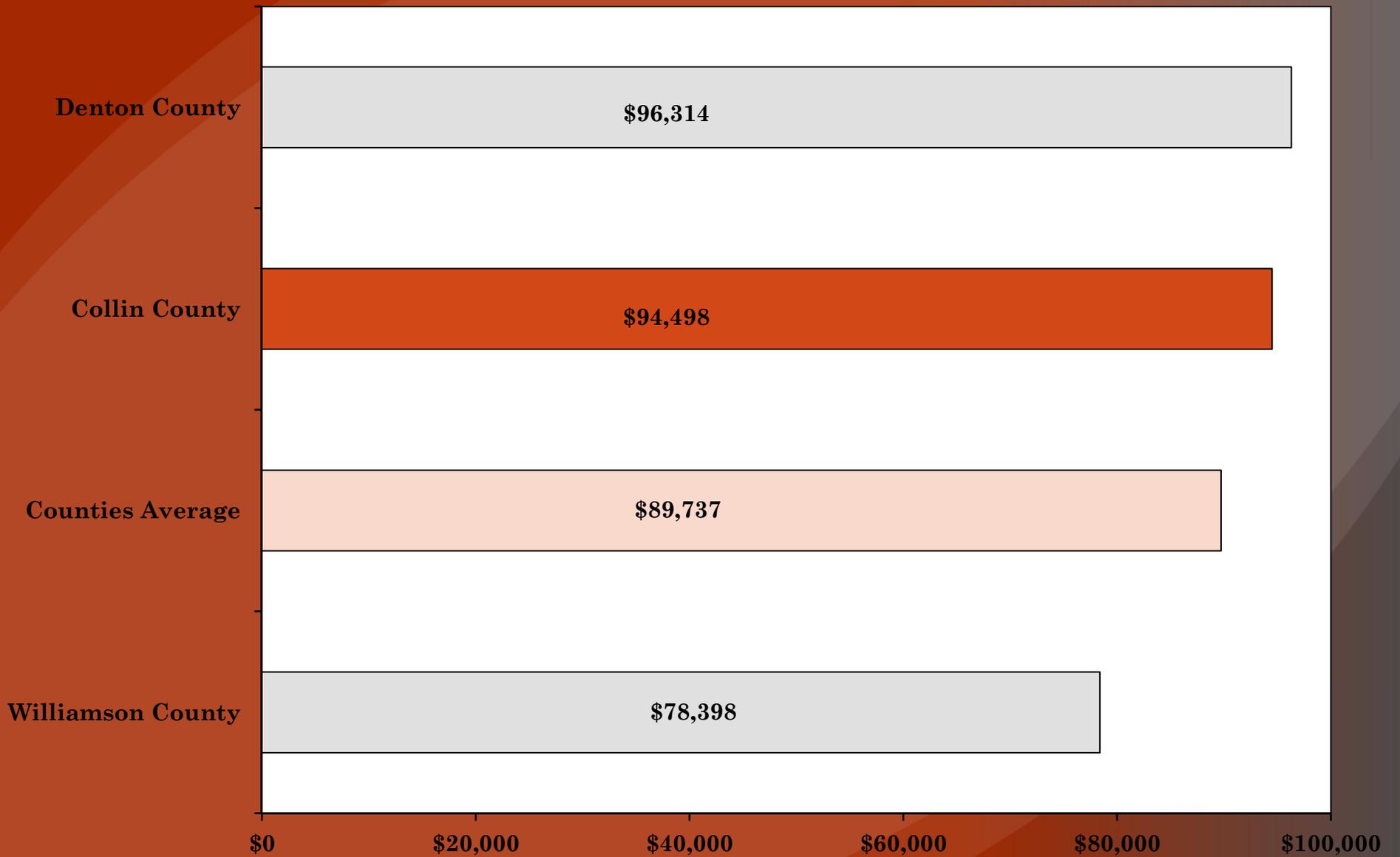


Montgomery County did not have a match.

Jail Captain

- ❖ As of June 2013, Collin County employs 5 Captains in the Jail.
- ❖ The average length of service for Collin County Jail Captains is over 22 years.
- ❖ The pay range for the Captain position is \$70,509 to \$94,498.
- ❖ 2 (40%) 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.

Captain (Jail) Maximums FY 2013



Fort Bend and Montgomery Counties did not have matches.

Sheriff's Office Law Enforcement Positions

Collin County

Position Matches – Sheriff’s Office Law Enforcement

| Collin County | Deputy Sheriff | Criminal Investigator | Patrol Sergeant | Patrol Lieutenant | Major – Operations | Major – Support Services | Major – Administration | Chief Deputy Sheriff |
|-------------------|--------------------------|---------------------------|--------------------------|---------------------------|-------------------------|--------------------------|-------------------------|--------------------------|
| COUNTIES | | | | | | | | |
| 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 |
| CITIES | | | | | | | | |
| 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 |

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.

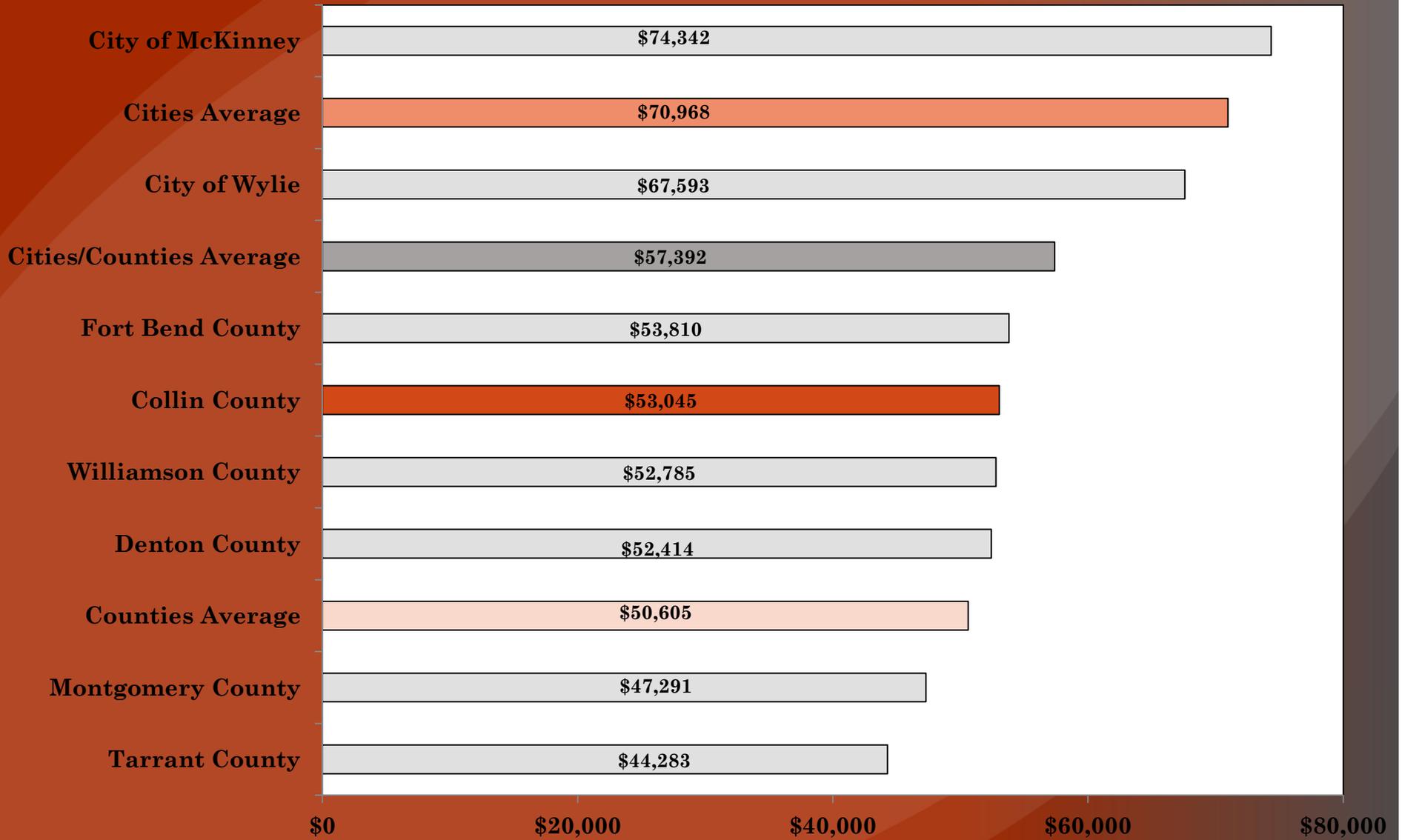
| Job Title | Minimum Ranking | Maximum Ranking |
|---|-----------------|------------------------------|
| Deputy Sheriff ⁽¹⁾ | 3 of 9 | 2 of 9 |
| Criminal Investigator ⁽²⁾ | 1 of 5 | 1 of 5 |
| Patrol Sergeant ⁽³⁾ | 4 of 8 | 6 of 8 |
| Patrol Lieutenant ⁽⁵⁾ | - | 5 of 8 ⁽⁴⁾ |
| Chief Deputy Sheriff ⁽⁵⁾ | - | 2 of 5 ⁽²⁾ |

- (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.

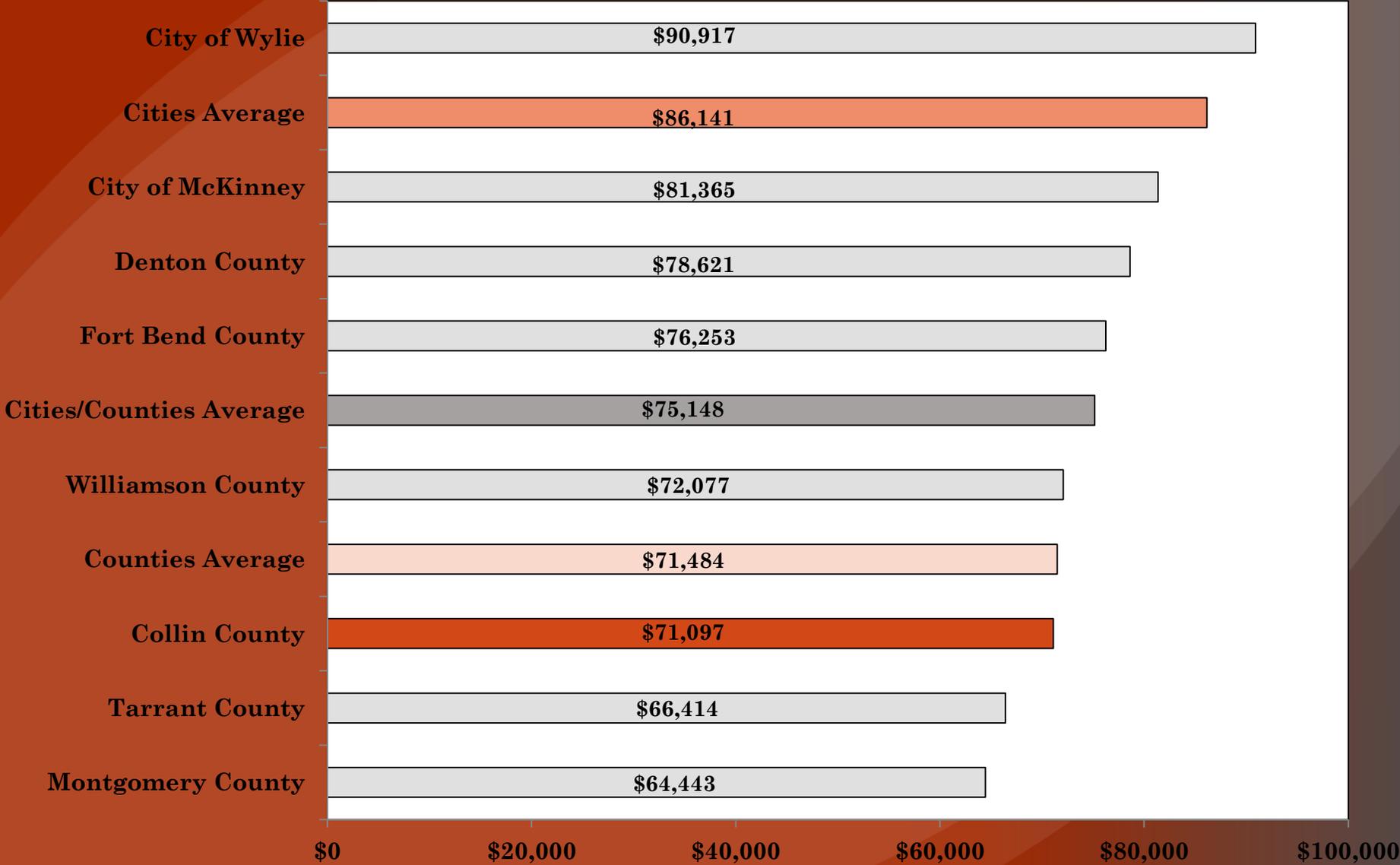
Patrol Sergeant

- ❖ As of June 2013, Collin County has 3 Patrol Sergeants.
- ❖ The average length of service for this position is over 9 years.
- ❖ The pay range is from \$53,045 to \$71,097.
- ❖ 1 (33%) is at the maximum of the pay range.
- ❖ Collin County 's minimum salary is in the median of the cities and counties.
- ❖ The Cities of Allen, Frisco, and Plano have education requirement that are greater than Collin County.

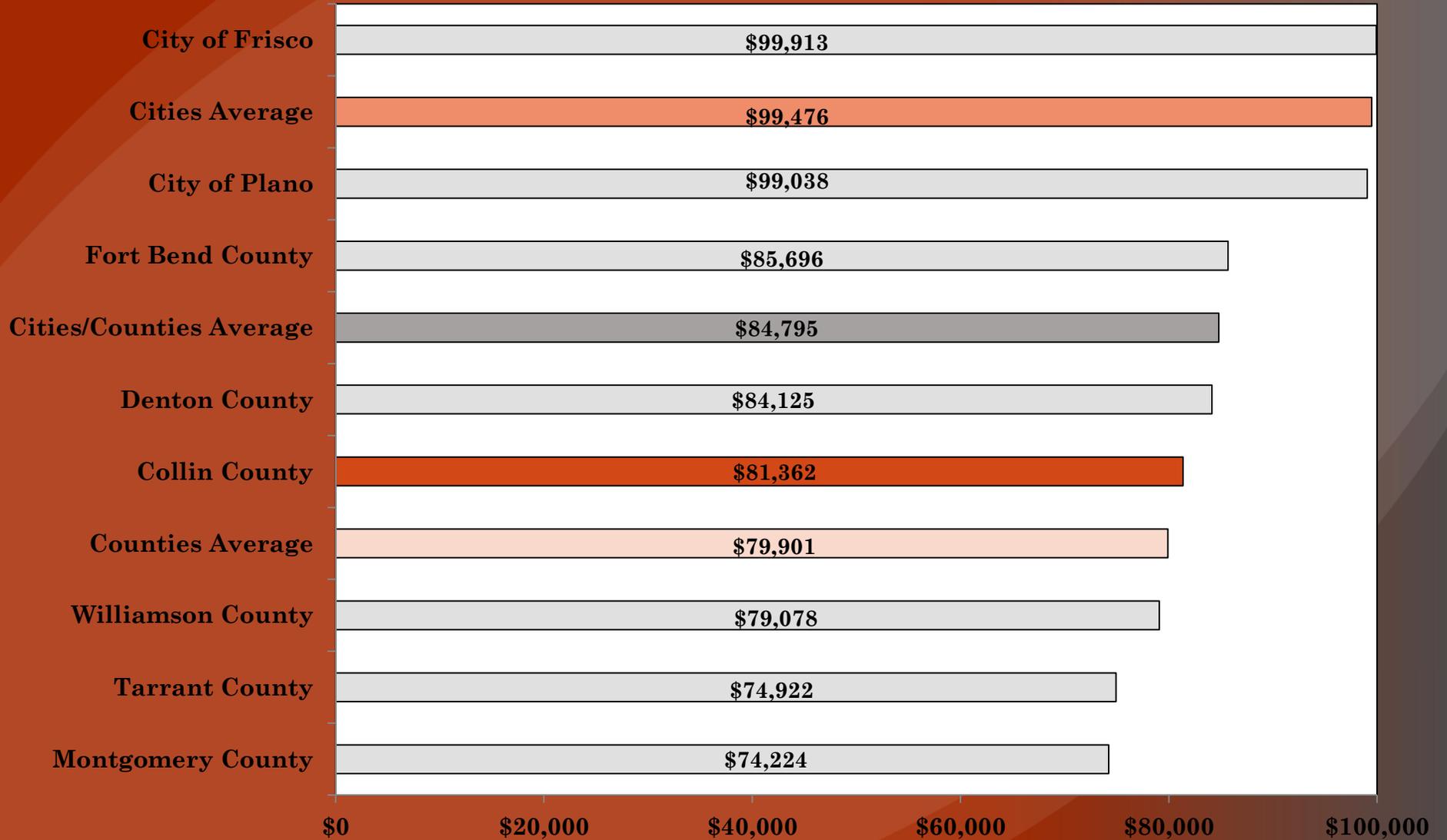
Patrol Sergeant Minimums FY 2013



Patrol Sergeant Maximums FY 2013



Patrol Lieutenant Maximums FY 2013



Captain (Training)

- ❖ Captain (Training) is not benchmarked
 - Most entities classify training positions as Lieutenant.
 - Fort Bend County classifies the training position as Captain because the position oversees their training academy.

Sheriff's Office Communications Positions

Collin County

Position Matches – Sheriff's Office Communications

| Collin County | Assistant Communications Supervisor | Public Safety Communication Manger |
|-------------------|---------------------------------------|------------------------------------|
| COUNTIES | | |
| Denton County | Communications Supervisor | Senior Communications Supervisor |
| Fort Bend County | Communications Coordinator | Position Not Equivalent |
| Montgomery County | Coordinator – Shift/Dispatch | Supervisor, Dispatch |
| Tarrant County | Position Not Equivalent | Position Not Equivalent |
| Williamson County | Position Not Equivalent | Position Not Equivalent |
| CITIES | | |
| City of Allen | Supervising Communications Technician | Experience Not Equivalent |
| City of Frisco | Communications Supervisor | Position Not Equivalent |
| City of McKinney | Experience Not Equivalent | Communications Manager |
| City of Plano | Experience Not Equivalent | Experience Not Equivalent |
| City of Wylie | Communications Supervisor | Position Not Equivalent |

Sheriff's Office Communications 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.

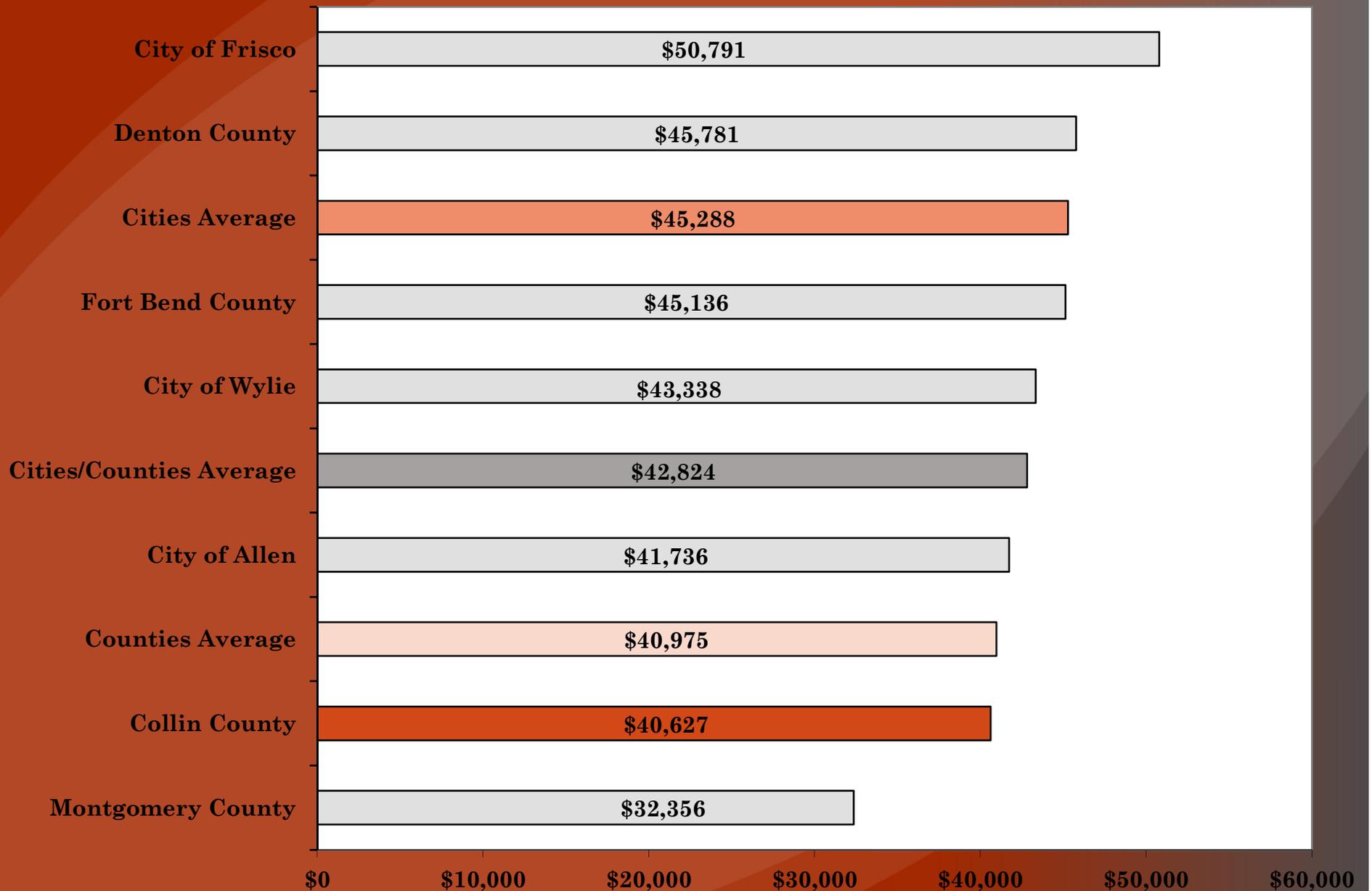
| Job Title | Minimum Ranking | Maximum Ranking |
|--|-----------------|-----------------|
| Assistant Communications Supervisor ⁽¹⁾ | 6 of 7 | 6 of 7 |
| Public Safety Communication Manager ⁽²⁾ | 3 of 4 | 3 of 4 |

- (1) Positions at the cities of McKinney and Plano and Tarrant and Williamson counties were not matches.
- (2) Positions at the cities of Allen, Frisco, Plano, and Wylie, and Fort Bend, Tarrant and Williamson counties were not matches.

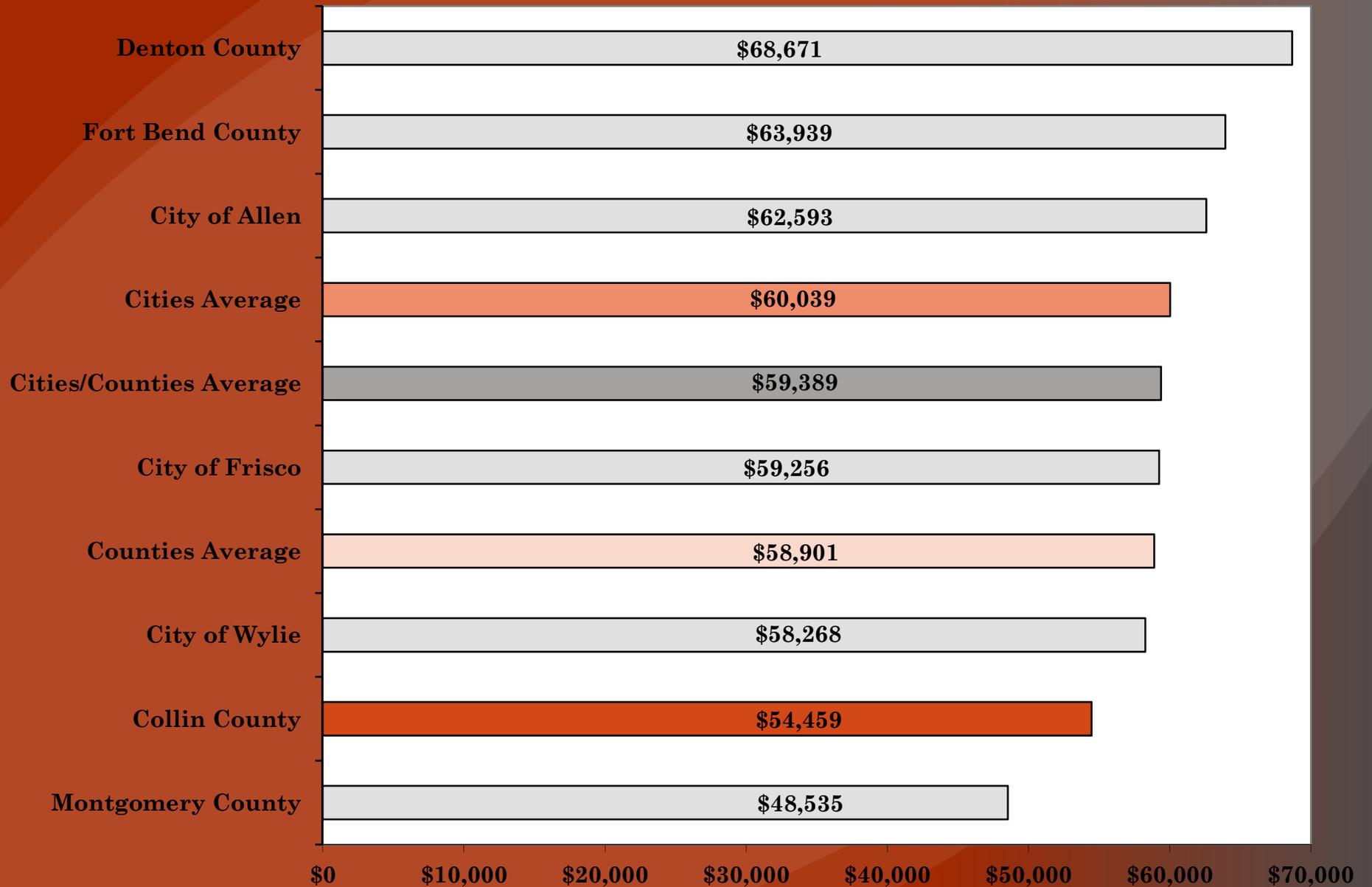
Assistant Communications Supervisor

- ❖ As of June 2013, Collin County employs 3 Assistant Communications Supervisors.
- ❖ The average length of service for this position is over 11 years.
- ❖ The current pay range for Assistant Communications Supervisor is \$40,627 to \$54,459.
- ❖ 2 (67%) are at the maximum of the pay range.
- ❖ The minimum and maximum pay for Assistant Communications Supervisor is lower than all other cities and counties surveyed except Montgomery County.

Assistant Communications Supervisor Minimums FY 2013



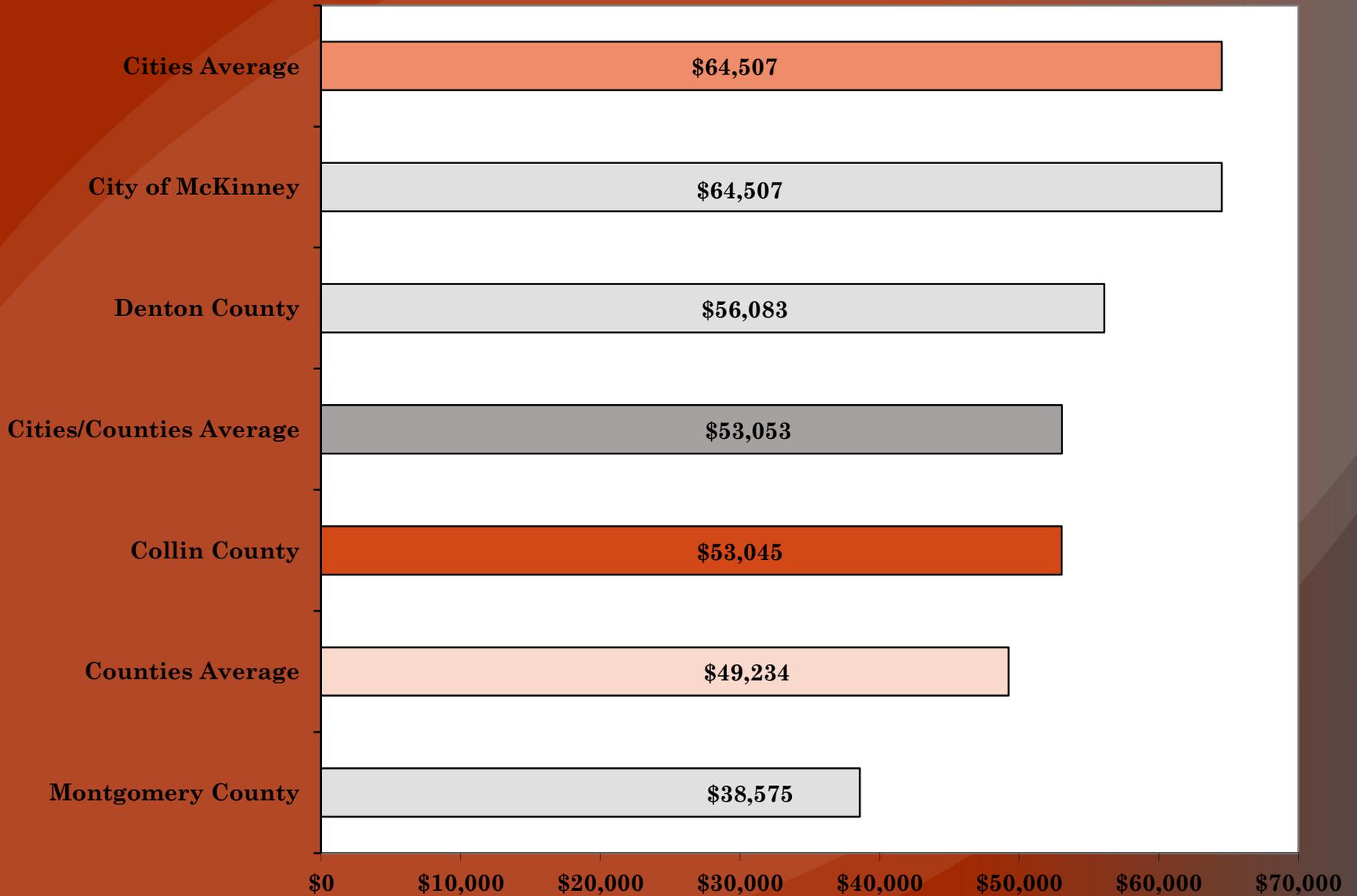
Assistant Communications Supervisor Maximums FY 2013



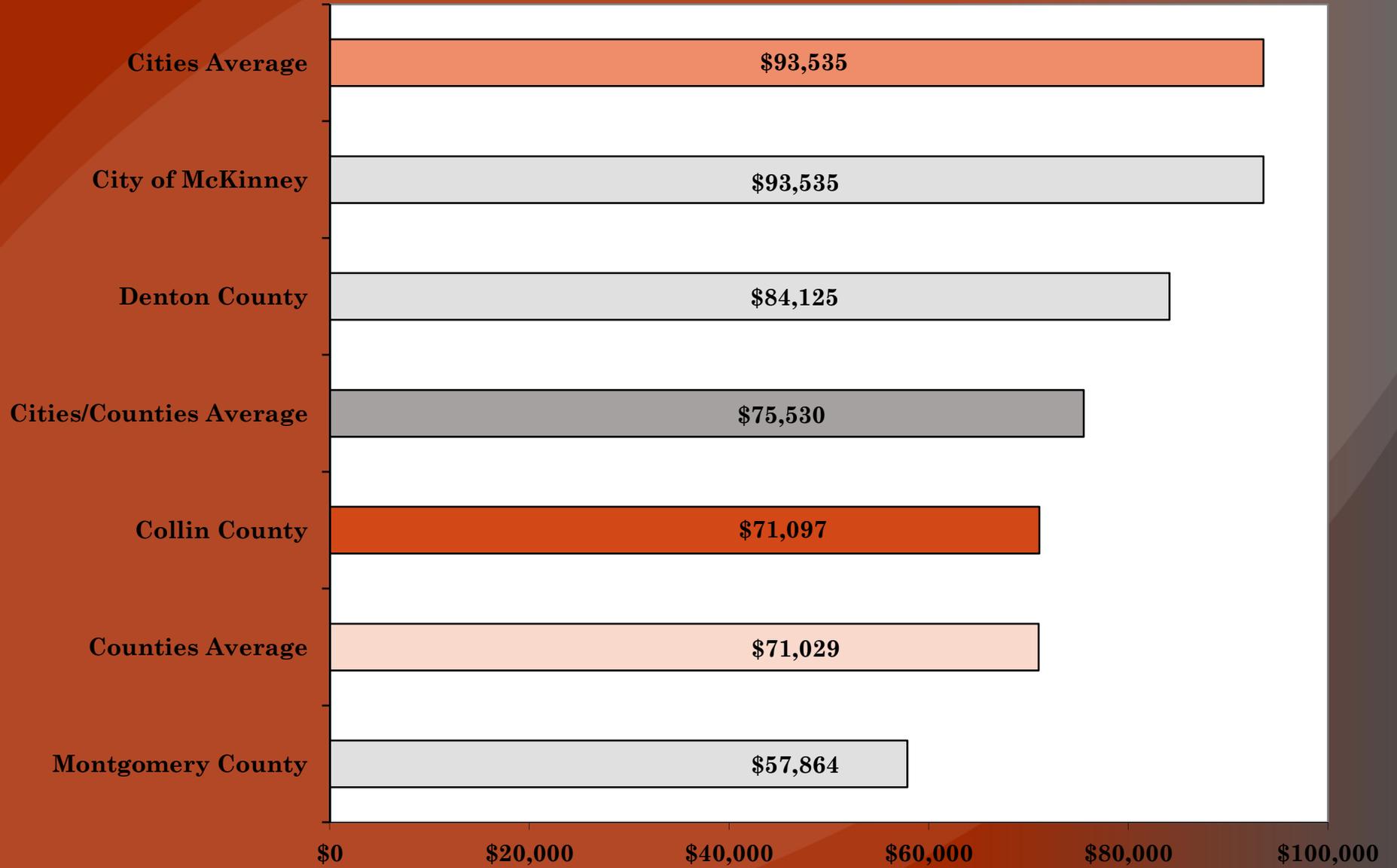
Public Safety Communication Manager

- ❖ As of June 2013, Collin County employs 1 Public Safety Communication Manager.
- ❖ Her length of service is over 19 years.
- ❖ The current pay range for Public Safety Communication Manager is \$53,045 to \$71,097.
- ❖ The minimum and maximum pay for Public Safety Communication Manager is lower than all other cities and counties surveyed except Montgomery County.

Public Safety Communication Manager Minimums FY 2013



Public Safety Communication Manager Maximums FY 2013



Constable Law Enforcement Positions

Collin County Position Matches

| Collin County | Deputy Constable | Chief Deputy Constable |
|----------------------|-------------------------|-------------------------------|
| 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 |

Constable Law Enforcement Salary Ranking

- ❖ Positions were 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.

| Job Title | Minimum Ranking | Maximum Ranking |
|---------------------------------------|-----------------|-----------------|
| Deputy Constable | 1 of 6 | 3 of 6 |
| Chief Deputy Constable ⁽¹⁾ | -- | 3 of 6 |

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

District Attorney Law Enforcement Positions

District Attorney Investigators

- ❖ Collin County has two levels of investigators in the District Attorney's office, Misdemeanor Investigators and Felony Investigators.
- ❖ The majority of the other counties surveyed have a single level of investigator. The exception is Williamson County because their District Attorney's office handles only felony cases and their County Attorney handles the misdemeanor cases.
- ❖ The pay range for Misdemeanor Investigators is \$49,739 to \$66,638.
- ❖ The pay range for Felony Investigators is \$53,045 to \$71,097.
- ❖ There are 6 Misdemeanor Investigators and 16 Felony Investigators.

District Attorney Law Enforcement Salary Ranking

- ❖ Positions were 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.

| Job Title | Minimum Ranking | Maximum Ranking |
|---------------------------------|------------------------|------------------------|
| Misdemeanor Investigator | 3 of 6 | 5 of 6 |
| Felony Investigator | 3 of 6 | 3 of 6 |

Homeland Security/ Fire Marshal Positions

Collin County

Position Matches – Homeland Security/Fire Marshal

| Collin County | Nuisance Abatement Officer | Arson Investigator | Fire Marshal | Intelligence Analyst |
|-------------------|----------------------------|--|---------------------------|----------------------|
| COUNTIES | | | | |
| Denton County | No Position | Investigator | Position Not Equivalent | No Position |
| Fort Bend County | No Position | Investigator/Inspector | Experience Not Equivalent | No Position |
| Montgomery County | No Position | Arson Investigator/Fire Inspector | Experience Not Equivalent | No Position |
| Tarrant County | No Position | Experience Not Equivalent | Experience Not Equivalent | No Position |
| Williamson County | No Position | No Position | No Position | No Position |
| CITIES | | | | |
| City of Allen | No Position | Education Not Equivalent | No Position | No Position |
| City of Frisco | No Position | Position Not Equivalent | Education Not Equivalent | No Position |
| City of McKinney | No Position | Education Not Equivalent | No Position | No Position |
| City of Plano | No Position | Position Not Equivalent | Education Not Equivalent | No Position |
| City of Wylie | No Position | Fire Prevention Inspector/Investigator | Fire Marshal | No Position |

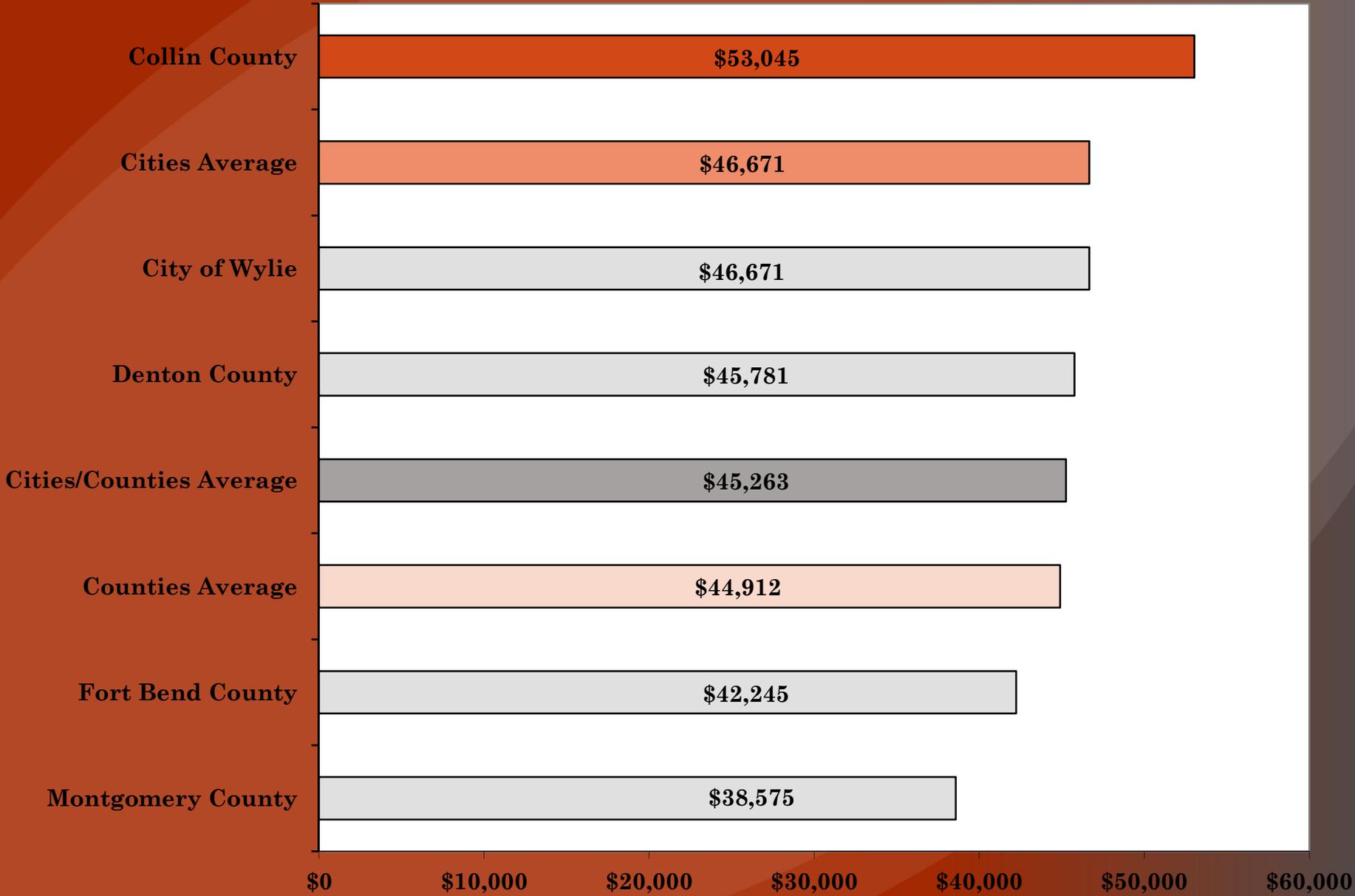
Homeland Security Arson Investigator Salary Ranking

- ❖ 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.

| Job Title | Minimum Ranking | Maximum Ranking |
|-----------------------------------|-----------------|-----------------|
| Arson Investigator ⁽¹⁾ | 1 of 5 | 1 of 5 |

- (1) Positions at the cities of Allen, Frisco, McKinney and Plano, and Tarrant and Williamson counties were not matches.

Arson Investigator Minimums FY 2013



Homeland Security/ Fire Marshal Positions

- ❖ There were no similar positions for the Nuisance Abatement Officer or the Intelligence Analyst.
 - ❖ There was only one position match for the Fire Marshal position- the City of Wylie.
- The remaining cities and counties surveyed, either didn't have a position match or the education or experience requirements were greater than our position.

Court Officer

Collin County Position Matches

| Collin County Position Title | Court Officer |
|---------------------------------|--------------------------------|
| 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 (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.

| Job Title | Minimum Ranking | Maximum Ranking |
|---------------|-----------------|-----------------|
| Court Officer | 1 of 6 | 1 of 6 |

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, then the County average was used.
 - The only positions that exceeded the 10% criteria were the Lieutenant (Housing) and the Arson Investigator.

| Collin County Position Title | Percent Difference Minimum | Percent Difference Maximum |
|---------------------------------|-------------------------------|-------------------------------|
| Lieutenant (Housing) | 24% | 18% |
| Arson Investigator | 17% | 11% |