



Law Enforcement Compensation

2018 Presentation for FY 2019 Budget

General Information

- Annual review of Collin County's Law Enforcement compensation and relative market competitiveness involves analysis of several areas:
 - Pay ranges
 - Competitiveness of pay ranges
 - Historical responses to market pay changes
 - Turnover
 - Supplemental Pay
- These areas were compared against the following organizations:
 - ✓ Bexar
 - ✓ Dallas County
 - ✓ Denton County
 - ✓ El Paso County
 - ✓ Fort Bend County
 - ✓ Montgomery County
 - ✓ Tarrant County
 - ✓ Travis County
 - ✓ Williamson County
 - ✓ City of Allen
 - ✓ City of Carrollton
 - ✓ City of Dallas
 - ✓ City of Frisco
 - ✓ City of Garland
 - ✓ City of McKinney
 - ✓ City of Murphy
 - ✓ City of Plano
 - ✓ Town of Prosper
 - ✓ City of Richardson
 - ✓ City of Wylie
- Salary increase recommendations will be made in a separate presentation.
- Information in this presentation is as of January 2018.

Benchmark Positions

A benchmark law enforcement position:

- can be matched to multiple other organizations on at least 75% of the job duties.
- has education/experience requirements at a similar level to ours.
- tends to be stable - duties don't change much over time.
- allows us to compare the ranges and structure of a job family (i.e. law enforcement) to market pay.

The benchmark positions for Law Enforcement are:

Title	# incumbents
Sheriff's Office - Jail	
Detention Officer	228
Transfer Officer	26
Sheriff's Office - Operations	
Deputy Sheriff	63
Criminal Investigator	10
Sergeant	7
Sheriff's Office - Support Services	
Dispatcher	19

Title	# incumbents
Sheriff's Office - Management	
Lieutenant	20
Captain	7
Commander	2
Chief Deputy	2
DA, Fire Marshal, Constable, Courts	
Deputy Constable	19
Deputy Fire Marshal	2
Felony Investigator	16
Court Officer	20

- 88% (441) of law enforcement pay grade incumbents are in benchmarked positions.
- 29% (128) of benchmarked position incumbents are at pay range maximum.

2017 Turnover Summary

Category	2016 Turnover	2017 Turnover	Change from 2016	2018 projected
Collin County (all departments)	14.5%	13.9%	-0.6%	12.4%
Collin County Law Enforcement				
All Law Enforcement positions	15.6%	17.8%	2.2%	18.4%
Benchmark Law Enforcement positions	16.6%	19.2%	2.6%	21.1%
Benchmark Law Enforcement positions excluding Detention Officer	13.4%	9.0%	-4.4%	14.8%
Sheriff's Office Law Enforcement				
All SO Law Enforcement positions	16.4%	19.2%	2.8%	21.0%
Benchmark SO Law Enforcement positions	17.3%	20.5%	3.2%	24.1%
Sheriff's Office Benchmark LE positions excluding Detention Officer	13.9%	8.5%	-5.4%	20.0%
DA, Constable, Fire Marshal & Courts				
All Non-SO Law Enforcement positions	15.6%	9.0%	-6.6%	0.0%
Benchmark Non-SO Law Enforcement positions	12.3%	10.6%	-1.7%	0.0%

2018 Turnover is projected only. Projections done early in the year are only an estimate. Actual turnover can vary widely.

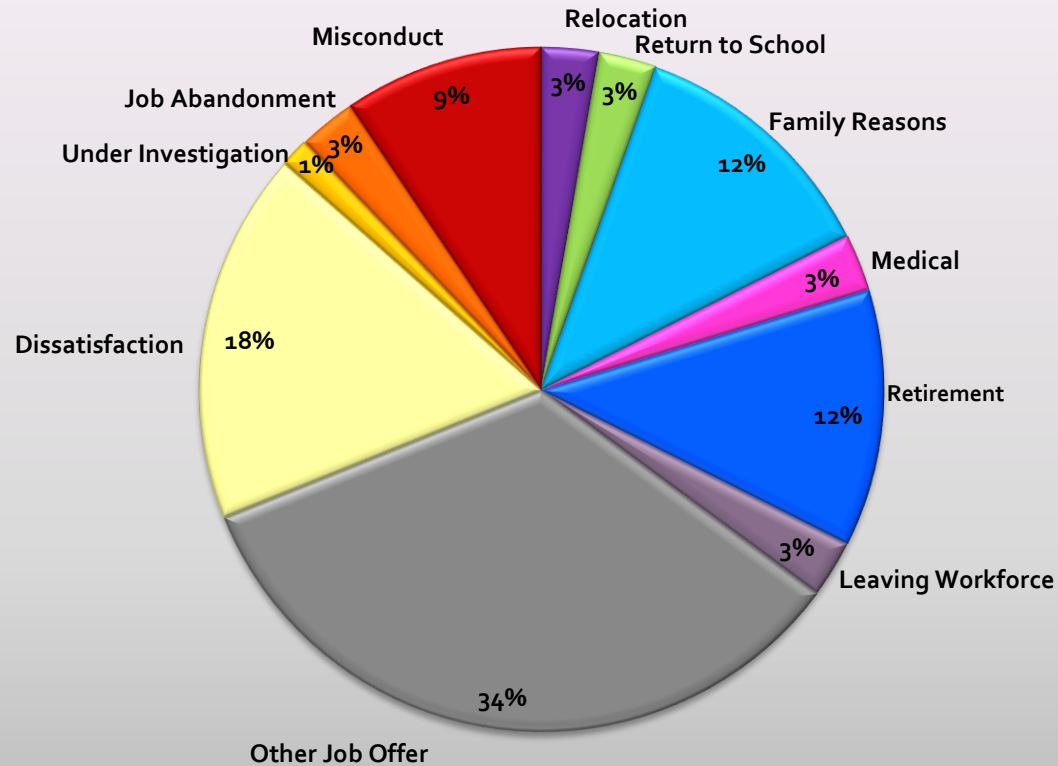
Benchmark Position Turnover

Title	2016 Turnover %	2017 Turnover %	Change from 2016	2018 Projected Turnover %
Sheriff's Office - Jail				
Detention Officer	19.6%	28.8%	9.2%	26.9%
Transfer Officer	8.1%	15.2%	7.1%	0.0%
Sheriff's Office - Operations				
Deputy Sheriff	16.0%	8.0%	-8.0%	18.6%
Criminal Investigator	0.0%	0.0%	0.0%	38.7%
Sergeant	0.0%	0.0%	0.0%	0.0%
Sheriff's Office - Support Services				
Dispatcher	19.1%	10.9%	-8.2%	21.1%

Title	2016 Turnover %	2017 Turnover %	Change from 2016	2018 Projected Turnover %
Sheriff's Office - Management				
Lieutenant	14.6%	9.9%	-4.7%	39.3%
Captain	17.4%	0.0%	-17.4%	0.0%
Commander	39.0%	0.0%	-39.0%	0.0%
Chief Deputy	80.0%	0.0%	-80.0%	171.4%
DA/Fire Marshal/Constable/Courts				
Felony Investigator	6.3%	12.6%	6.3%	0.0%
Deputy Fire Marshal	54.5%	0.0%	-54.5%	0.0%
Deputy Constable	15.4%	15.7%	0.3%	0.0%
Court Officer	10.0%	5.0%	-5.0%	0.0%

Benchmark Position Turnover

The chart below represents FY 2017 turnover reasons for the benchmark positions with a headcount greater than 25 (Detention Officer, Deputy Sheriff, and Transfer Officer).



Comparison Entity Turnover

The Texas State Auditor’s Office reported the following occupational turnover rates for 2017:

- Law Enforcement 6.3% (+0.5% from last year)
- Criminal Justice 25.9% (+4.7% from last year)
- Public Safety 14.5% (-2.0% from last year)

TDCJ overall turnover was 23.6% (+4.1% from last year)

The charts below show overall turnover for the Police Department or Sheriff’s Office used in our benchmarking (of those that were able to provide this data).

POLICE DEPARTMENT TURNOVER

Organization	FY 2017 Turnover	Change from 2016
City of Allen*	20.0%	+10.0%
City of Carrollton	13.9%	2016 unavailable
City of Dallas	25.7%	2016 unavailable
City of Frisco	12.9%	+5.5%
City of Garland	9.9%	+7.8%
City of McKinney*	6.0%	2016 unavailable
City of Murphy	11.0%	+7%
City of Plano	6.1%	-2.3%
City of Richardson	9.9%	2016 unavailable
City of Wylie	7.7%	-4.0%
Average	12.3%	+5.0%

* Does not include civilian positions

SHERIFF’S OFFICE TURNOVER

Organization	FY 2017 Turnover	Change from 2016
Collin County	19.9%	+2.9%
Dallas County	8.7%	-1.2%
Denton County	14.9%	-0.5%
El Paso County	10.3%	2016 unavailable
Fort Bend County	6.3%	-2.9%
Montgomery County	9.2%	-1.2%
Average	11.5%	-0.5%

Comparison Entity Turnover

- Comparison entity jail only average turnover decreased by 4% from last year.
 - CCSO's jail only turnover increased from last year by nearly 7%.
- Comparison entity non-jail average turnover increased by 2% from last year.
 - CCSO's non-jail turnover decreased by nearly 5%.

JAIL ONLY TURNOVER

Organization	FY 2017 Turnover
Collin County	24.6%
City of Carrollton	11.8%
City of Frisco	31.0%
City of Garland	0.6%
City of Plano	16.0%
Denton County	24.9%
El Paso County	8.8%
Fort Bend County	2.3%
Montgomery County	12.6%
Williamson County	16.3%
Jail Only Average	14.9%

NON-JAIL TURNOVER

Organization	FY 2017 Turnover
Collin County	10.5%
City of Frisco	10.6%
City of Garland	9.2%
City of Murphy	11.0%
City of Plano	5.5%
City of Wylie	8.5%
Denton County	5.8%
Fort Bend County	3.7%
Montgomery County	7.8%
Williamson County	18.5%
Non-Jail Average	9.1%

Quartile Rankings (Pay-in-Grade) for Non-Exempt Benchmark Positions

Job Title	Pay Grade	Quartile 1	Quartile 2	Quartile 3	Quartile 4	At Pay Grade Max
Detention Officer	550	45%	18%	6%	31%	23% (53 of 228)
Dispatcher	551	16%	47%	5%	32%	21% (4 of 19)
Transfer Officer	552	12%	42%	4%	19%	19% (5 of 26)
Court Officer	554	0%	10%	20%	70%	55% (11 of 20)
Deputy Constable	555	5%	32%	16%	47%	21% (4 of 19)
Deputy Sheriff	556	14%	32%	16%	38%	30% (19 of 63)
Deputy Fire Marshal	557	50%	0%	0%	50%	50% (1 of 2)
Criminal Investigator	557	0%	0%	0%	100%	90% (9 of 10)
Felony Investigator	557	6%	25%	25%	44%	19% (3 of 16)
Sergeant	558	0%	0%	14%	86%	57% (4 of 7)
Total Non-Exempt		30%	23%	9%	37%	28% (113 of 410)

- At the time of compilation, 23% of Transfer Officer incumbents were underfilled (i.e. under pay grade minimum until license earned). Quartiles therefore represent 73% of Transfer Officer incumbents.
- Unless otherwise noted, quartiles on a position adding up to <>100% are due to rounding.

Quartile Rankings (Pay-in-Grade) for Exempt Benchmark Positions

Job Title	Pay Grade	Quartile 1	Quartile 2	Quartile 3	Quartile 4	At Pay Grade Max
Lieutenant	570	5%	40%	0%	55%	40% (8 of 20)
Captain	572	0%	14%	0%	86%	71% (5 of 7)
Commander	573	0%	50%	0%	50%	50% (1 of 2)
Chief Deputy	575	0%	50%	0%	50%	50% (1 of 2)
Total Exempt		3%	35%	0%	61%	48% (15 of 31)

Unless otherwise noted, quartiles on a position adding up to <>100% is due to rounding.

Benchmark Positions

Average Years of Service

by Pay Quartile and Grade

Pay Grade	Quartile 1	Quartile 2	Quartile 3	Quartile 4
550	1	4	8	16
551	1	4	7	14
552	3	5	10	15
554	-	5	13	18
555	1	4	6	17
556	2	4	9	16
557	1	3	12	16
558	-	-	8	15
570	4	9	-	19
572	-	14	-	26
573	-	1	-	30
575	-	7	-	2

Response to Adequate Compensation Question

- 58% of law enforcement employees who terminated in 2017 responded to our Exit Interview requests.
- 65% of survey respondents either agreed or strongly agreed that compensation was adequate for their position.

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

Job Title	Terminated Employees	Completed an Exit Interview	Agree or Strongly Agree	Disagree or Strongly Disagree
Court Officer	1	0	0	0
Crim Justice Info Supervisor	1	1	0	1
Deputy Constable	3	2	1	1
Deputy Sheriff	3	2	2	0
Deputy Sheriff - Recruit	2	1	1	0
Detention Officer	65	38	24	14
Dispatcher	2	1	1	0
Felony Investigator	2	1	1	0
Jail Administrator	1	1	0	1
Jail Sergeant	1	1	1	0
Lieutenant	1	0	0	0
Research Analyst	1	0	0	0
Sergeant	1	1	1	0
Transfer Officer	4	2	1	1

*Data collected from Exit Interviews conducted for Fiscal Year 2017.

Supplemental Pay - Counties

Counties	Collin County	Bexar County	Dallas County	Denton County	El Paso County	Fort Bend County	Montgomery County	Tarrant County	Travis County	Williamson County
Longevity Pay	State Mandated OR County	State Mandated	State Mandated	State Mandated & County	State Mandated	State Mandated & County	State Mandated	State Mandated	State OR County (whichever is more)	State Mandated
Special Teams Pay	Honor Guard, DRT, TAC, Team TAC Dispatchers	ERT, SERT, SWAT, Negotiators	No	SWAT and SORT	No	No	SWAT, Motorcycle, Canine	No	No	No
Education Pay	No	Yes	Yes	Yes	No	No	No	No	No	No
TCOLE Certification Pay	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
Shift Differential	Yes (Exempt & Non-Exempt)	Yes (Exempt & Non-Exempt)	No	No	Yes	No	No	Yes (Non-Exempt only)	No	No
Training Officer Pay	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes

Supplemental Pay - Cities

Cities	Collin County	City of Allen	City of Carrollton	City of Dallas	City of Frisco	City of Garland	City of McKinney	City of Murphy	City of Plano	Town of Prosper	City of Richardson	City of Wylie
Longevity Pay	State Mandated OR County	State Mandated	State Mandated	State Mandated	State Mandated	City	City	State Mandated	State Mandated	State Mandated	State Mandated	State Mandated
Special Teams Pay	Honor Guard, DRT, TAC, Team TAC Dispatchers	No	No	Narcotics/HAZMAT	No	No	No	No	No	No	No	No
Education Pay	No	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No
TCOLE Certification Pay	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Shift Differential	Yes (Exempt & Non-Exempt)	No	No	Yes (all uniformed police ranks)	No	No	No	No	No	No	No	No
Training Officer Pay	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes

Supplemental Pay Summary

- All entities are required to provide a minimum longevity amount for sworn law enforcement.
 - All but those below follow the state mandated amount (\$4/month of service for cities, \$5/month of service for counties).
 - City of Garland and City of McKinney's minimums are aligned with state mandated amounts – opportunity for higher longevity earnings exists with additional tenure.
 - Collin County and Denton County both have grandfathered employees under a county longevity program.
- Average values of supplemental pay at entities who provide them are below (monthly rates listed):

Average Values		Collin County	City Average	County Average	Combined Average	% of entities that provide
Special Teams Pay		\$125	\$100	\$143	\$136	33%
Education Pay	Associate's	-	\$82	\$54	\$69	48%
	Bachelor's	-	\$161	\$101	\$139	
	Master's	-	\$155	\$143	\$151	
TCOLE Certification Pay	Intermediate	\$55	\$58	\$86	\$70	90%
	Advanced	\$80	\$118	\$122	\$120	
	Master	\$125	\$115	\$165	\$139	
Training Officer Pay		\$100	\$128	\$109	\$118	86%
Shift Differential Pay		\$130	-	\$120	\$120	24%

Salary Rankings - FY 2018

Pay range minimum and maximum rankings* against entities with comparable positions were as follows:

Job Title	Minimum Ranking	Maximum Ranking
Jail/Housing		
Detention Officer	5 of 17	7 of 17
Transfer Officer	4 of 6	4 of 6
Support Services		
Dispatcher	2 of 11	6 of 11
Operations		
Deputy Sheriff	8 of 20	8 of 20
Criminal Investigator	5 of 12	5 of 12
Sergeant	8 of 14	9 of 14
Management		
Lieutenant	3 of 13	4 of 13
Captain	6 of 10	6 of 10
Commander	7 of 9	8 of 9
Chief Deputy	7 of 10	5 of 10
Constable, Courts, DA, Fire Marshal		
Deputy Constable	2 of 11	4 of 11
Court Officer	4 of 10	5 of 10
Felony Investigator	2 of 6	3 of 6
Deputy Fire Marshal	3 of 9	3 of 9

Ranking is from highest to lowest salary. A ranking of "1" denotes highest compensation paid.

Law Enforcement

Pay Range Movement/PFP Increase History

Exempt	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	5 year total	5 year average
Range Movement	3%	1%	4%	1%	4%	12.5%	2.5%
PFP Increase (avg)	3%	3%	3%	3%	3%	15.0%	3.0%

Non-Exempt	FY 2014	FY 2015	FY 2016	FY 2017	FY 2018	5 year total	5 year average
Range Movement	3%	0%	4%	3%	4%	13.5%	2.7%
PFP Increase (avg)	3%	3%	3%	3%	3%	15.0%	3.0%

Fiscal years are rounded to nearest whole number. Total and average represent the actual numbers to one decimal point.

Salary Adjustments

- January 2018 – Midpoint Ratio Adjustments and Wage Movement Adjustments were applied to employee salaries.
 - Wage Movement Adjustment - evaluated on a pay scale; helps prevent compression issues and keeps employee wages competitive with job market.
 - Midpoint Ratio Adjustment – evaluated on a county-wide level; helps address historical issues (such as lack of wage movement adjustments), and helps fix differences between projected and actual market wage movement.
- Actual amounts applied varied by pay scale and performance score.
- Sheriff's Office Law Enforcement received approximately \$1.6M in adjustments, representing about 30% of the total budgeted adjustments.
- Projections for the upcoming year will be provided in a separate presentation.




Details by Position



Sheriff's Office Jail/Housing Positions

Jail/Housing Benchmark Matches

Collin County	Detention Officer	Transfer Officer
City of Allen	Detention Officer	no match
City of Carrollton	Detention Officer	no match
City of Dallas	Detention Officer	no match
City of Frisco	Detention Officer	no match
City of Garland	Detention Officer	no match
City of McKinney	no match	no match
City of Murphy	no match	no match
City of Plano	Detention Officer	no match
Town of Prosper	no match	no match
City of Richardson	Detention Officer	no match
City of Wylie	no match	no match
Bexar County	Deputy Sheriff - Detention	Detention Officer - Court Security
Dallas County	Detention Services Officer	no match
Denton County	Detention Officer I	Deputy Sheriff
El Paso County	Detention Officer	no match
Fort Bend County	Detention Officer - Civilian	Detention Deputy
Montgomery County	Detention Officer - Civilian	Deputy Patrol
Tarrant County	Officer, Detention	no match
Travis County	Corrections Officer/CO Sr	no match
Williamson County	Correctional Officer: Jailer	Correctional Officer: Jailer

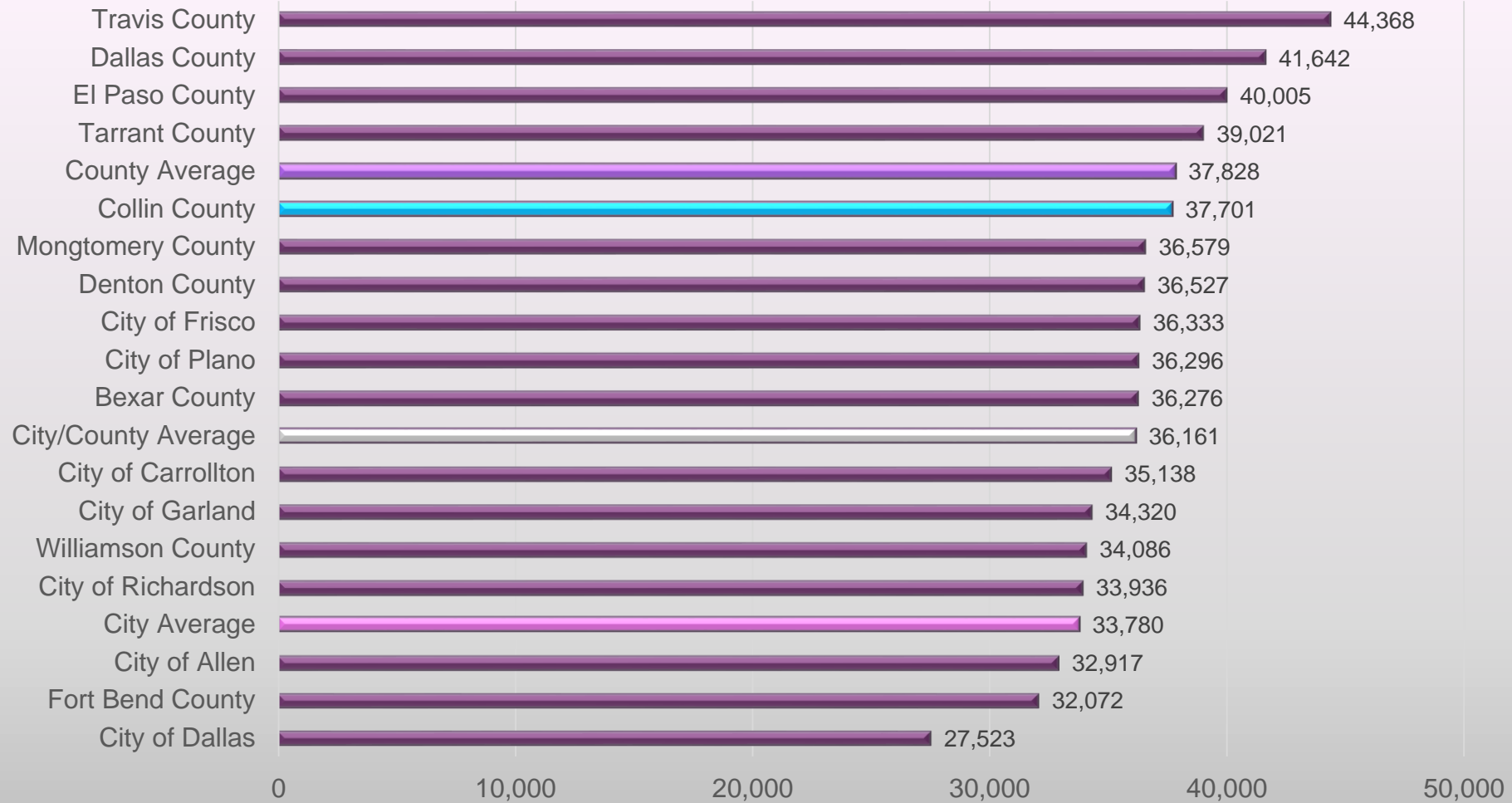


Detention Officer
Grade 550

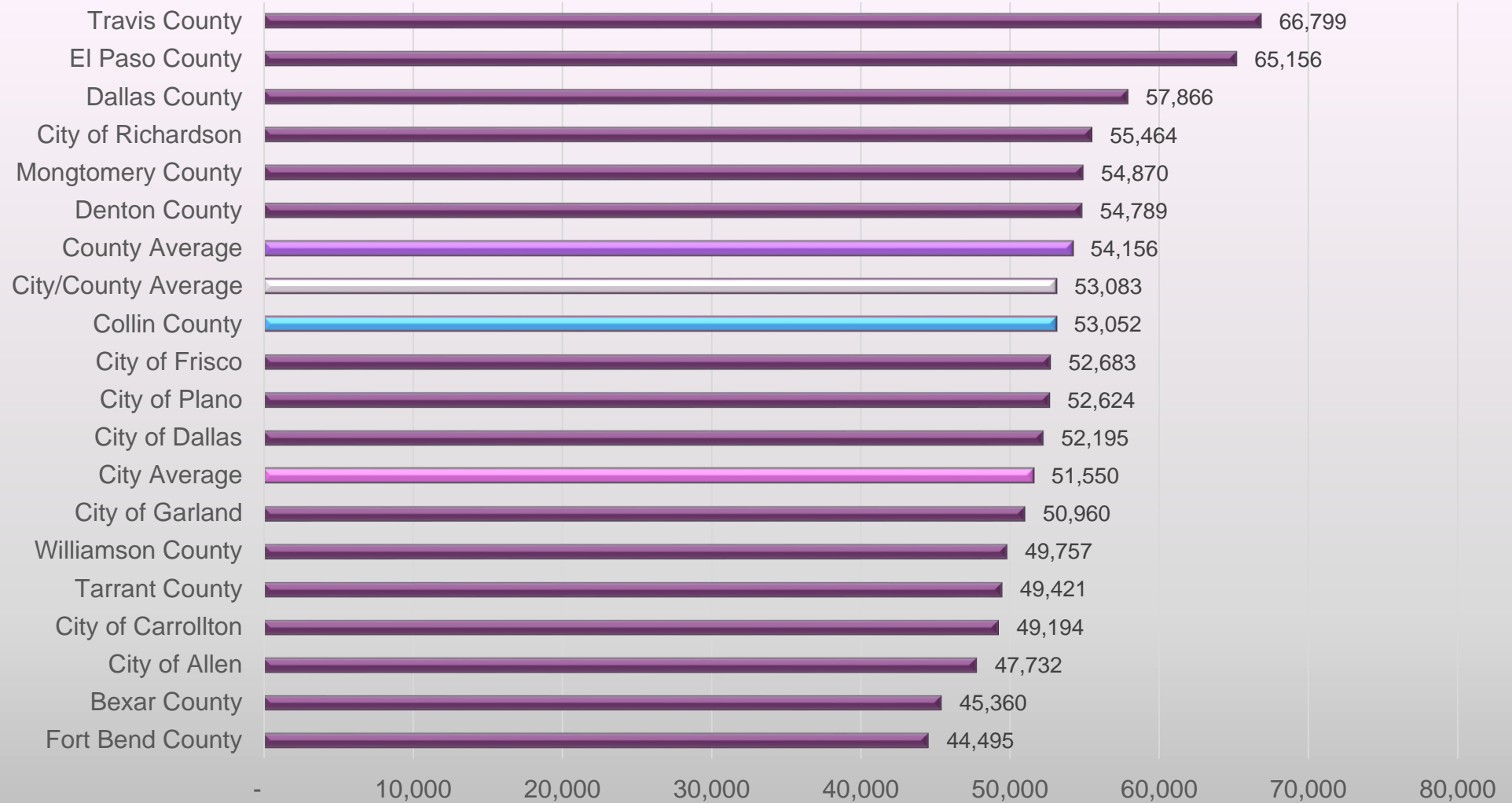
Detention Officer


- 242 Detention Officer positions.
 - 228 incumbents.
- The average length of service is six (6) years.
- The pay range for this position is \$37,701 to \$53,052.
- 71 (31%) are in the top quartile of the pay range.
 - 53 Detention Officers are currently at the pay grade maximum.
- Collin County ranks 5th out of 17 for minimum salary. We are 4% over city/county average minimum.
- Collin County ranks 7th out of 17 for maximum pay. We are approximately equal to city/county average maximum.

Detention Officer Minimums FY 2018



Detention Officer Maximums FY 2018



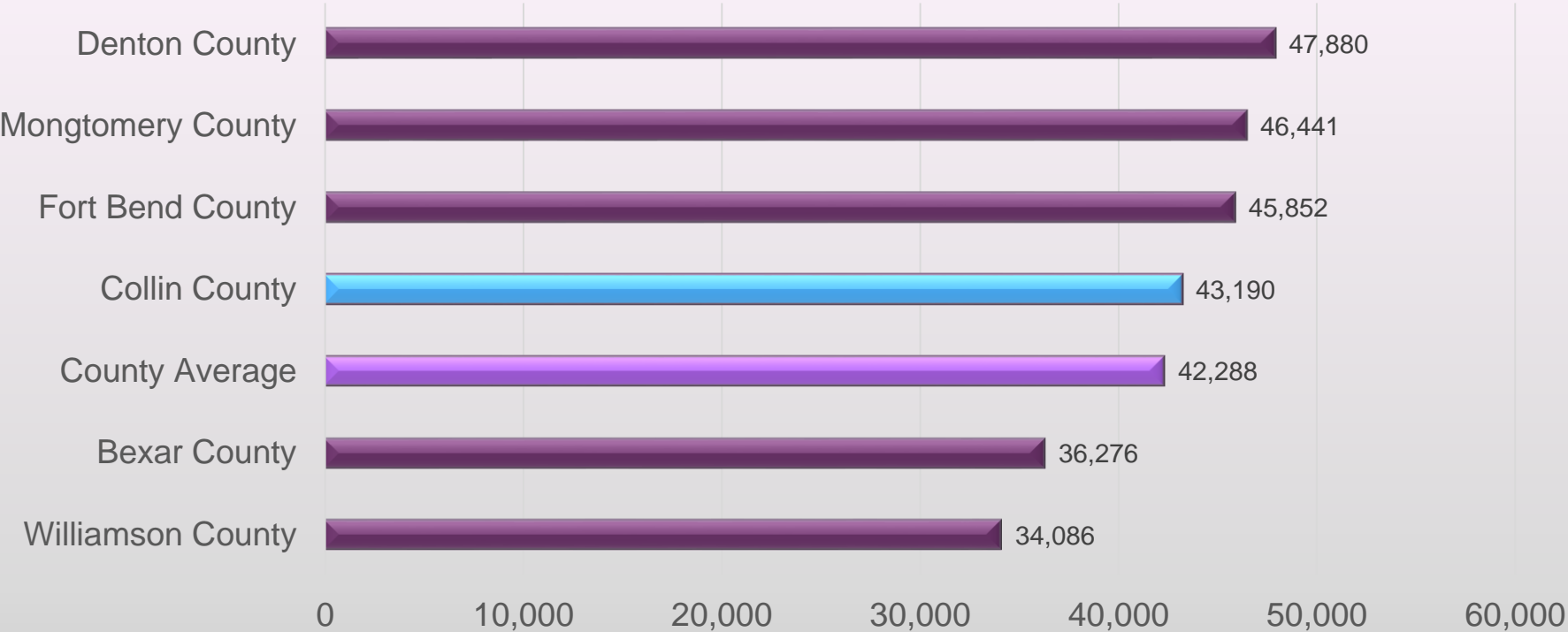


Transfer Officer
Grade 552

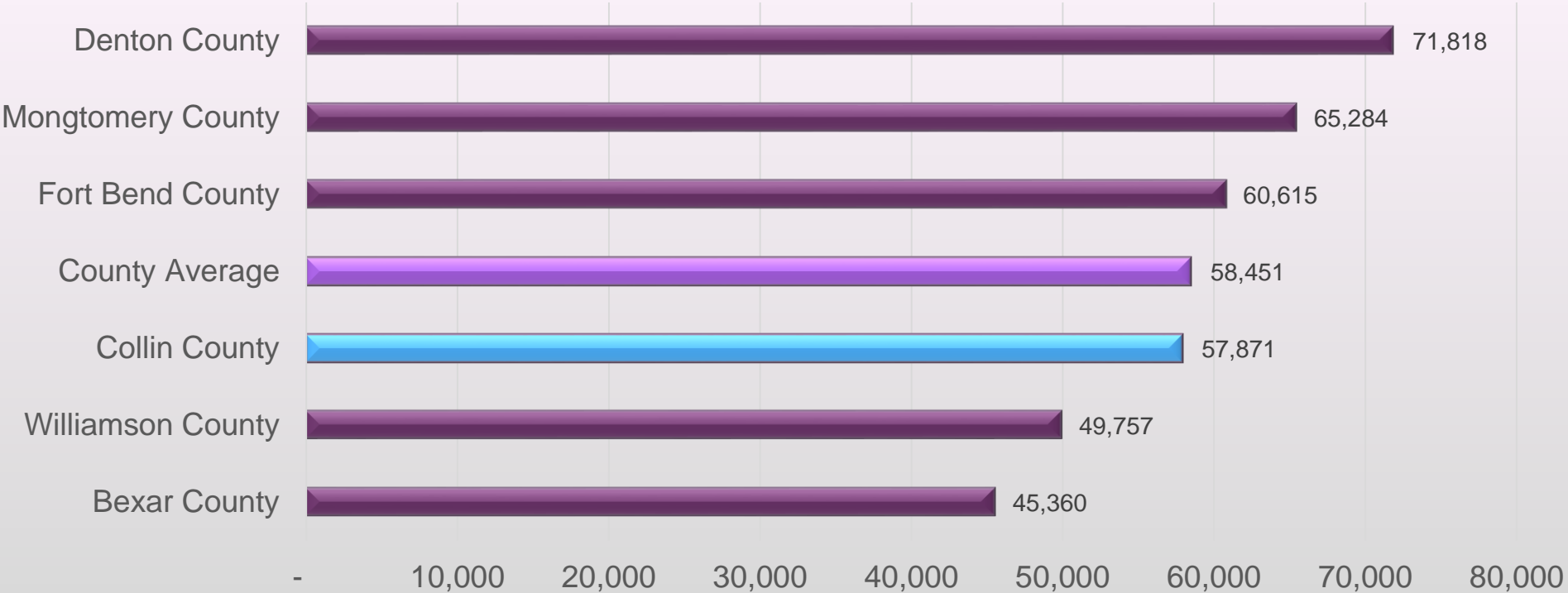
Transfer Officer

- 28 Transfer Officer positions.
- The average length of service is just over seven (7) years.
- The pay range for this position is \$43,190 to \$57,871.
- 5 (19%) are in the top quartile of the pay range.
 - 5 Transfer Officers are currently at the pay grade maximum.
- Collin County's ranks 4th out of six (6) for both minimum and maximum pay.
 - We are 2% above county minimum average and 1% below county maximum average (all matches from counties).
- Montgomery and Denton (the two highest paid comparables) use peace officer positions; Bexar, Fort Bend and Williamson use detention positions.

Transfer Officer Minimums FY 2018



Transfer Officer Maximums FY 2018





Sheriff's Office Support Services

Sheriff's Office Position Matches

Support Services

Collin County	Dispatcher
City of Allen	Police, Fire, EMS Dispatcher
City of Carrollton	no match
City of Dallas	no match
City of Frisco	no match
City of Garland	911 Call Taker
City of McKinney	Communications Specialist I
City of Murphy	no match
City of Plano	no match
Town of Prosper	Dispatcher
City of Richardson	no match
City of Wylie	Dispatcher
Bexar County	Public Safety Dispatcher I
Dallas County	Communications Technician
Denton County	Communications Officer
El Paso County	no match
Fort Bend County	no match
Montgomery County	Telecommunicator
Tarrant County	no match
Travis County	no match
Williamson County	Dispatcher I

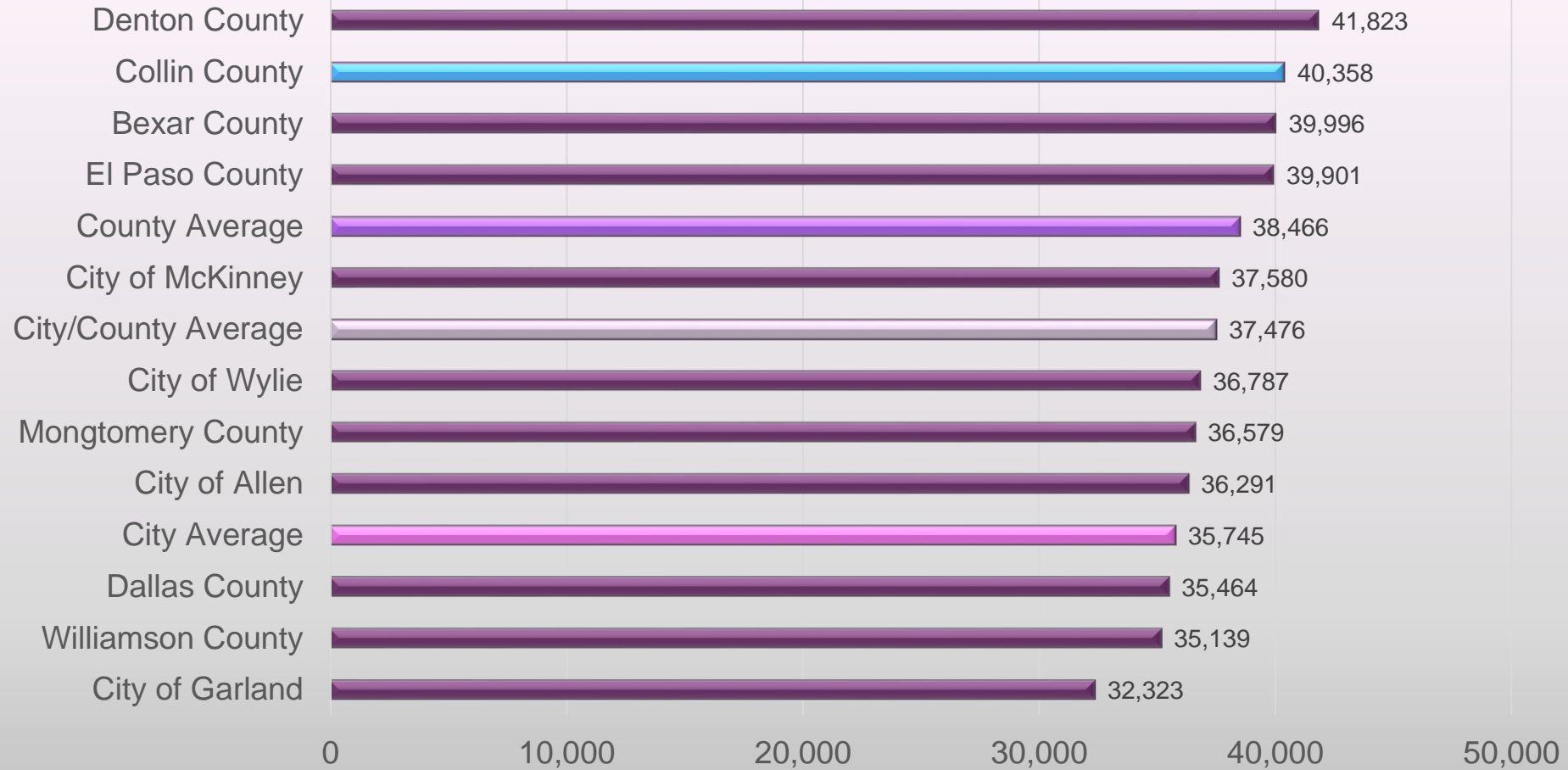


Dispatcher
Grade 551

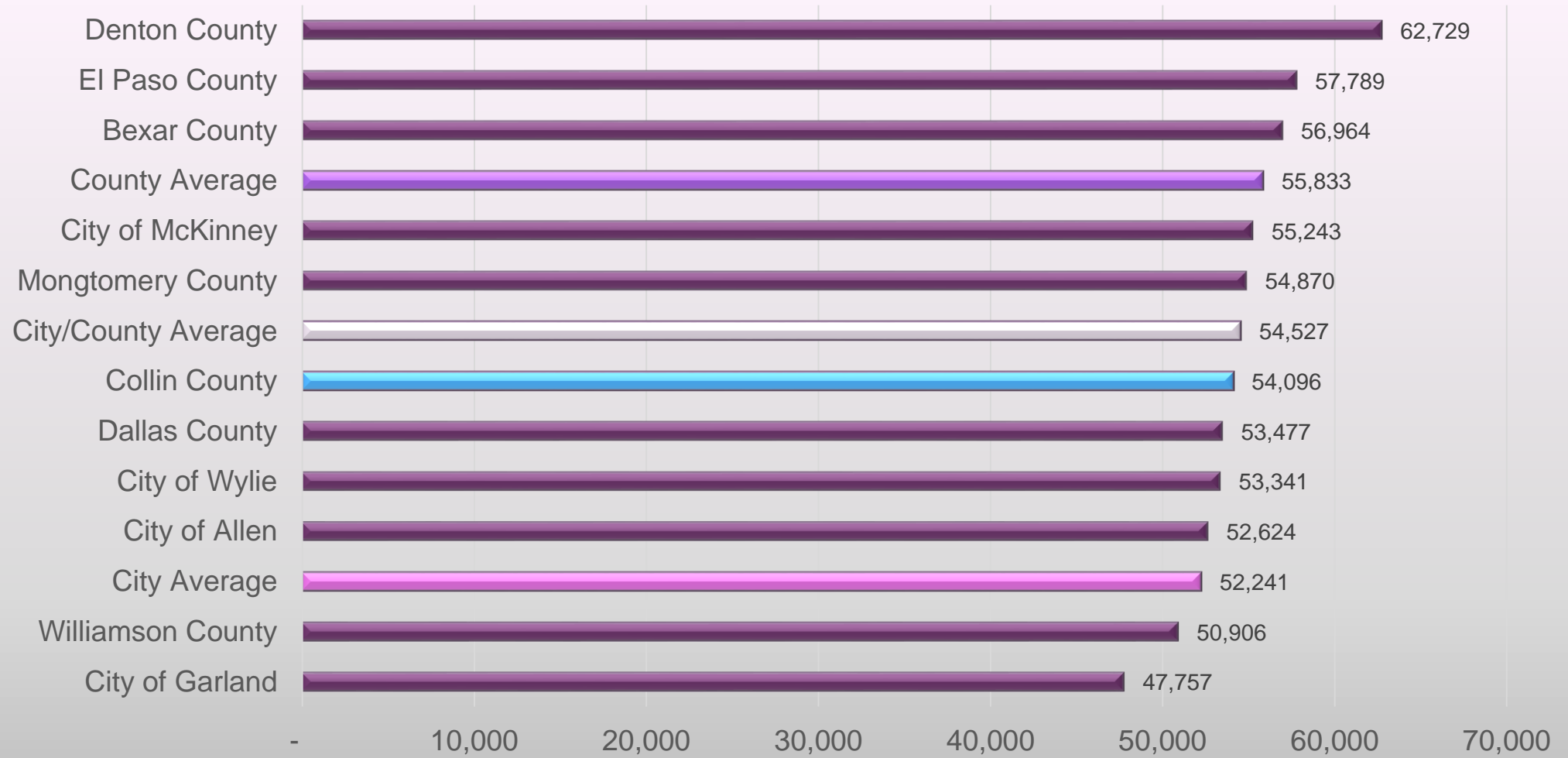
Dispatcher

- 23 Dispatcher positions.
- The average length of service is just under 7 years.
- The pay range for this position is \$40,358 to \$54,096.
- Six (6) incumbents (32%) are in the top quartile of the pay range.
 - Four (4) are at range maximum.
- Collin County ranked 2nd out of 11 for minimum salary. We are 8% over the city/county average minimum.
- Collin County ranked 6th out of 11 for maximum salary. We are less than 1% under the city/county average maximum.

Dispatcher Minimums FY 2018



Dispatcher Maximums FY 2018






Sheriff's Office Operations Positions

Sheriff's Office Position Matches

Operations

Collin County	Deputy Sheriff	Criminal Investigator	Sergeant
City of Allen	Police Officer II	no match	no match
City of Carrollton	Police Officer	no match	no match
City of Dallas	Police Officer	Police Senior Corporal	Police Sergeant
City of Frisco	Police Officer	no match	no match
City of Garland	Police Officer	no match	no match
City of McKinney	Police Officer	no match	Sergeant - Patrol
City of Murphy	Police Officer	Detective	Police Sergeant
City of Plano	no match	no match	no match
Town of Prosper	Police Officer	Police Detective	no match
City of Richardson	Police Officer	Police Officer	Sergeant
City of Wylie	Police Officer	no match	Sergeant
Bexar County	Deputy Sheriff - Law Enforcement	Deputy Sheriff - LE Investigator	Law Enforcement Sergeant
Dallas County	Deputy I	no match	Deputy III - Sergeant
Denton County	Deputy Sheriff	Investigator	Sergeant
El Paso County	Deputy Sheriff	Detective - Deputy Sheriff	no match
Fort Bend County	Deputy Sheriff	Investigator	Sergeant
Montgomery County	Deputy - Patrol	Investigator, Crime Scene	Sergeant - Patrol
Tarrant County	Sheriff, Deputy - Operations	no match	Sergeant - Operations
Travis County	Law Enforcement Deputy/Sr Deputy	Law Enforcement Detective	Law Enforcement Sergeant
Williamson County	Deputy Sheriff	Detective	Sergeant

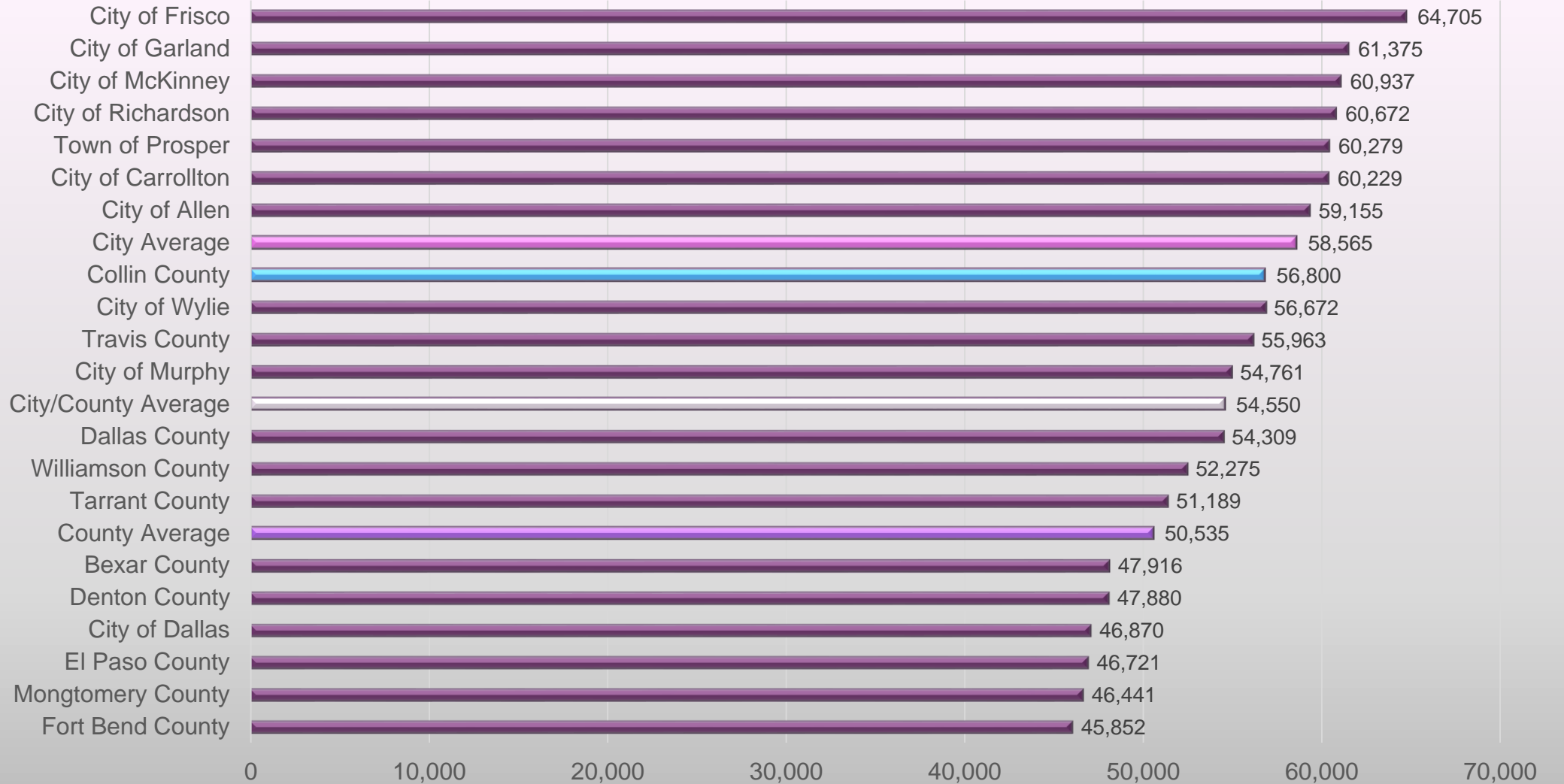


Deputy Sheriff
Grade 556

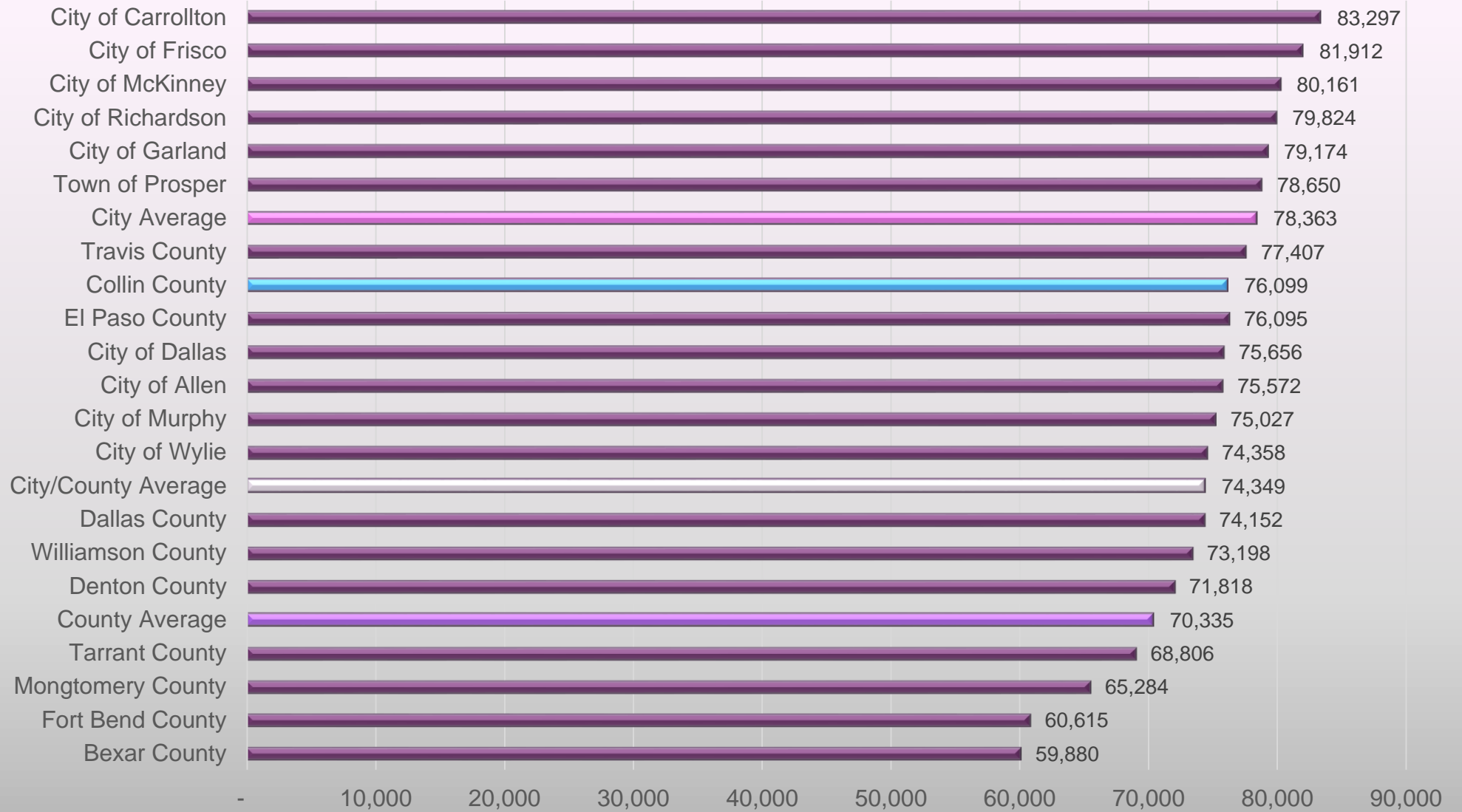
Deputy Sheriff


- 79 licensed Deputy Sheriff positions.
 - 63 licensed incumbents.
- The average length of service is nine (9) years.
- The pay range for this position is \$56,800 to \$76,099.
- 19 incumbents (30%) are at pay range maximum.
- Collin County ranked 8th out of 20 for minimum salary. We are 4% above the city/county minimum average.
- Collin County ranked 8th out of 20 for maximum salary. We are 2% above the city/county maximum average.
- Deputy Sheriff Recruit - positions are budgeted within the 79 Deputy Sheriff positions.
 - The positions remain in grade 556 as Deputy Sheriff unless an unlicensed candidate is hired.
 - Currently five (5) Deputy Sheriff – Recruit incumbents.
 - In these cases, a position is temporarily reclassified down to grade 555 as Deputy Sheriff – Recruit until the candidate earns their license.
 - It is typical for an organization to bring unlicensed law enforcement candidates in at a lower pay grade than their licensed counterparts.

Deputy Sheriff Minimums FY 2018



Deputy Sheriff Maximums FY 2018





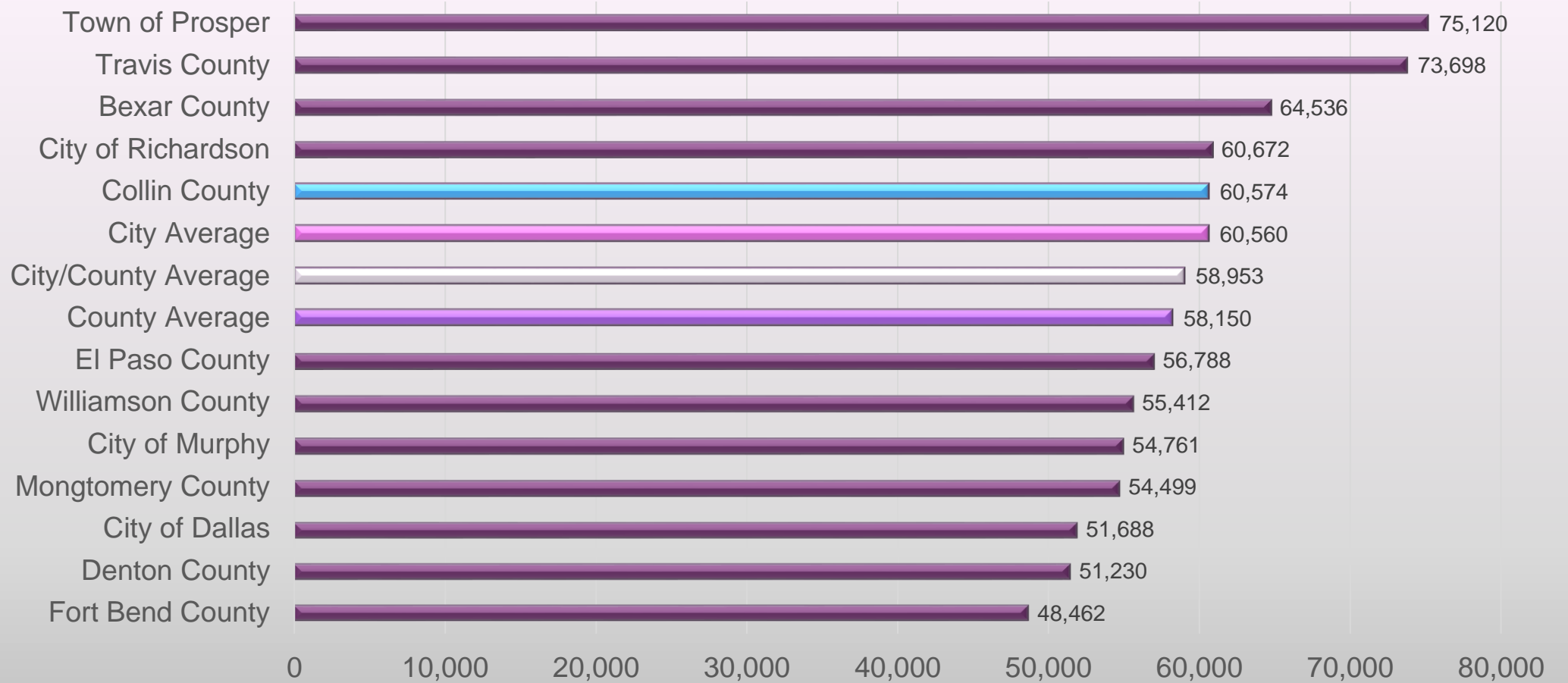
Criminal Investigator

Grade 557

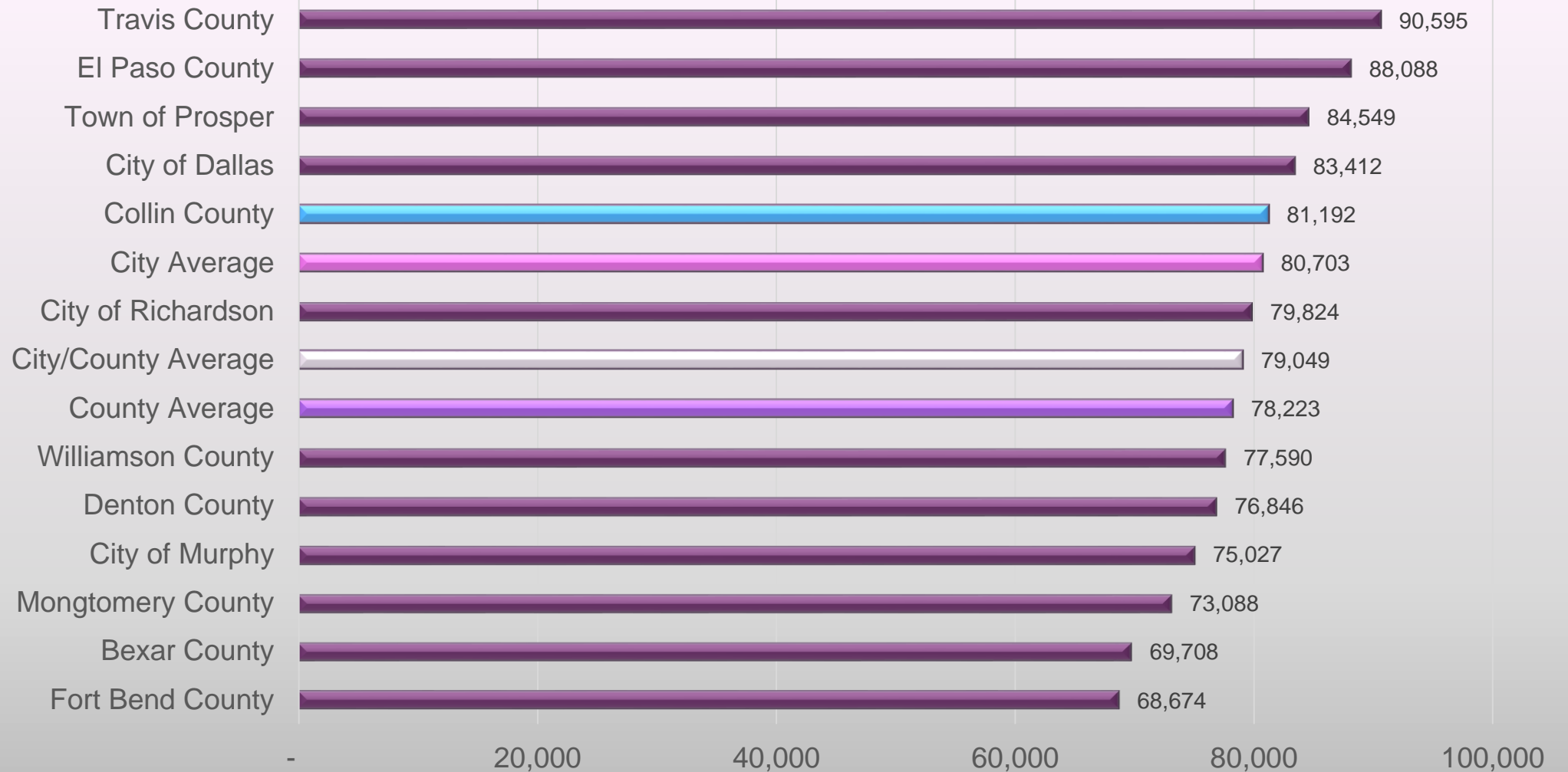
Criminal Investigator

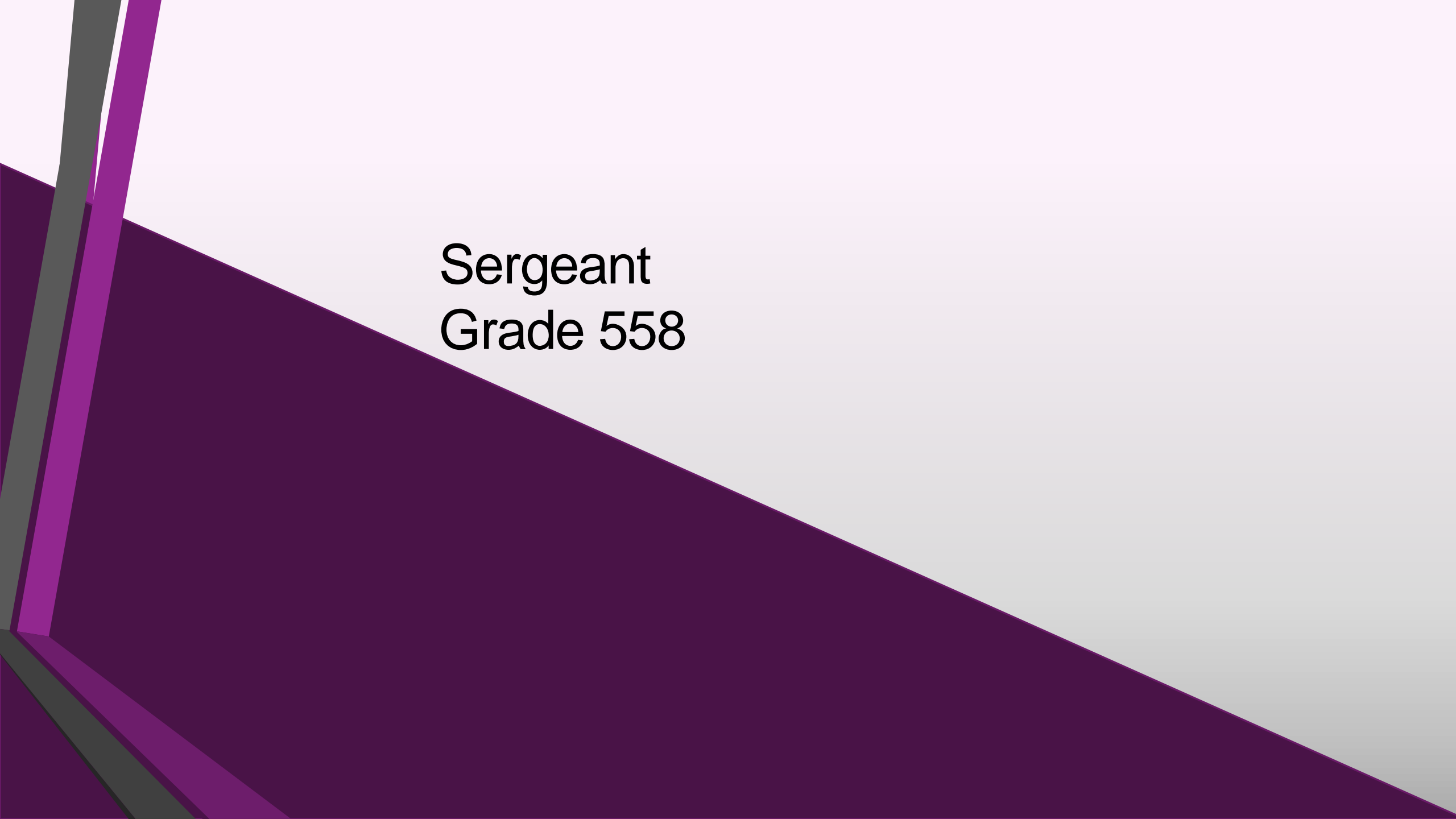
- 11 Criminal Investigator positions.
 - The number of Criminal Investigators is being reduced through attrition.
 - When a Criminal Investigator leaves, the position is reclassified to Deputy Sheriff.
- The average length of service is 18 years.
- The pay range for this position is \$60,574 to \$81,192.
- Ten (10) incumbents (100%) are in the top quartile of the pay range.
 - Nine (9) of these incumbents are also at pay range maximum.
- Collin County ranked 5th out of 12 for both minimum and maximum salary.
 - We are 3% above city/county minimum and maximum average.

Criminal Investigator Minimums FY 2018



Criminal Investigator Maximums FY 2018



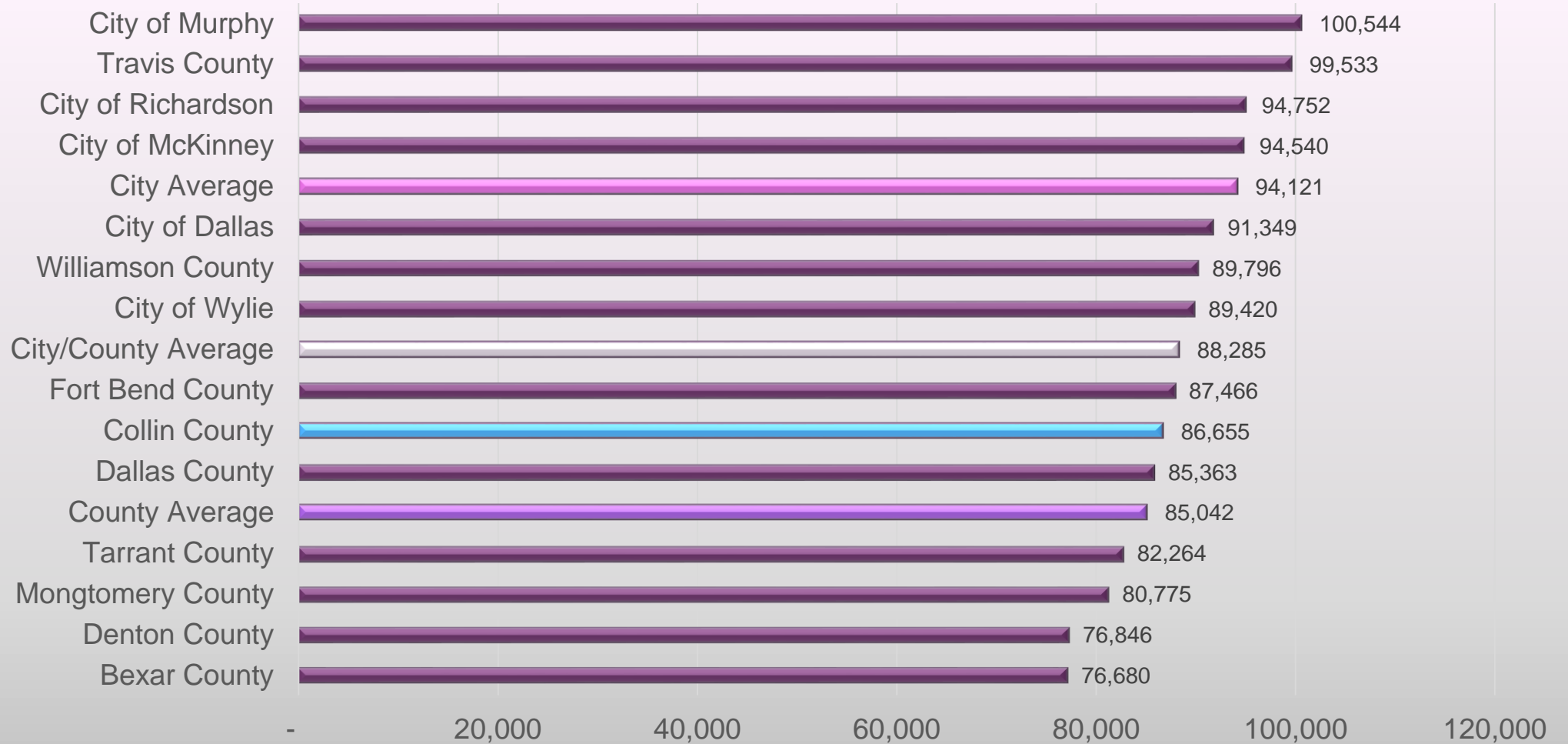


Sergeant
Grade 558

Sergeant

- Seven (7) Sergeant positions.
- The average length of service is 14 years.
- The pay range for this position is \$64,648 to \$86,655.
- Six (6) incumbents (86%) are in the 4th quartile.
 - Four (4) of these are at pay grade maximum.
- Collin County ranks 9th out of 14 for maximum pay. We are 2% below the city/county average for maximum.
 - Sergeants are typically promoted from within, so minimum pay is generally not applicable.

Sergeant Maximums FY 2018



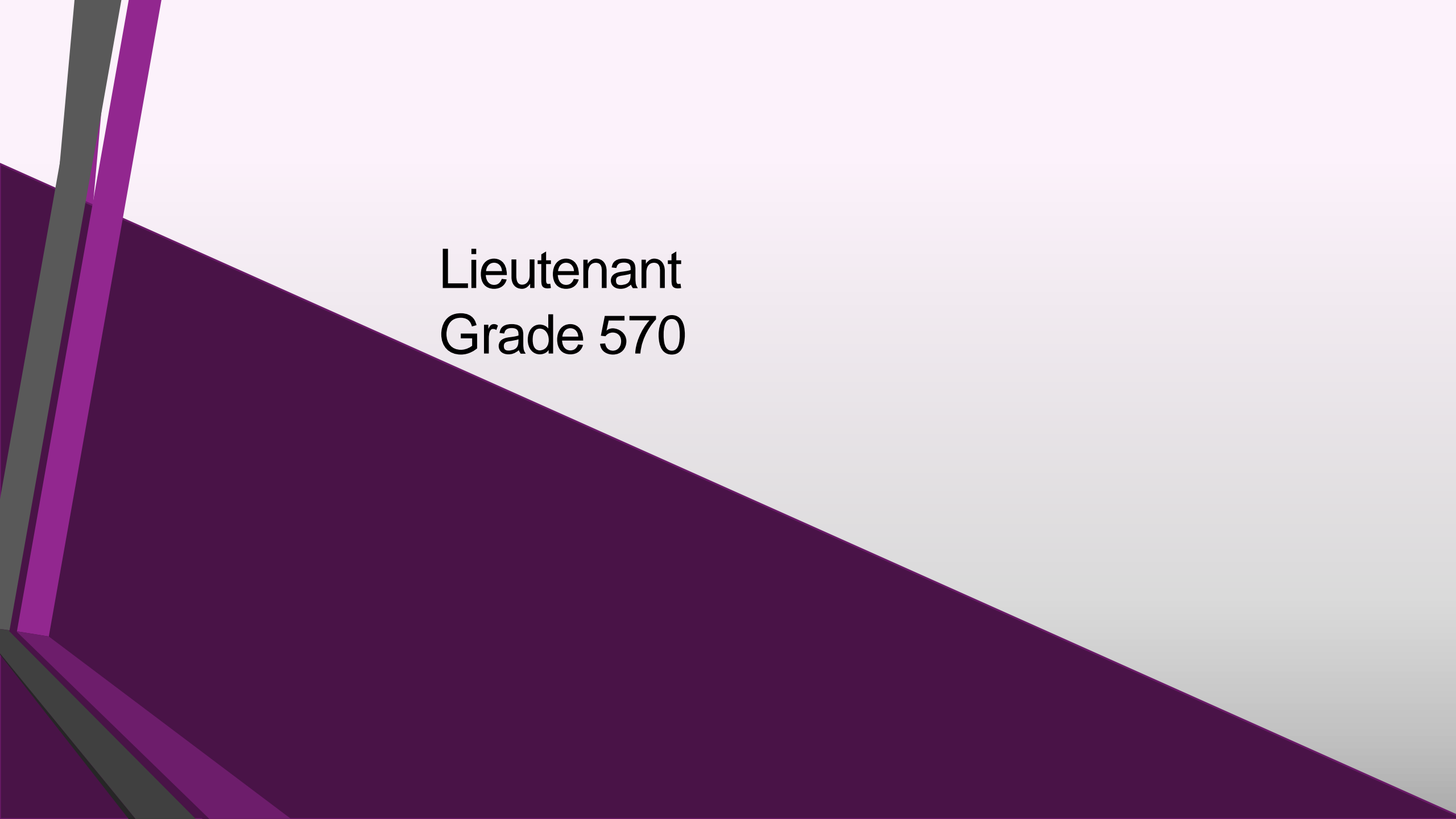


Sheriff's Office Management

Sheriff's Office Position Matches

Management

Collin County	Lieutenant (combined matches)	Captain	Commander	Chief Deputy
City of Allen	no match	no match	no match	Deputy Chief
City of Carrollton	Detention Shift Supervisor	Police Sergeant	Police Commander	Assistant Police Chief
City of Dallas	Police Sgt / Police Lieutenant	Police Major	Deputy Chief	no match
City of Frisco	no match	no match	Deputy Police Chief	no match
City of Garland	Detention Supervisor	no match	no match	no match
City of McKinney	no match	no match	no match	Assistant Chief
City of Murphy	no match	no match	Police Lieutenant	no match
City of Plano	no match	no match	no match	Assistant Police Chief
Town of Prosper	no match	no match	no match	no match
City of Richardson	no match	Lieutenant	Captain	no match
City of Wylie	no match	no match	no match	no match
Bexar County	Detention Sgt / Law Enforcmnt Lt.	Detention Captain	no match	no match
Dallas County	Lieutenant	Deputy V - Captain	Asst. Chief Sheriff	no match
Denton County	Detention Sgt / Lieutenant	Captain	no match	Assistant Chief Deputy
El Paso County	Detention Sgt	Detention Lieutenant	no match	no match
Fort Bend County	Sgt - Jail / Lieutenant	no match	Major	Chief Deputy
Montgomery County	Sgt - Detention / Lieutenant - Patrol	no match	no match	Chief Deputy
Tarrant County	Sgt - Confinement / Lieutenant	no match	no match	Assistant Chief Deputy
Travis County	Corrections Sgt	Corrections Captain	Major	no match
Williamson County	Sgt / Lieutenant	Captain - Jail Ops/Support	no match	Assistant Chief Deputy

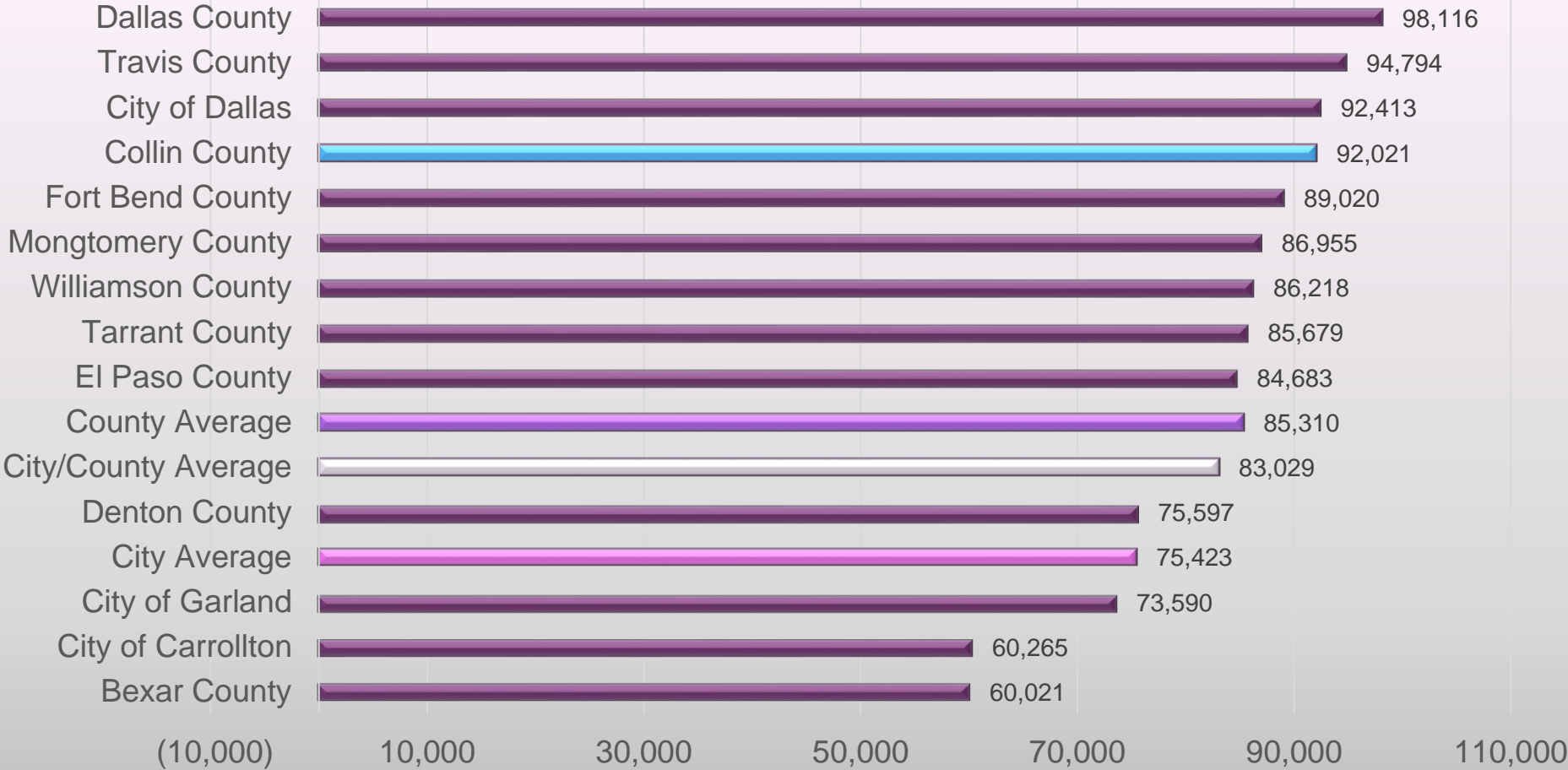


Lieutenant
Grade 570


Lieutenant

- 21 Lieutenant positions assigned to a variety of areas within the Sheriff's Office
 - Jail, Patrol, Investigations, Support Services, Courthouse, Community Services, Fusion, and Training.
 - We do not differentiate Lieutenant pay based on area of assignment.
- The average length of service for Lieutenant is 14 years.
- The pay range for this position is \$68,651 to \$92,021.
- Eleven (11) incumbents (55%) are in the top quartile of the pay range.
 - Eight (8) of these are at pay range maximum.
- Collin County ranks 4th out of 13 for maximum pay. We are 11% above city/county maximum pay average.
 - Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

Lieutenant Maximums FY 2018



*Jail only match
**Patrol only match

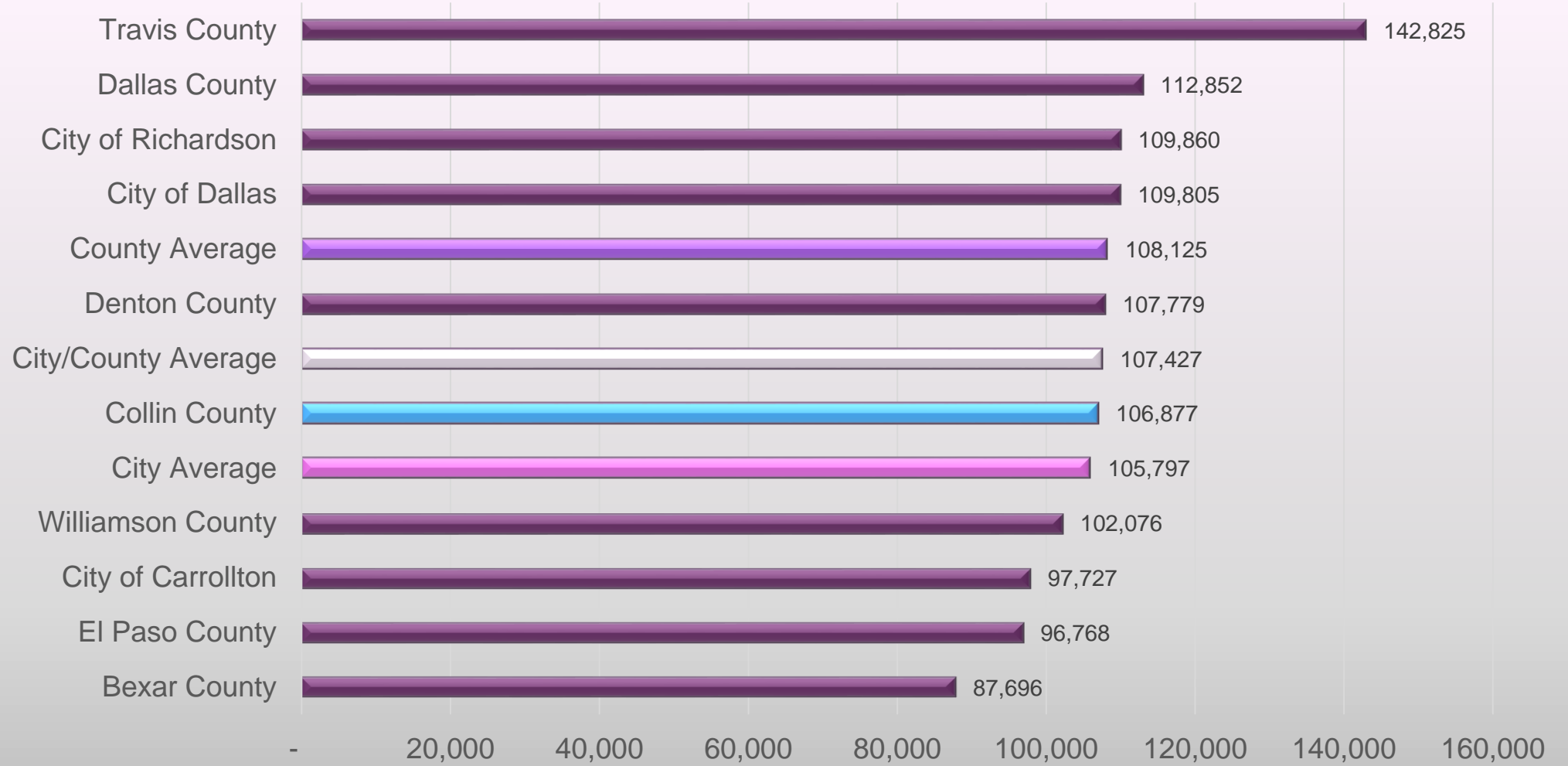


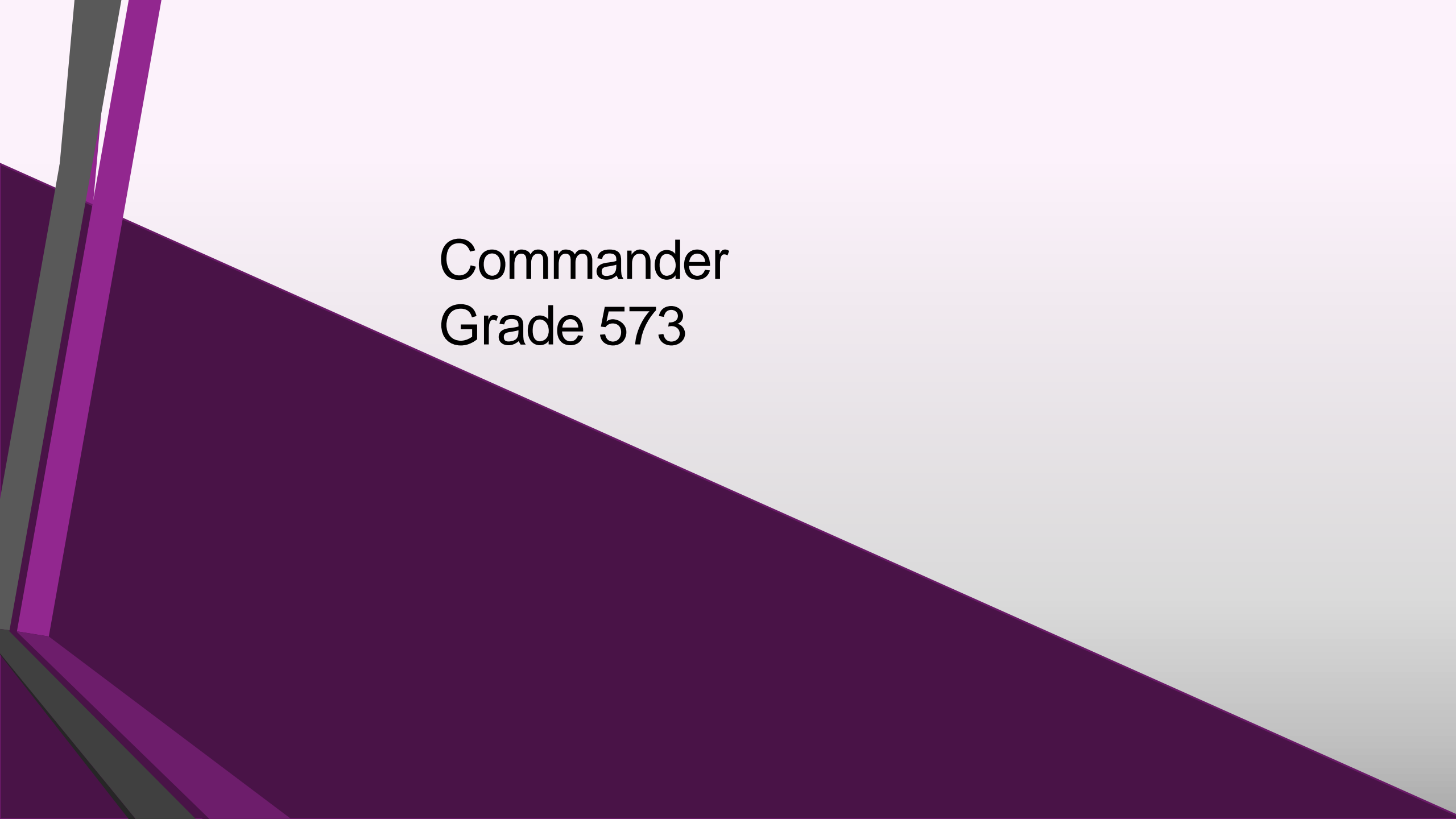
Captain
Grade 572

Captain

- Seven (7) Captain positions.
 - Five (5) are assigned to Jail/Housing.
 - One (1) is assigned to Support Services.
 - One (1) is assigned to Operations.
- The average length of service is 24 years.
- The pay range for this position is \$79,743 to \$106,877.
- Six (6) incumbents (86%) are in the top quartile of the pay range.
 - Five (5) of these are at pay range maximum.
- Collin County ranks 6th out of 10 for the pay grade maximum. We are less than 1% below city/county average.
 - Comparison set includes Travis County, which has a significantly higher maximum than the rest of the comparison set.
 - Removing the outliers of Travis and Bexar, we rank 5th out of 8 for pay range maximum and are 1% over market average for maximum pay.
- Captains are typically promoted from within, so minimum pay is generally not applicable.

Captain Maximums FY 2018



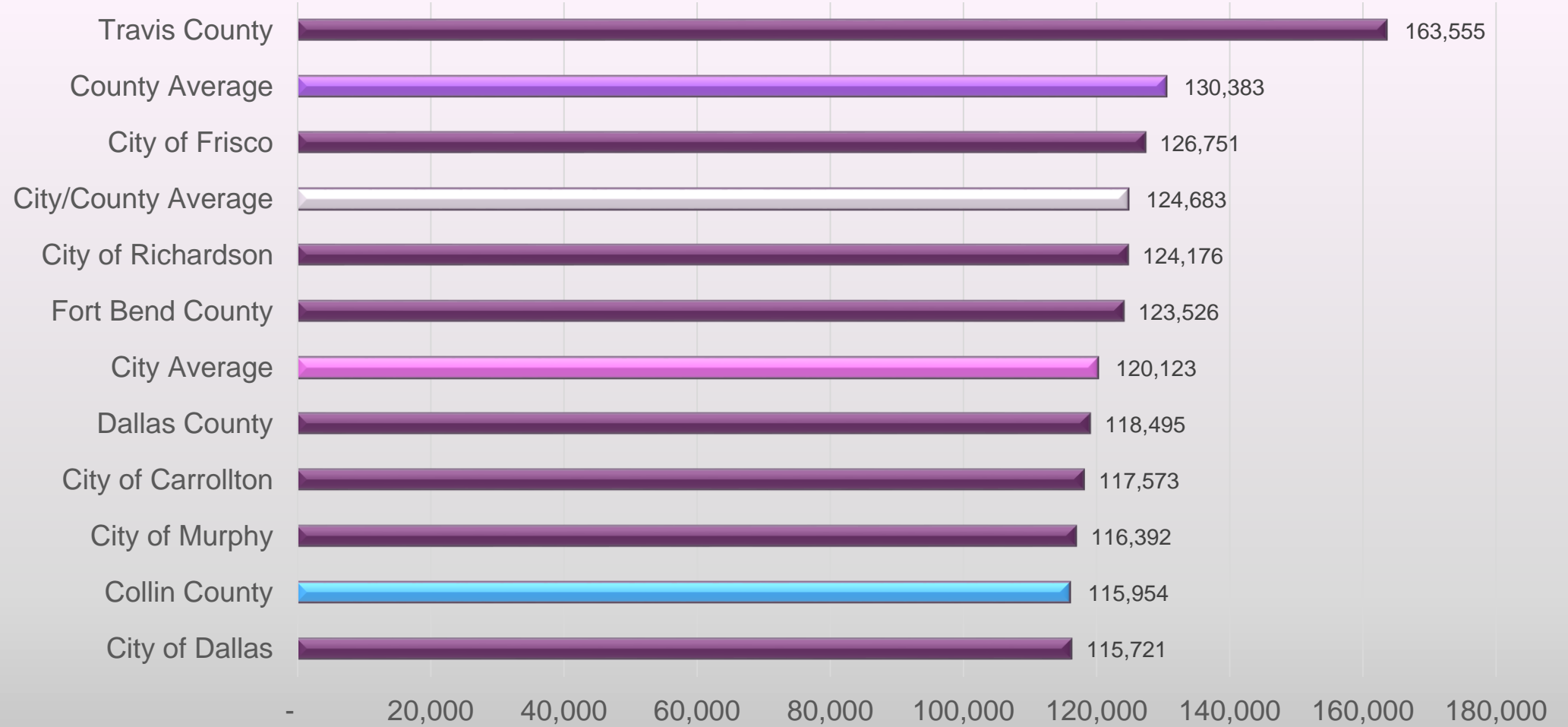


Commander
Grade 573

Commander

- The two Commander (recently retitled from Major) positions are each assigned to oversee one of the following divisions:
 - Support Services
 - Operations
- The average length of service is 16 years.
- The pay range for this position is \$86,509 to \$115,954.
- One incumbent is at pay range maximum; the other is in the 2nd quartile.
- Collin County ranks 8th out of nine (9) for maximum pay. We are 7% below city/county average.
 - Travis County's maximum is significantly higher than the rest of the comparison set.
 - With the exception of Travis County, the grouping for maximum pay is very close, with only a 10% spread from lowest to highest.
 - Including Travis County, Collin County's pay range maximum is approximately 8% below city/county average; excluding Travis County, it is 3% below city/county average.
- Commanders are typically promoted from within, so minimum pay is generally not applicable.

Commander Maximums FY 2018



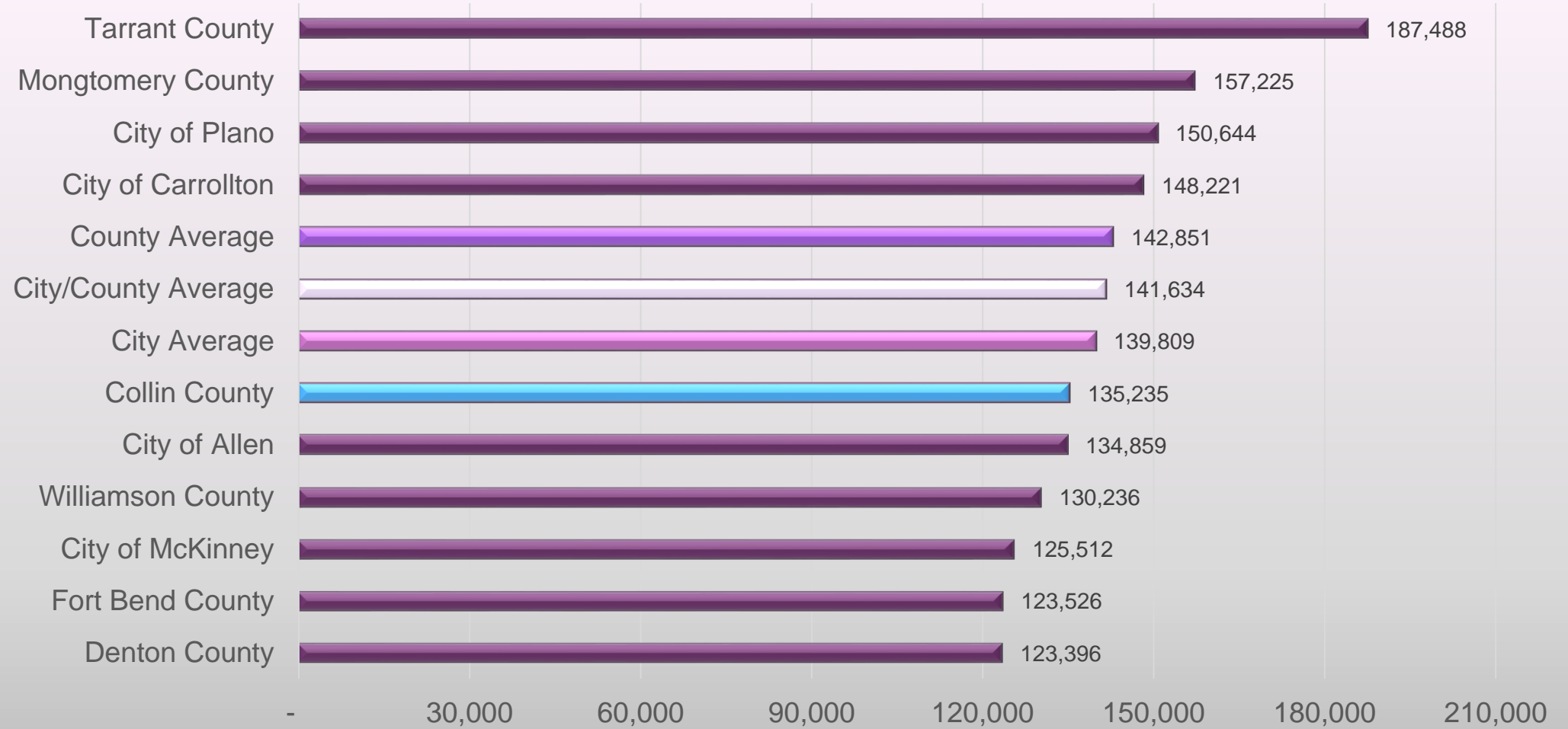


Chief Deputy
Grade 575

Chief Deputy

- Two (2) Chief Deputy positions.
- The average length of service is four (4) years (from last start date).
 - Average including prior service is 20 years.
- The pay range for this position is \$100,923 to \$135,235.
- Collin County ranks 5th out of 10 for maximum pay. We are 5% below city/county average.
 - Chief Deputies are typically promoted from within, so minimum pay is generally not applicable.
- Comparison set includes entities with multiple positions in this level/title match.

Chief Deputy Maximums FY 2018






Benchmarked Positions

Constable, Courts, DA, Fire Marshal

Benchmark Positions

Constable, Courts, DA, Fire Marshal

Collin County	Deputy Constable	Court Officer	Felony Investigator	Deputy Fire Marshal
City of Allen	no match	no match	no match	no match
City of Carrollton	Deputy Marshal	Bailiff	no match	no match
City of Dallas	no match	Bailiff	no match	no match
City of Frisco	no match	no match	no match	Fire Inspector
City of Garland	no match	no match	no match	no match
City of McKinney	no match	no match	no match	no match
City of Murphy	no match	no match	no match	no match
City of Plano	no match	no match	no match	no match
Town of Prosper	no match	no match	no match	no match
City of Richardson	no match	no match	no match	no match
City of Wylie	no match	no match	no match	Fire Prevention Inspector / Investigator
Bexar County	Deputy Constable I	no match	Investigator - DA	Deputy Fire Marshal
Dallas County	Deputy Constable I	Deputy I - Bailiff	Investigator II (Senior)	Deputy Fire Inspector
Denton County	Deputy Constable	Deputy Sheriff (Bailiff)	Investigator	Deputy Fire Marshal
El Paso County	Deputy Constable	no match	no match	no match
Fort Bend County	Deputy Constable	Detention Deputy	Investigator	Investigator/Inspector
Montgomery County	Deputy Constable	Deputy Bailiff	Investigator II	Investigator - Arson
Tarrant	Constable, Deputy	Bailiff II - Judges/Courts	no match	Deputy Fire Marshal
Travis County	Deputy Constable	no match	no match	no match
Williamson County	Deputy Constable	Deputy Sheriff, Bailiff	no match	no match

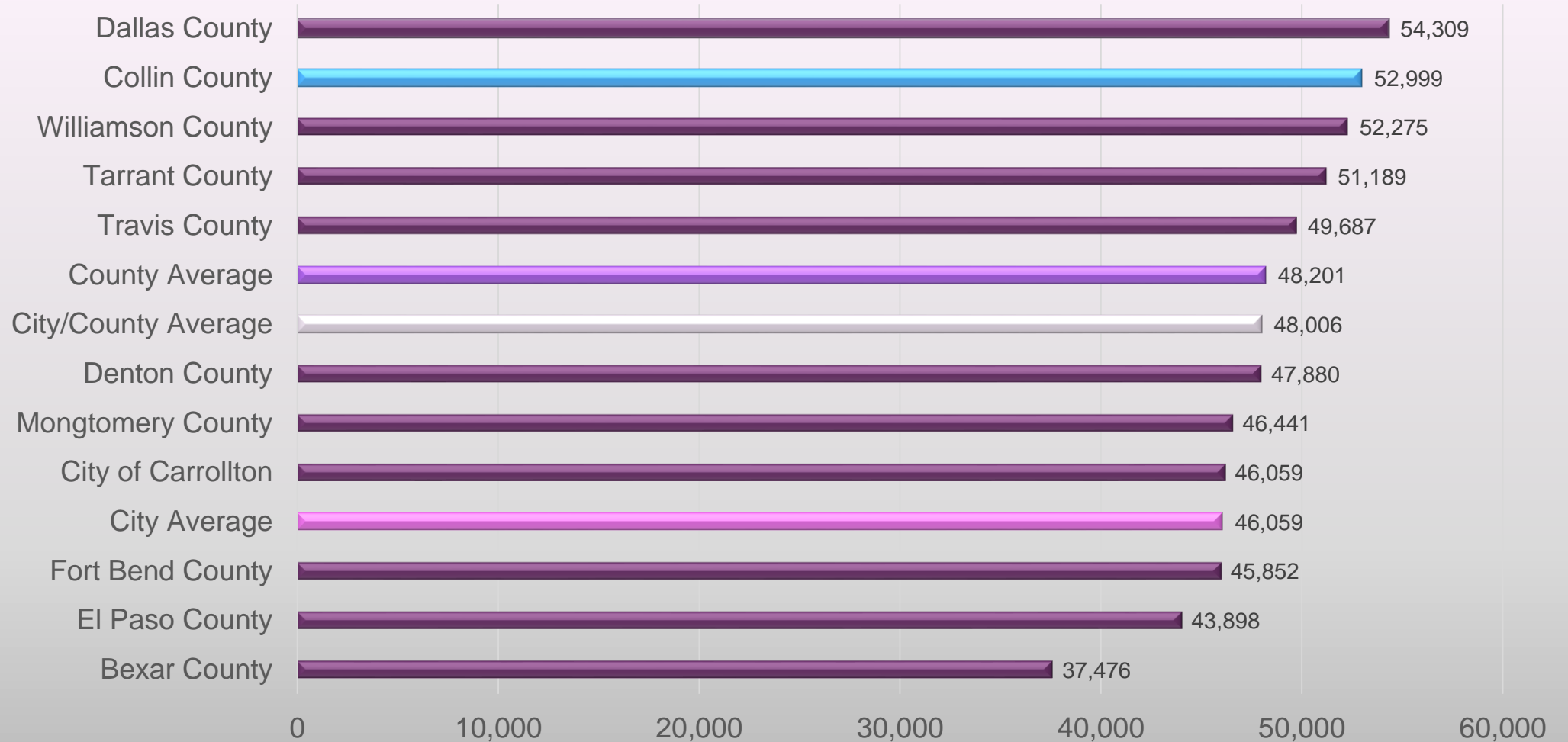


Deputy Constable
Grade 555

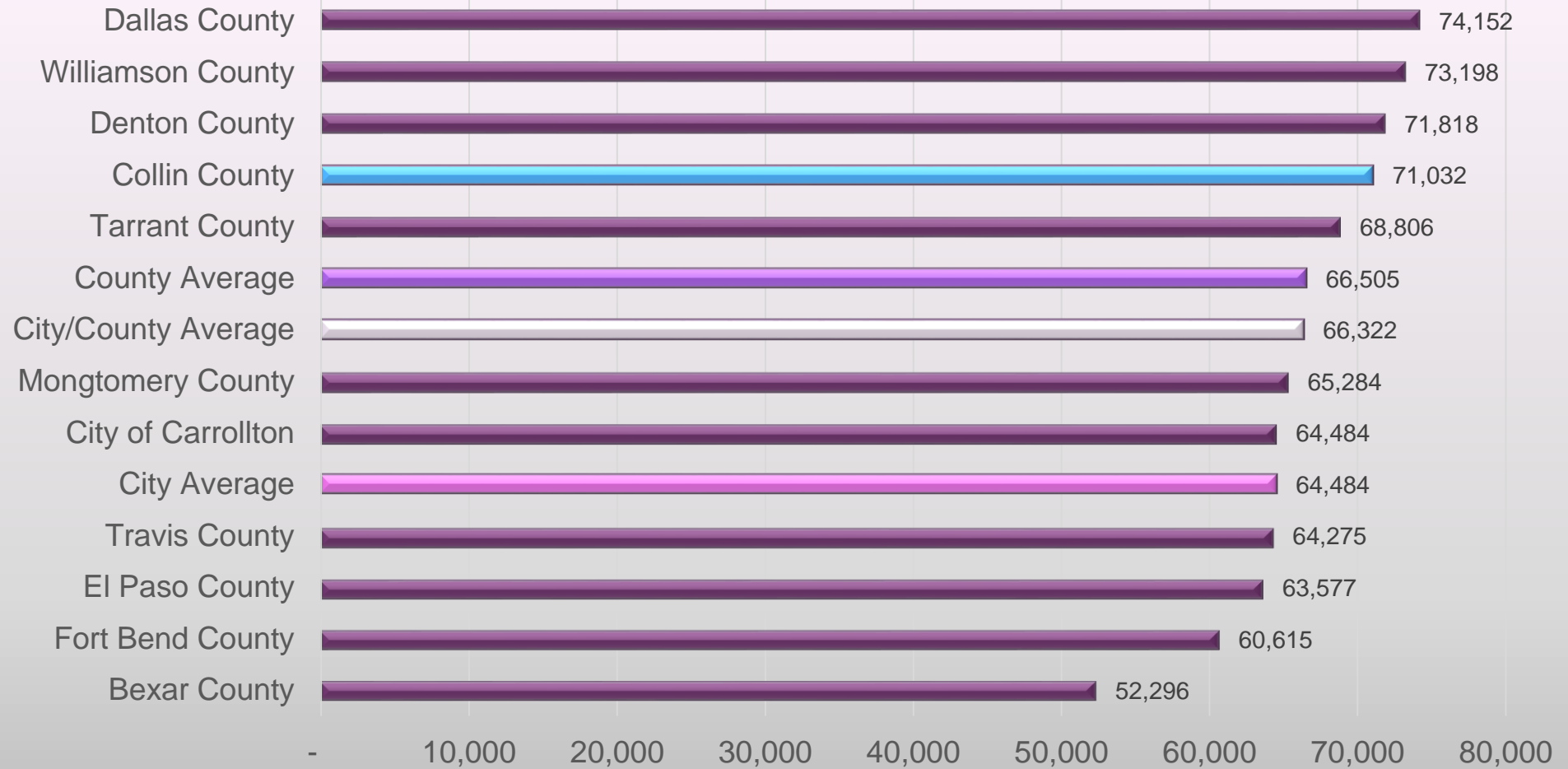
Deputy Constable

- 19 Deputy Constable positions.
- The average length of service is 10 years.
- The pay range for this position is from \$52,999 to \$71,032.
- Nine (9) incumbents (47%) are in the top quartile of pay.
 - Four (4) of these are at maximum pay.
- Collin County ranks 2nd out of 11, and are 10% above average for minimum pay.
- Collin County ranks 4th out of 11, and are 7% above average for maximum pay.

Deputy Constable Minimums FY 2018



Deputy Constable Maximums FY 2018



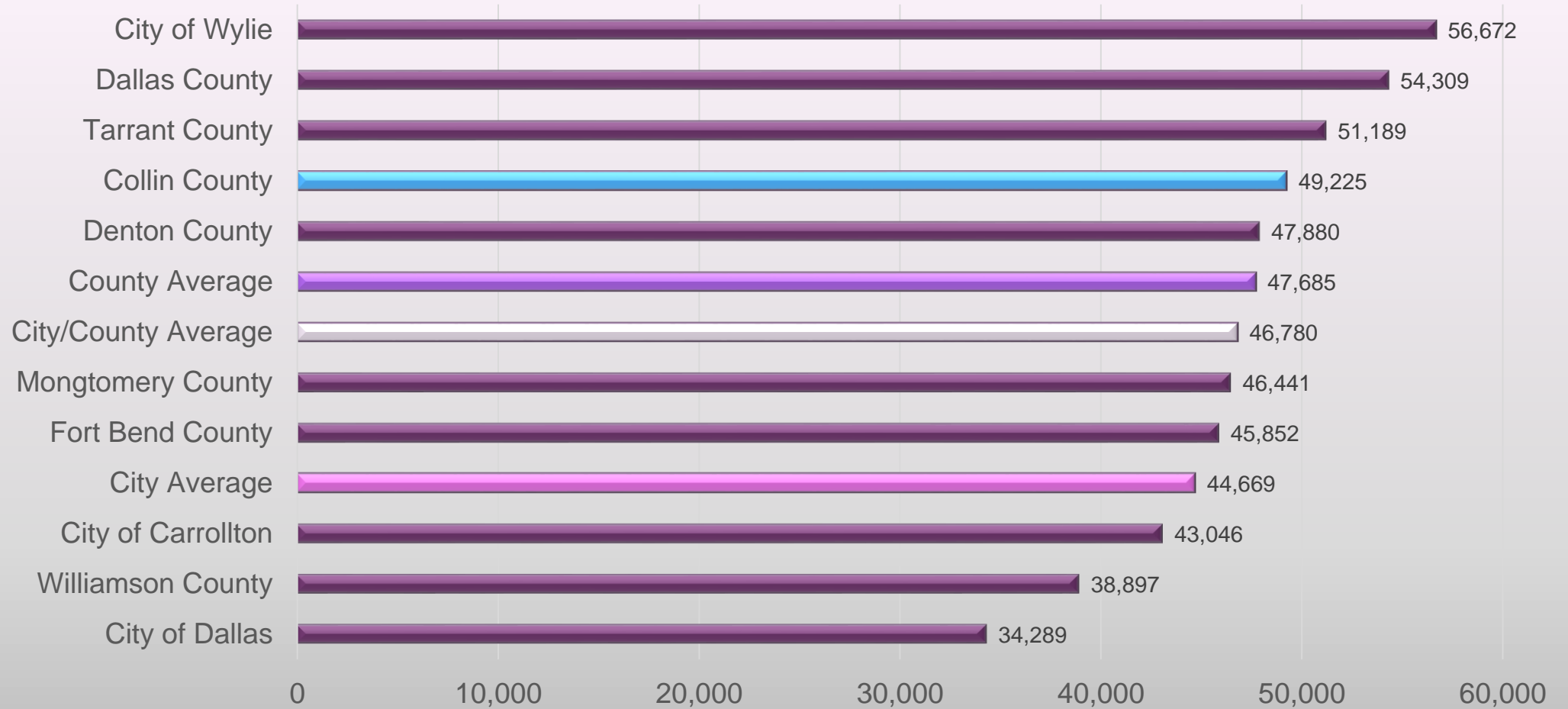


Court Officer
Grade 554

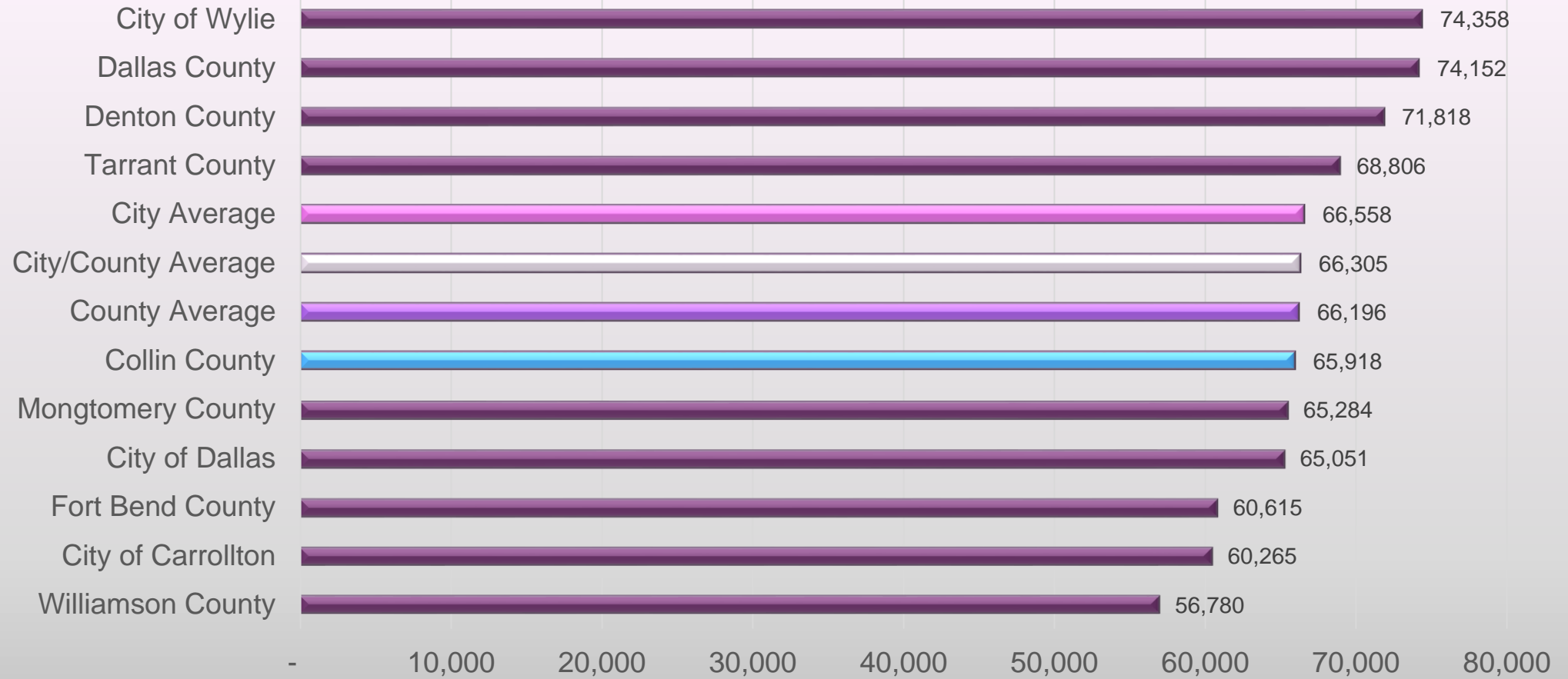
Court Officer

- 20 Court Officer positions.
- The average length of service for this position is 16 years.
- The pay range for this position is \$49,225 to \$65,918.
- 14 incumbents (70%) are in the top quartile of the pay range.
 - 11 have reached the pay range maximum.
- Collin County's minimum salary is ranked 4th out of 10.
 - We are 5% above city/county average for minimum.
- Collin County's maximum salary is ranked 5th out of 10.
 - We less than 1% below city/county average for maximum.

Court Officer Minimums FY 2018



Court Officer Maximums FY 2018



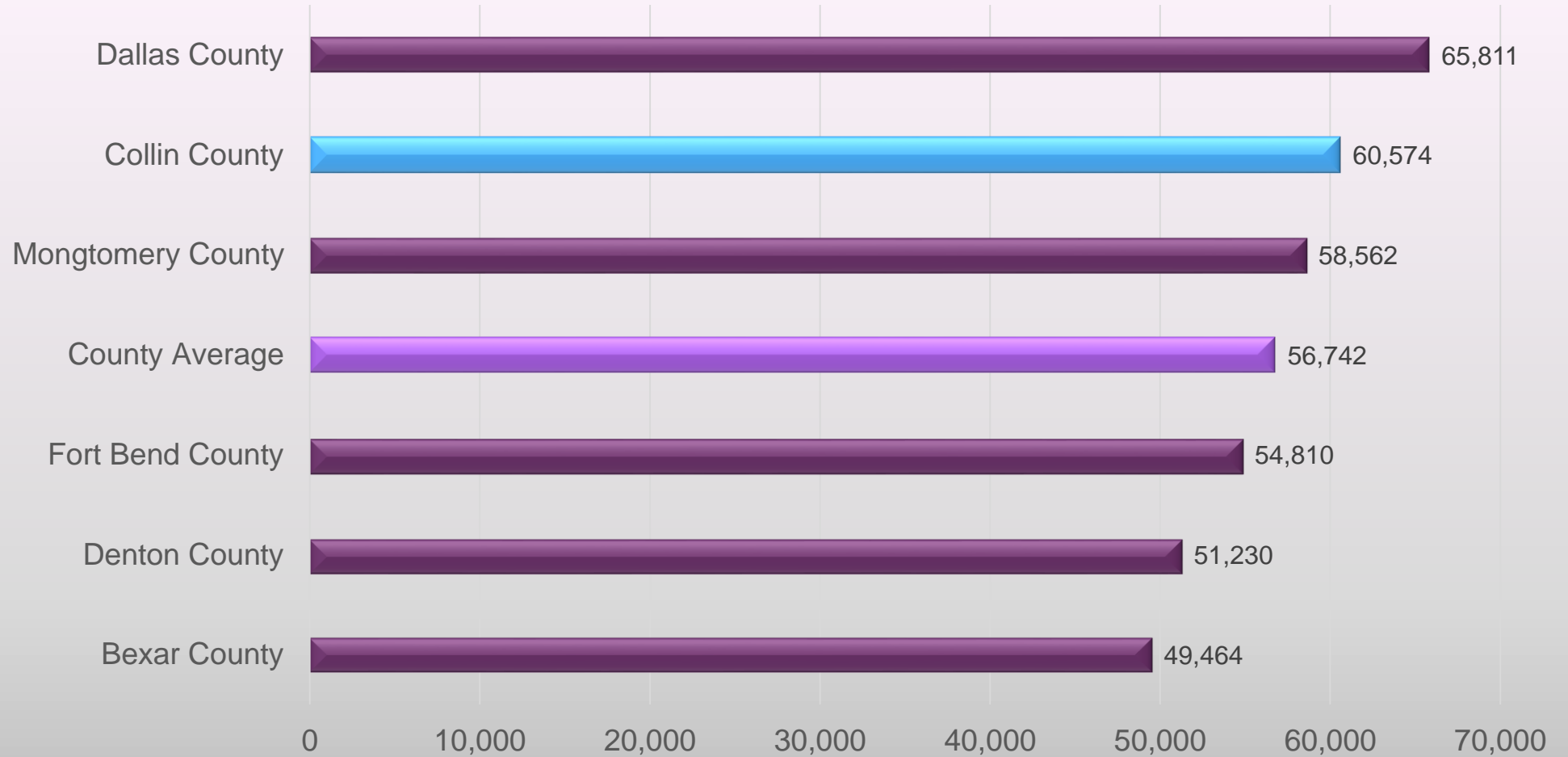


Felony Investigator Grade 557

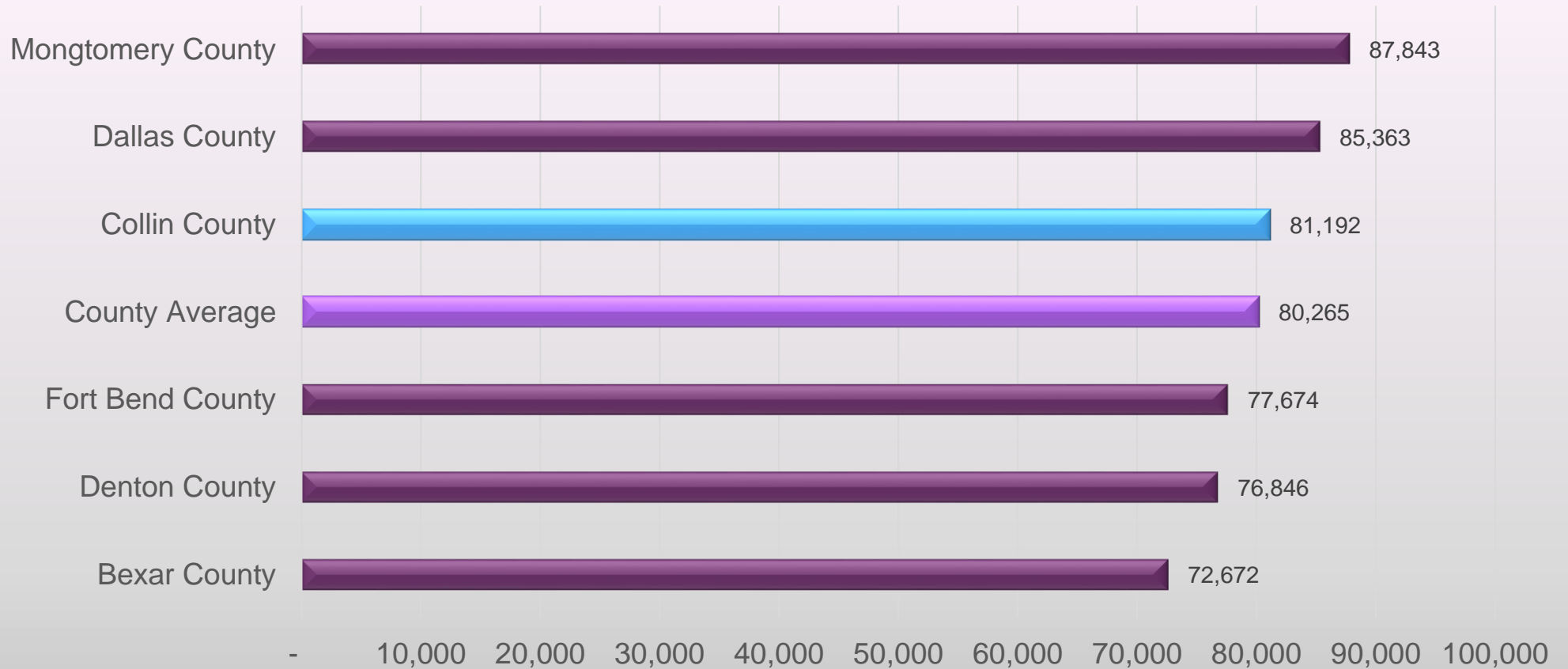
Felony Investigator


- 16 Felony Investigator positions.
- The average length of service is 10 years.
- The pay range for this position is \$60,574 to \$81,192.
- Seven (7) incumbents (44%) are in the top quartile of the pay range.
 - Three (3) are at pay range maximum.
- Collin County ranks 2nd out of six (6) for minimum pay. We are 7% above city/county average.
- Collin County ranks 3rd out of six (6) for maximum pay. We are 1% above city/county average.

Felony Investigator Minimums FY 2018



Felony Investigator Maximums FY 2018



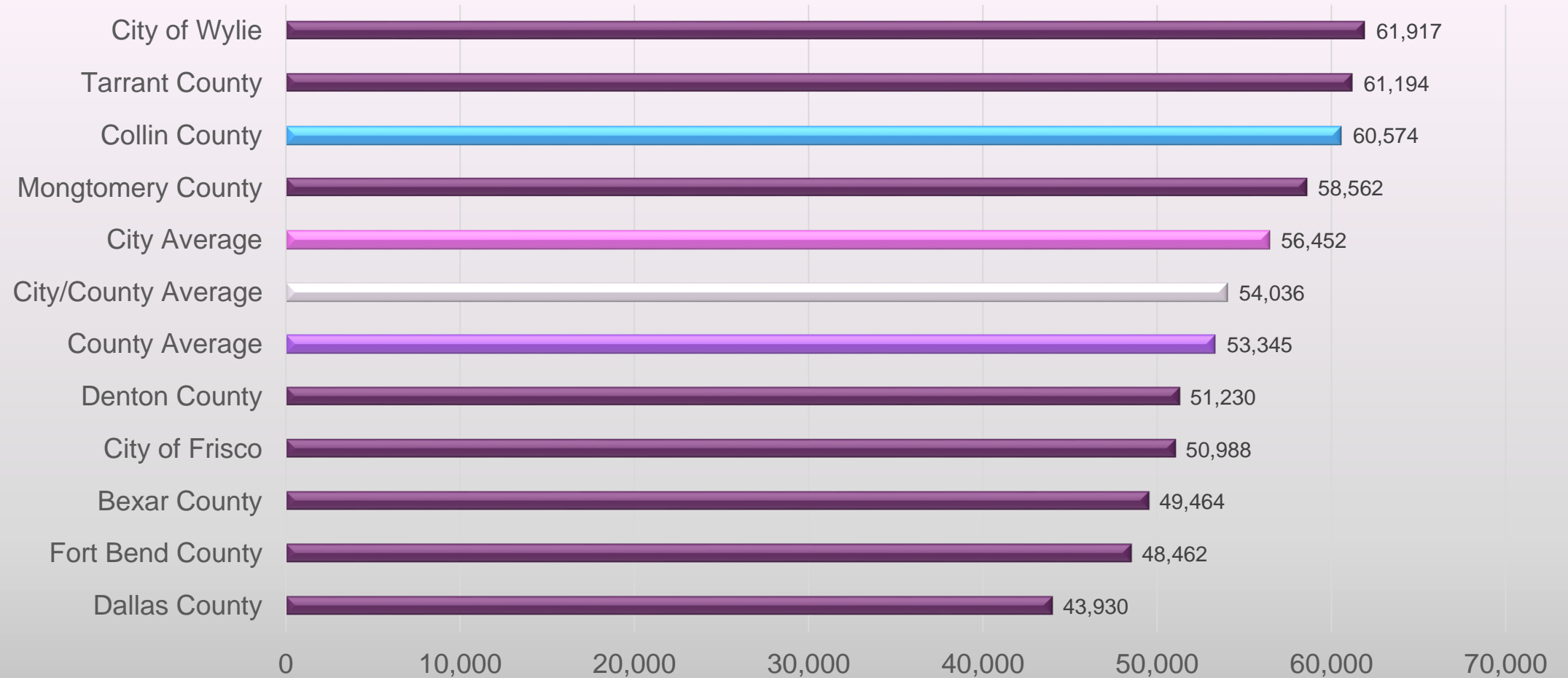


Deputy Fire Marshal
Grade 557

Deputy Fire Marshal

- Two (2) Deputy Fire Marshal positions.
- The average length of service for this position is two (2) years.
- The pay range for this position is \$60,574 to \$81,192.
- One (1) of the incumbents is in the top quartile of the pay range, and is also at pay range maximum.
- Collin County ranks 3rd out of nine (9) for both minimum and maximum pay.
 - We are 12% above city/county average for minimum.
 - We are 6% above city/county average for maximum.

Deputy Fire Marshal Minimums FY 2018



Deputy Fire Marshal Maximums FY 2018

