

# **LAW ENFORCEMENT COMPENSATION**

**2017 PRESENTATION FOR FY 2018 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 range
  - Historical responses to market pay changes
- Turnover
- Supplemental Pay

These areas were compared against the following organizations:

- |                     |                       |                       |
|---------------------|-----------------------|-----------------------|
| ▪ Dallas County*    | ▪ City of Allen       | ▪ Town of Prosper*    |
| ▪ Denton County     | ▪ City of Carrollton* | ▪ City of Richardson* |
| ▪ El Paso County*   | ▪ City of Dallas*     | ▪ City of Wylie       |
| ▪ Fort Bend County  | ▪ City of Frisco      |                       |
| ▪ Montgomery County | ▪ City of Garland*    |                       |
| ▪ Tarrant County    | ▪ City of McKinney    |                       |
| ▪ Travis County*    | ▪ City of Murphy*     |                       |
| ▪ Williamson County | ▪ City of Plano       |                       |

Salary increase recommendations will be made in a separate presentation.

\*Added to comparison set this year as per consultant recommendation.

# BENCHMARK POSITIONS

A benchmark law enforcement position:

- can be matched to multiple other organizations on at least 75% of the job duties.
- 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
<b>Sheriff's Office - Jail</b>	
Detention Officer	233
Transfer Officer	25
<b>Sheriff's Office - Operations</b>	
Deputy Sheriff	64
Criminal Investigator	11
Sergeant	6
<b>Sheriff's Office - Support Services</b>	
Dispatcher	18

Title	# incumbents
<b>Sheriff's Office - Management</b>	
Lieutenant	20
Captain	6
Major	2
Deputy Chief	2
<b>DA, Fire Marshal, Constable, Courts</b>	
Deputy Constable	19
Deputy Fire Marshal	2
Felony Investigator	16
Court Officer	20

- 89% of the headcount in law enforcement pay grades are in benchmarked positions.
- 104 (23%) employees in benchmarked positions are at pay range maximum.

# 2016 TURNOVER SUMMARY

Law Enforcement turnover increased across all major categories.

The most significant change was a 6.7% turnover increase for Sheriff's Office non-Detention Officer positions.

- Higher than normal separations of exempt level positions, in addition to a 2x increase in Deputy Sheriff turnover were the main contributors to this increase.

Category	2016 Turnover	Change from 2015	2017 Projected
<b>Collin County (all departments)</b>	<b>14.5%</b>	<b>0.7%</b>	<b>14.2%</b>
Law Enforcement (all positions)	15.6%	0.9%	18.3%
Law Enforcement (benchmark positions)	16.6%	1.4%	19.9%
Law Enforcement (benchmark positions w/out Detention)	13.4%	5.8%	9.8%
Sheriff's Office Non-Detention	13.9%	<b>6.7%</b>	9.0%

# BENCHMARK POSITION TURNOVER

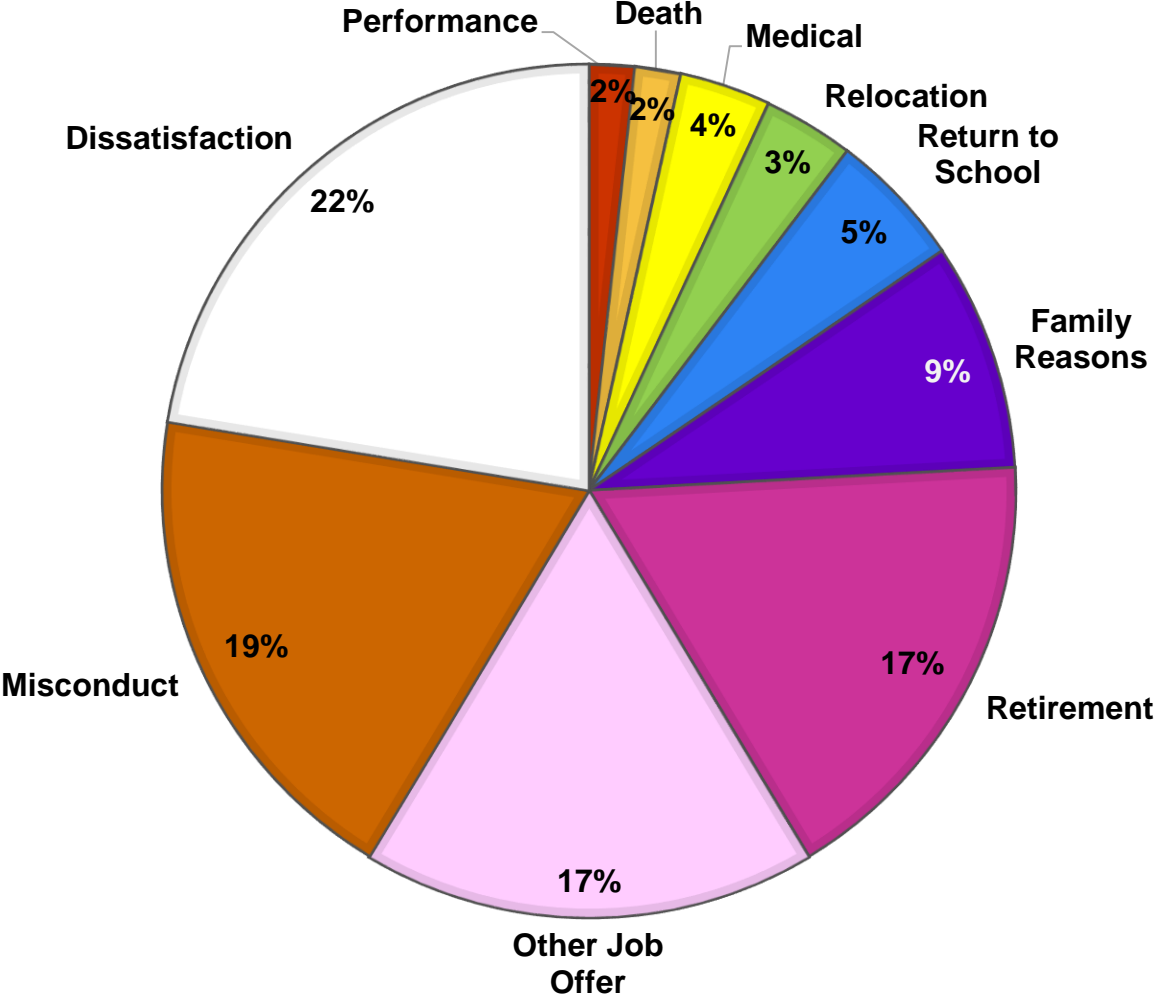
Projections for FY 2017 show a significant increase in Detention Officer turnover and a significant decrease in Dispatcher turnover.

Title	2015 Turnover %	2016 Turnover %	2017 Proj Turnover %
<b>Sheriff's Office - Jail</b>			
Detention Officer	22% <input type="checkbox"/>	20%	29%
Transfer Officer	4%	8%	13%
<b>Sheriff's Office - Operations</b>			
Deputy Sheriff	8%	16%	14%
Criminal Investigator	0%	0%	0%
Sergeant	0%	0%	0%
<b>Sheriff's Office - Support Services</b>			
Dispatcher	21%	19%	10%

Title	2015 Turnover %	2016 Turnover %	2017 Proj Turnover %
<b>Sheriff's Office - Management</b>			
Lieutenant	10%	15%	0%
Captain	0%	17%	0%
Major	0%	39%	0%
Deputy Chief	0%	80%	0%
<b>DA/Fire Marshal/Constable/Courts</b>			
Felony Investigator	6%	6%	11%
Deputy Fire Marshal	126%	55%	0%
Deputy Constable	9%	15%	27%
Court Officer	0% <input type="checkbox"/>	10%	0%

# BENCHMARK POSITION TURNOVER

The chart below represents FY 2016 turnover reasons for the benchmark positions with a headcount greater than 25 (Detention Officer, Deputy Sheriff, and Transfer Officer).



# COMPARISON ENTITY TURNOVER

The charts below show overall turnover (including civilian positions) for law enforcement entities used in our benchmarking (of those that were able to provide this data).

## POLICE DEPARTMENT TURNOVER

Organization	FY 2016 Turnover	Change from 2015
City of Allen	10.0%	+2.9%
City of Frisco	7.4%	-0.1%
City of Garland	2.1%	2015 unavailable
City of Murphy	4.0%	2015 unavailable
City of Plano	8.4%	+1.0%
City of Wylie	11.7%	+5.8%
<b>City Average</b>	<b>7.3%</b>	<b>+2.4%</b>

## SHERIFF'S OFFICE TURNOVER

Organization	FY 2016 Turnover	Change from 2015
<b>Collin County</b>	<b>17.0%</b>	<b>+0.9%</b>
Dallas County	9.8%	-3.4%
Denton County	15.4%	-2.5%
Fort Bend County	9.2%	-2.6%
Montgomery County	10.4%	+0.2%
Tarrant County	10.4%	-3.4%
<b>County Average</b>	<b>12.0%</b>	<b>-1.8%</b>

The Texas State Auditor's Office reported the following occupational turnover rates for 2016:

- Law Enforcement      5.8%
- Criminal Justice      21.2%
- Public Safety          16.5%

TDCJ overall turnover was 19.5%

# COMPARISON ENTITY TURNOVER

CCSO's jail only turnover was relatively stable from FY 2015 to 2016, decreasing by 0.3%  
 Non-Jail turnover increased by 3.5% (driven in part by increase in turnover for exempt level positions.)

## JAIL ONLY TURNOVER

Organization	FY 2016 Turnover
<b>Collin County</b>	<b>17.7%</b>
City of Plano	15.4%
Dallas County	42.9%
Denton County	19.7%
Fort Bend County	5.1%
Montgomery County	16.1%
Williamson County	16.5%
TDCJ	23.1%
<b>Jail Only Average</b>	<b>19.1%</b>

## NON-JAIL TURNOVER

Organization	FY 2016 Turnover
<b>Collin County</b>	<b>15.4%</b>
City of Frisco	9.5%
City of Murphy	4.0%
City of Plano	7.9%
City of Wylie	10.5%
Dallas County	4.2%
Denton County	6.8%
Fort Bend County	4.1%
Montgomery County	5.8%
Williamson County	4.3%
<b>Non-Jail Average</b>	<b>6.3%</b>



# 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	61%	8%	6%	25%	22%	(52 of 233)
Dispatcher	551	61%	6%	11%	22%	6%	(1 of 18)
Transfer Officer	552	36%	4%	0%	28%	16%	(4 of 25)
Court Officer	554	10%	25%	15%	50%	25%	(5 of 20)
Deputy Constable	555	47%	5%	5%	42%	16%	(3 of 19)
Deputy Sheriff	556	47%	11%	9%	33%	27%	(17 of 64)
Deputy Fire Marshal	557	50%	0%	50%	0%	0%	(0 of 2)
Criminal Investigator	557	18%	0%	9%	73%	73%	(8 of 11)
Felony Investigator	557	19%	31%	13%	38%	19%	(3 of 16)
Sergeant	558	0%	33%	0%	67%	0%	(0 of 6)
<b>Total Non-Exempt</b>		<b>51%</b>	<b>10%</b>	<b>8%</b>	<b>30%</b>	<b>22%</b>	<b>(93 of 414)</b>

At time of compilation:

- 32% of Transfer Officer incumbents were underfilled (quartiles therefore represent 68% of Transfer Officer incumbents).

Unless otherwise noted, quartiles on a position adding up to <>100% is 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 Max Pay Grade Max	
Lieutenant	570	20%	15%	20%	45%	40%	(8 of 20)
Captain	572	17%	17%	0%	67%	33%	(2 of 6)
Major	573	0%	50%	0%	50%	50%	(1 of 2)
Deputy Chief	575	100%	0%	0%	0%	0%	(0 of 2)
<b>Total Exempt</b>		<b>23%</b>	<b>17%</b>	<b>13%</b>	<b>47%</b>	<b>37%</b>	<b>(11 of 30)</b>

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 Years of Service	Quartile 2 Years of Service	Quartile 3 Years of Service	Quartile 4 Years of Service
550	2	8	11	17
551	2	7	11	15
552	5	9	n/a	15
554	5	13	15	20
555	3	5	5	17
556	3	11	13	18
557	3	12	11	18
558	n/a	11	n/a	18
570	12	13	17	23
572	13	19	n/a	28
573	n/a	6	n/a	30
575	13	n/a	n/a	n/a

# RESPONSE TO ADEQUATE COMPENSATION QUESTION

- 53% of employees who terminated in 2016 responded to our Exit Interview requests.
- 78% 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
Captain	1	1	0	1
Court Officer	2	2	1	1
Deputy Chief	1	1	1	0
Deputy Constable	3	1	1	0
Deputy Fire Marshal	1	1	1	0
Deputy Sheriff	10	6	6	0
Deputy Sheriff - Recruit	2	1	1	0
Detention Officer	45	23	17	6
Dispatcher	3	1	1	0
Lieutenant	3	1	1	0
Major	1	1	1	0
Transfer Officer	2	1	0	1

# 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
<b>Longevity Pay</b>	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
<b>Special Teams Pay</b>	No	ERT, SERT, SWAT, Negotiators	No	SWAT and SORT	No	Motorcycle	SWAT, Motorcycle, Canine	No	No	No
<b>Education Pay</b>	No	Yes	Yes	Yes	No	No	No	No	No	No
<b>TCOLE Certification Pay</b>	No	Yes	No	Yes	No	Yes	Yes	Yes	Yes	Yes
<b>Shift Differential</b>	Yes (Exempt & Non)	Yes (Exempt & Non)	No	No	No	No	No	Yes (Non-Exempt only)	No	No
<b>Training Officer Pay</b>	Yes	Yes	Yes	No	No	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
<b>Longevity Pay</b>	State Mandated OR County	State Mandated	State Mandated	State Mandated	State Mandated	City	City	State Mandated	State Mandated	State Mandated	State Mandated	State Mandated
<b>Special Teams Pay</b>	No	No	No	Narcotics/HAZMAT	No	No	No	No	No	No	No	No
<b>Education Pay</b>	No	No	Yes	Yes	Yes	Yes	Yes	No	No	No	Yes	No
<b>TCOLE Certification Pay</b>	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Shift Differential</b>	Yes (Exempt & Non)	No	No	Yes (all uniformed police ranks)	No	No	No	No	No	No	No	No
<b>Training Officer Pay</b>	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
<b>Special Teams Pay</b>		-	\$100	\$178	\$165	30%
<b>Education Pay</b>	Associate's	-	\$82	\$54	\$69	50%
	Bachelor's	-	\$161	\$101	\$139	
	Master's	-	\$155	\$143	\$151	
<b>TCOLE Certification Pay</b>	Intermediate	-	\$59	\$82	\$68	95%
	Advanced	-	\$122	\$120	\$121	
	Master	-	\$114	\$161	\$136	
<b>Training Officer Pay</b>		\$100	\$142	\$110	\$127	85%
<b>Shift Differential Pay</b>		\$60	-	\$90	\$90	20%

\*Does not include Collin County

# SALARY RANKINGS - FY 2017

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

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



# LAW ENFORCEMENT

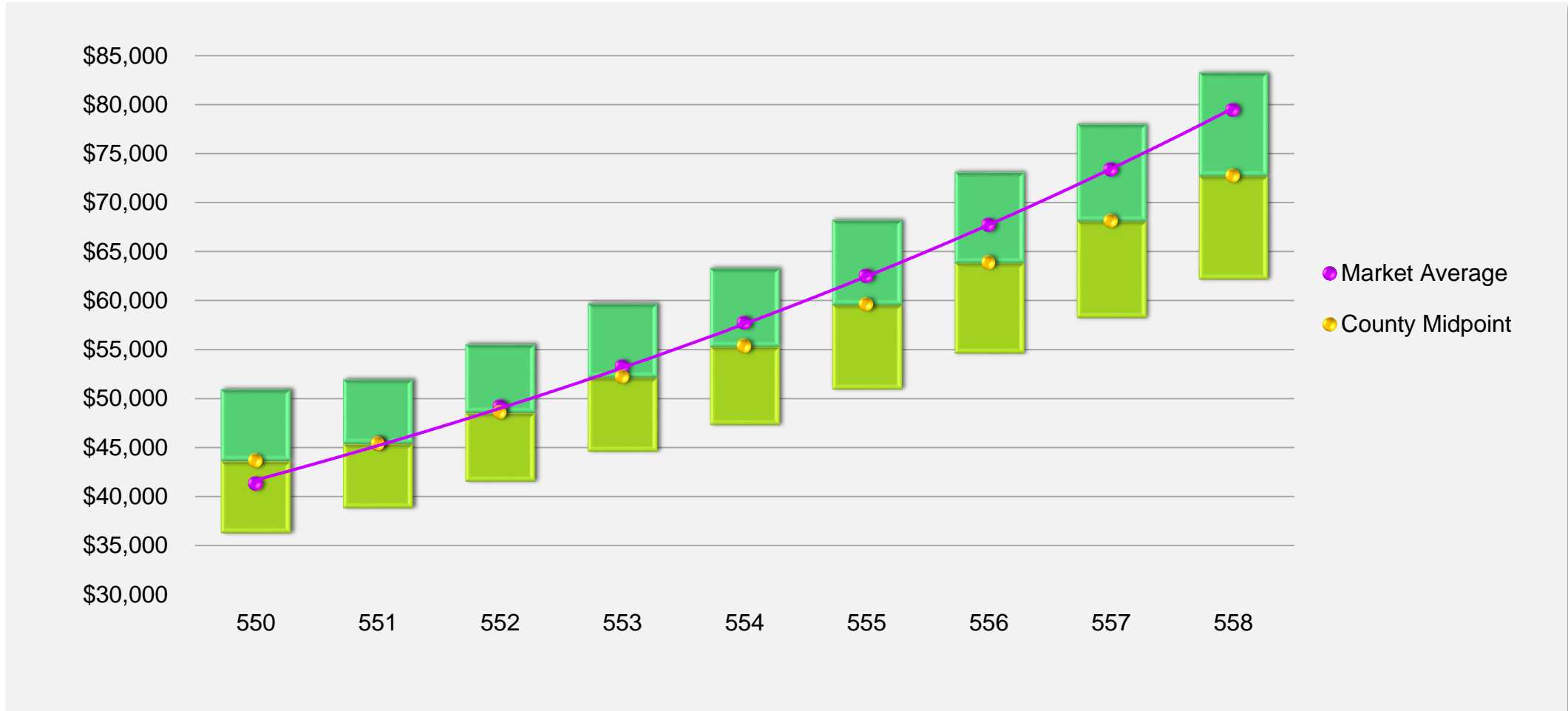
## PAY RANGE MOVEMENT/INCREASE HISTORY

<b>Exempt</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017*</b>	<b>5 year total</b>	<b>5 year average</b>
Range movement	0%	3%	1%	3.5%	1%	8.5%	1.7%
Wage increase (avg)	2%	3%	3%	3%	4%	15%	3%

<b>Non-Exempt</b>	<b>FY 2013</b>	<b>FY 2014</b>	<b>FY 2015</b>	<b>FY 2016</b>	<b>FY 2017*</b>	<b>5 year total</b>	<b>5 year average</b>
Range movement	0%	3%	0%	3.5%	3%	9.5%	1.9%
Wage increase (avg)	2%	3%	3%	3%	4%	15%	3%

\*FY 2017 increases were approved as 3% for PFP and 1% to work toward reducing the sum of actuals/sum of midpoints gap.

# LAW ENFORCEMENT REGRESSION





# **DETAILS BY POSITION**



# **BENCHMARKED JAIL/HOUSING POSITIONS**

# JAIL/HOUSING BENCHMARK MATCHES

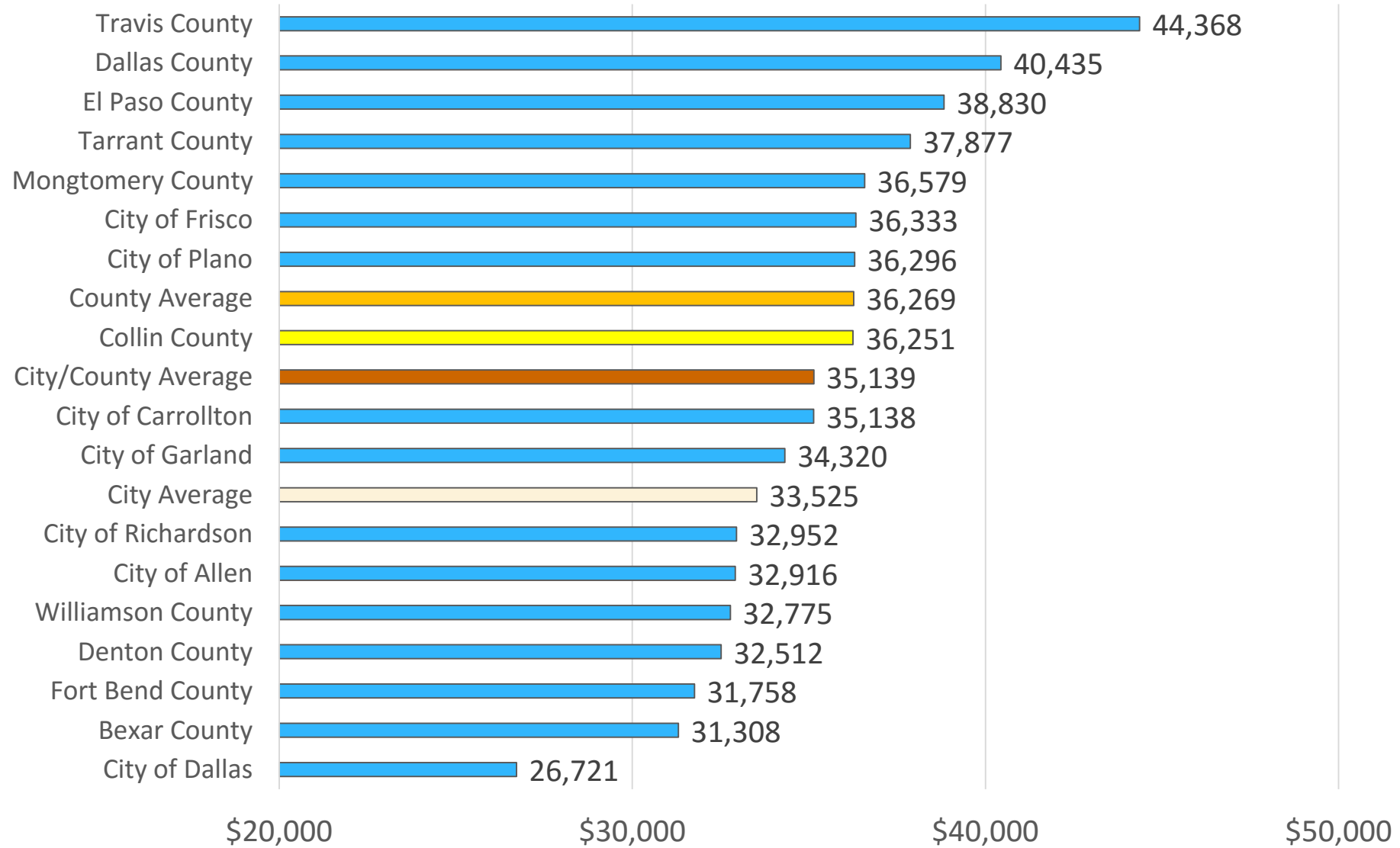
Collin County	Detention Officer	Transfer Officer
City of Allen	Detention Officer	no match
City of Carrollton	Detention Officer	no match
City of Dallas	Detention Officer	no match
City of Frisco	Detention Officer	no match
City of Garland	Detention Officer	no match
City of McKinney	no match	no match
City 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	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

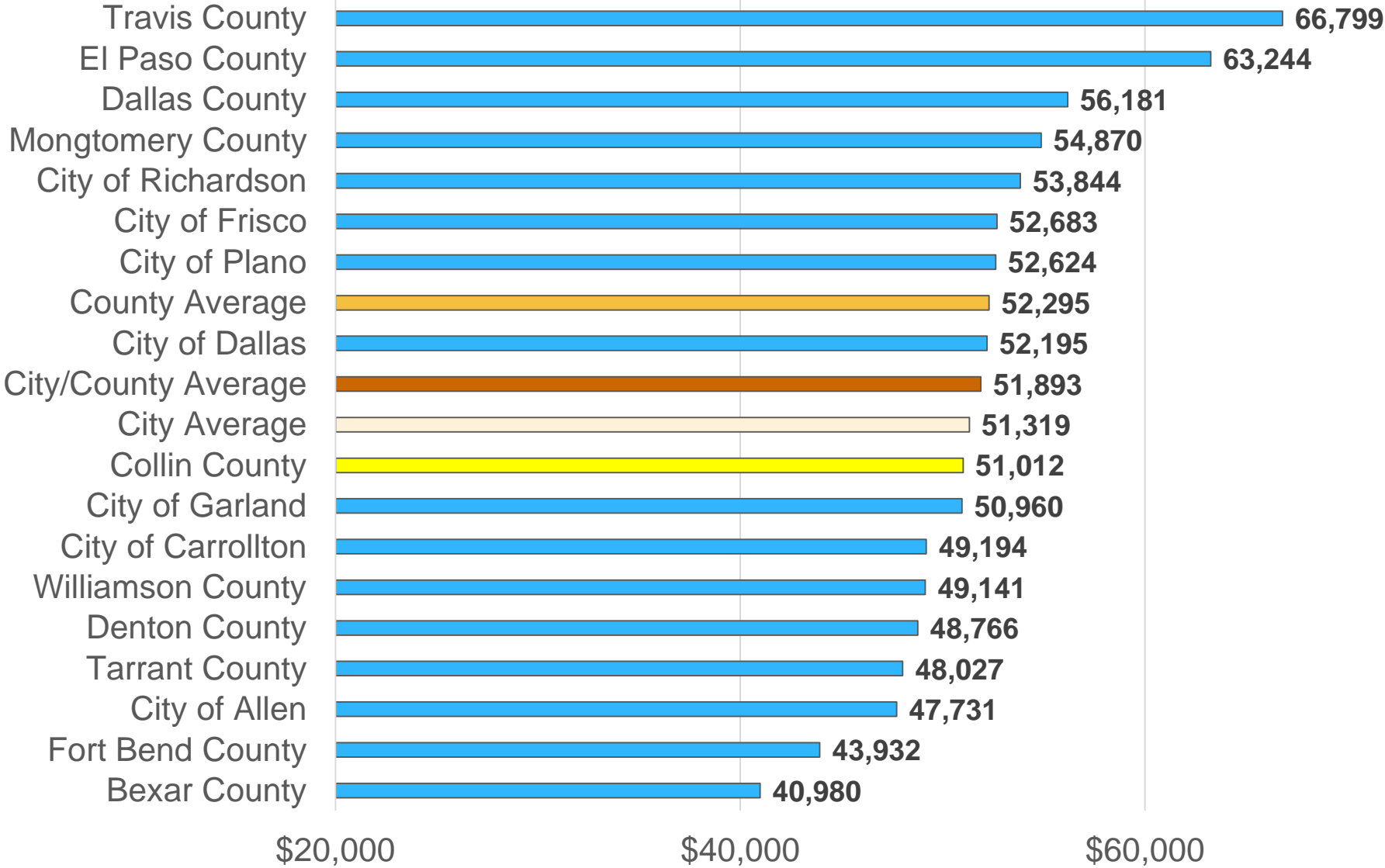
- 242 authorized Detention Officer positions.
  - 233 incumbents.
- The average length of service is six (6) years.
- The pay range for this position is \$36,251 to \$51,012.
- 57 (25%) are in the top quartile of the pay range.
  - 52 Detention Officers are currently at the pay grade maximum.
- Collin County ranks eight (8) out of 17 for minimum salary. We are 3% over City/County average minimum.
- Collin County ranks nine (9) out of 17 for maximum pay. We are 2% below City/County average maximum.

# DETENTION OFFICER MINIMUMS FY 2017





# DETENTION OFFICER MAXIMUMS FY 2017

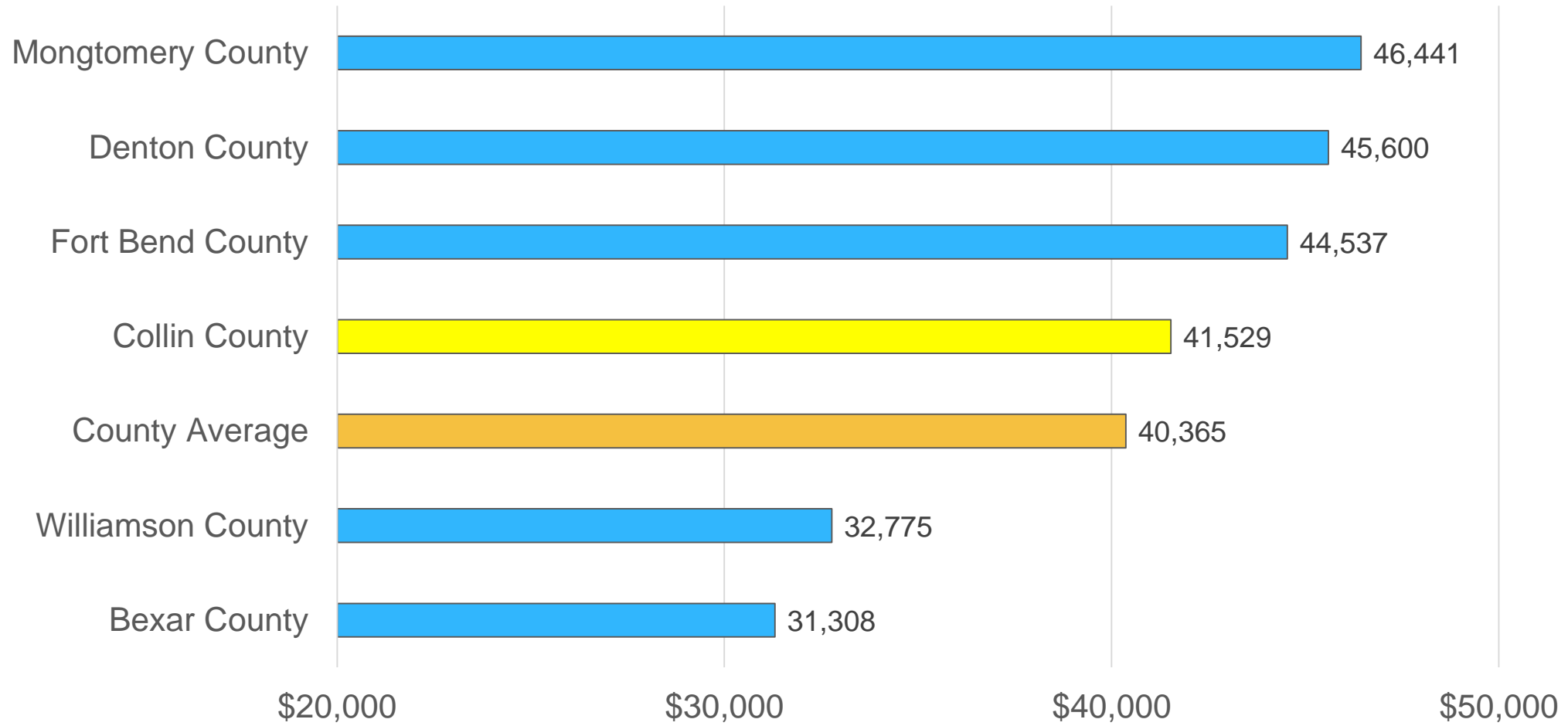


**TRANSFER OFFICER**  
**GRADE 552**

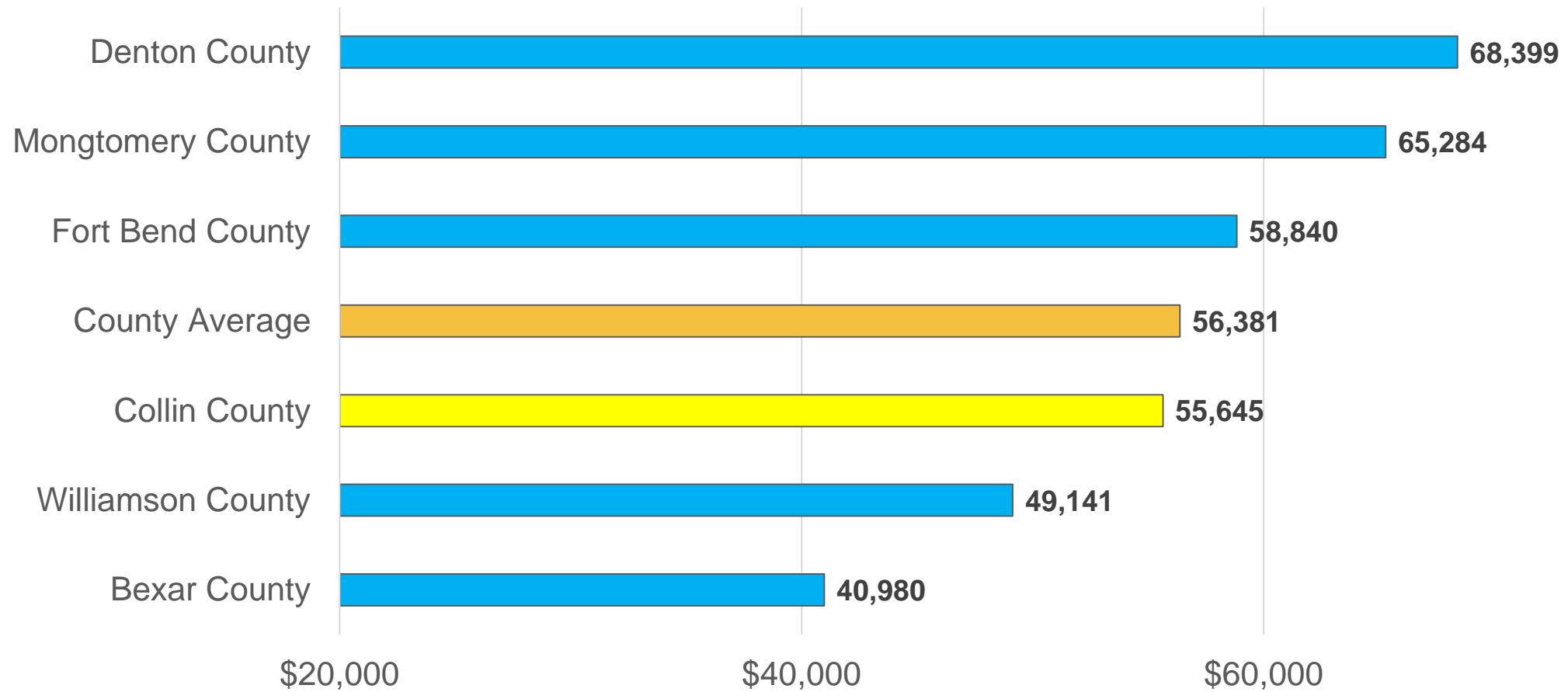
# TRANSFER OFFICER

- 28 authorized Transfer Officer positions.
- The average length of service is just over seven (7) years.
- The pay range for this position is \$41,529 to \$55,645.
- 7 (28%) are in the top quartile of the pay range.
  - 1 is within 2% of the pay grade maximum.
  - 4 Transfer Officers are currently at the pay grade maximum.
- Collin County's minimum and maximum pay ranks four (4) of six (6) out of the surveyed counties.
  - We are 3% above city/county minimum average and 1% below city/county maximum average.
- Montgomery and Denton (the two highest paid comparables) use peace officer positions; Bexar, Fort Bend and Williamson use detention positions.

# TRANSFER OFFICER MINIMUMS FY 2017



# TRANSFER OFFICER MAXIMUMS FY 2017



# **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

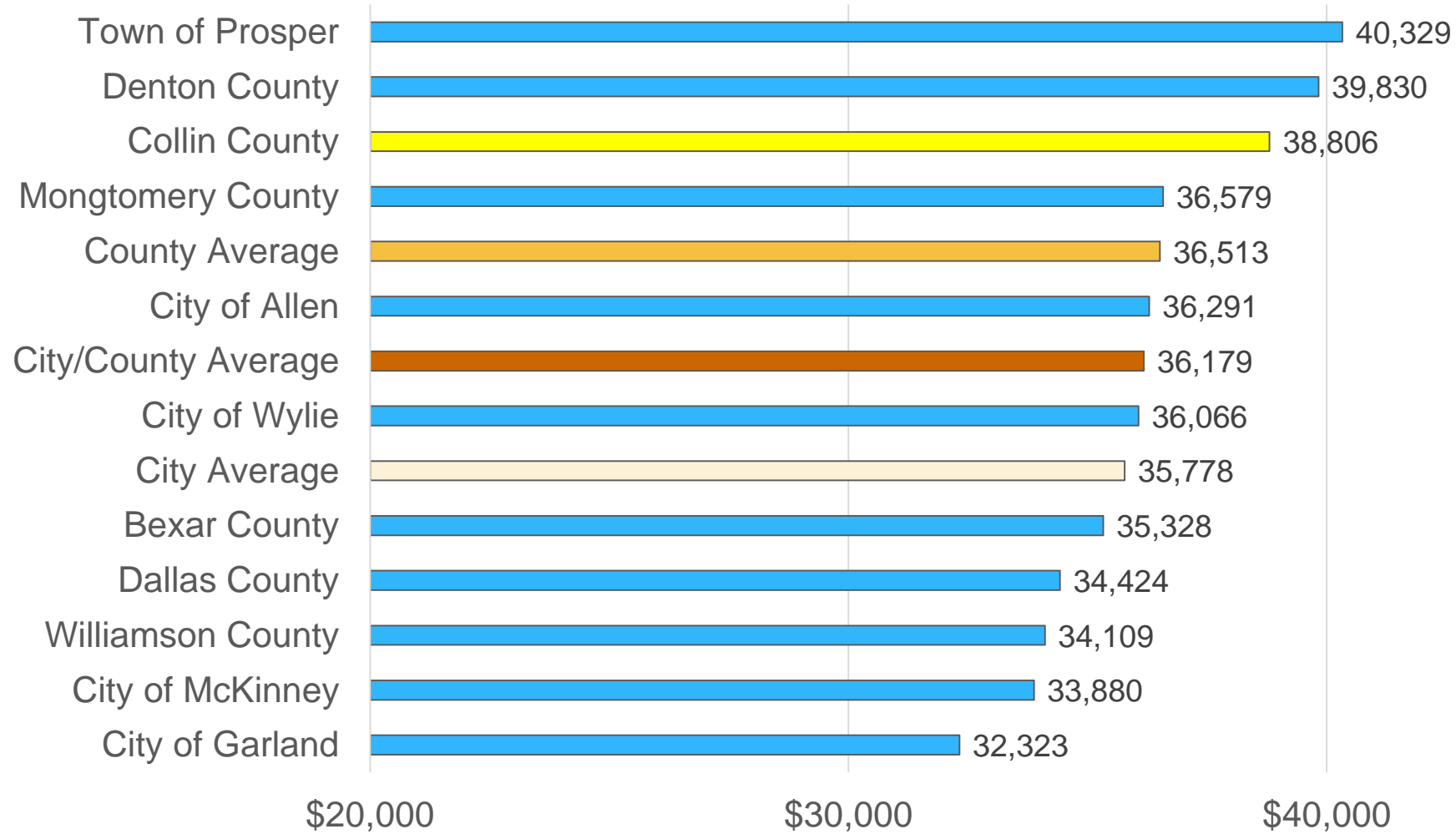
**DISPATCHER**  
**GRADE 551**



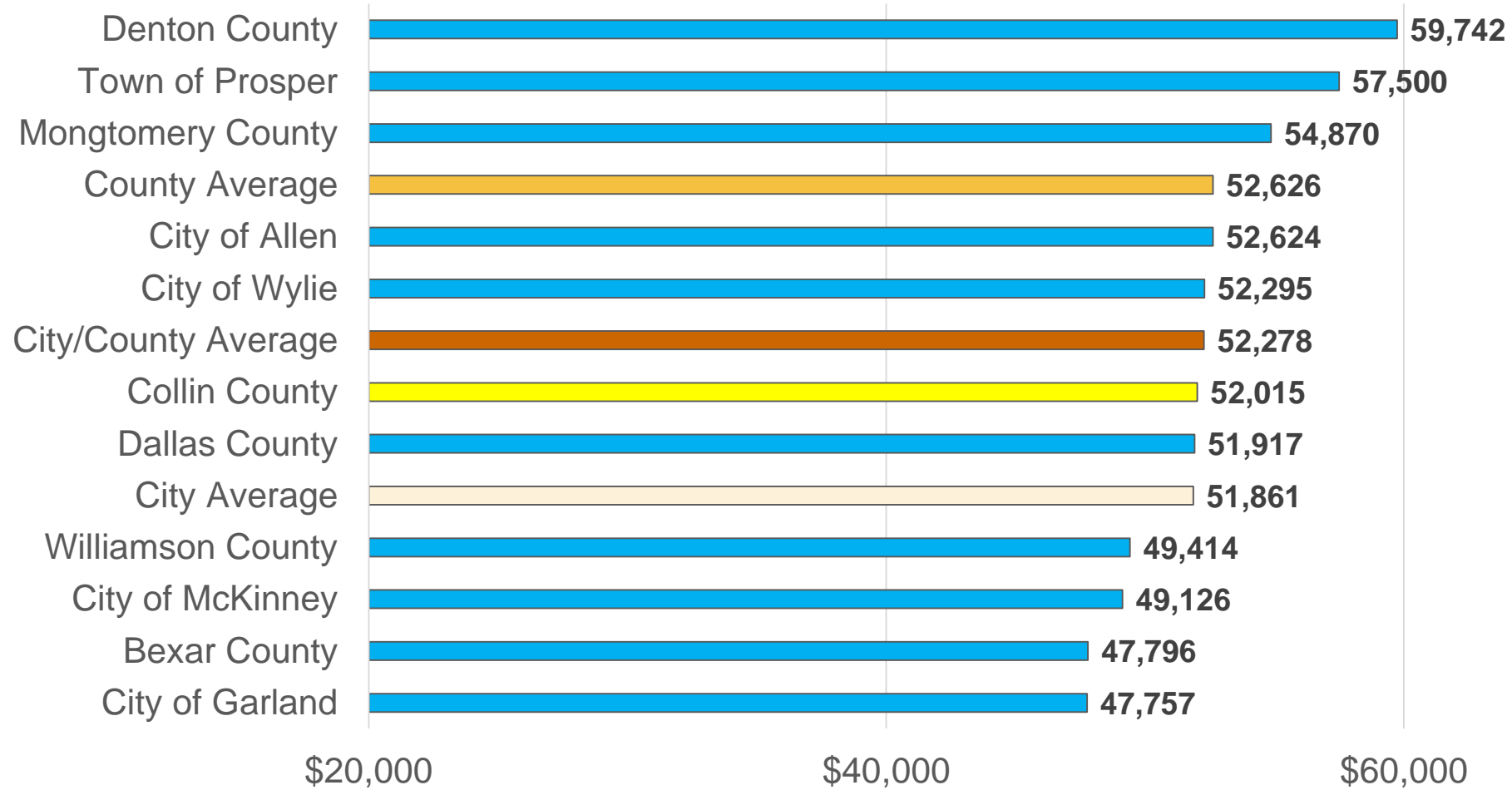
# DISPATCHER

- 20 authorized Dispatcher positions.
- The average length of service is 6 years.
- The pay range for this position is \$38,806 to \$52,015
- Four (4) incumbents (22%) are in the top quartile of the pay range.
  - One (1) is at range maximum.
- Collin County is ranked three (3) out of 11 for minimum salary. We are 7% over the City/County average minimum.
- Collin County ranked six (6) out of 11 for maximum salary. We are almost equal to the City/County average maximum.

# DISPATCHER MINIMUMS FY 2017



# DISPATCHER MAXIMUMS FY 2017



# **SHERIFF'S OFFICE OPERATIONS POSITIONS**

# SHERIFF'S OFFICE POSITION MATCHES

## OPERATIONS

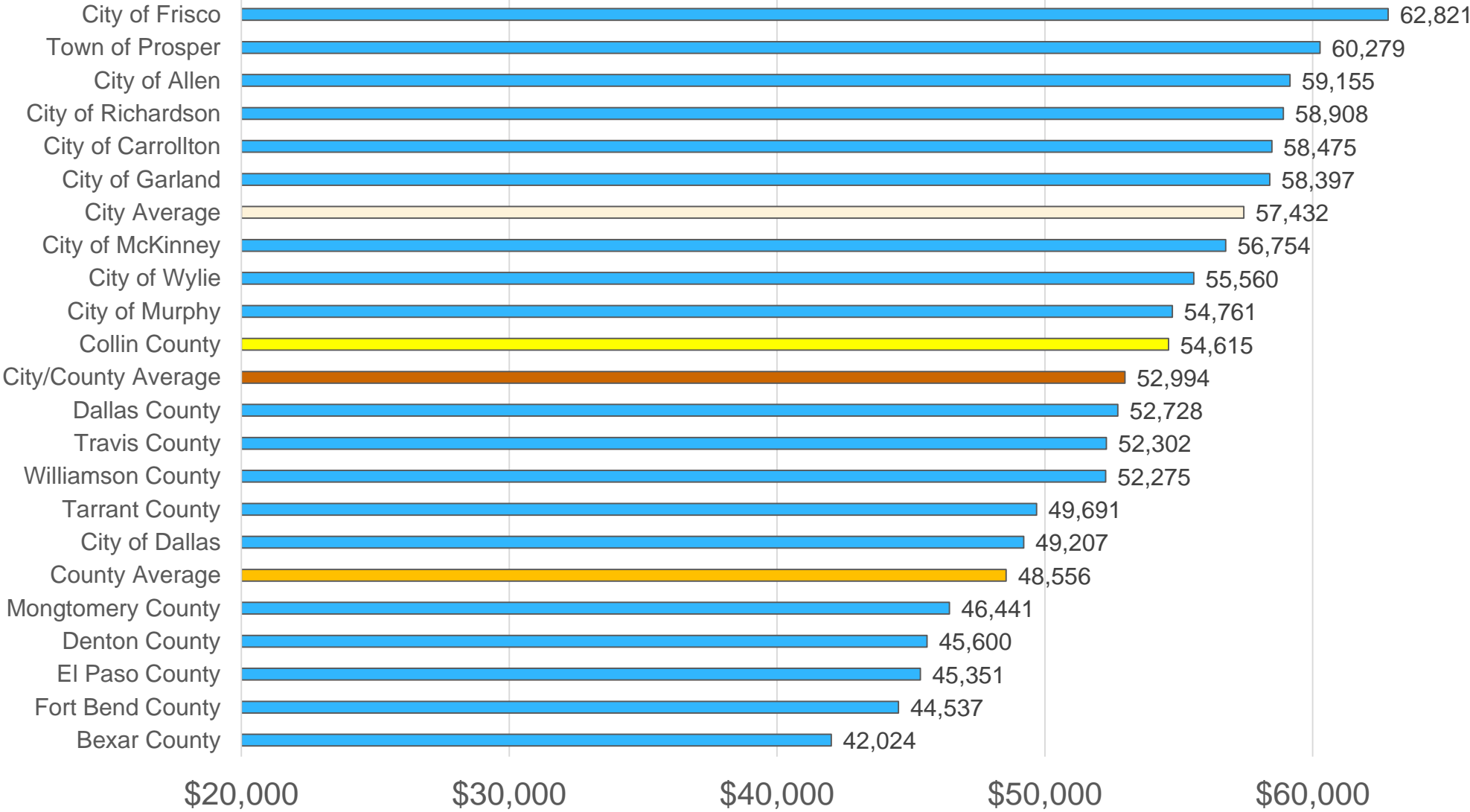
Collin County	Deputy Sheriff	Criminal Investigator	Sergeant
City of Allen	Police Officer II	no match	no match
City of Carrollton	Police Officer	no match	no match
City of Dallas	Police Officer	Police Senior Corporal	Police Sergeant
City of Frisco	Police Officer	no match	no match
City of Garland	Police 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

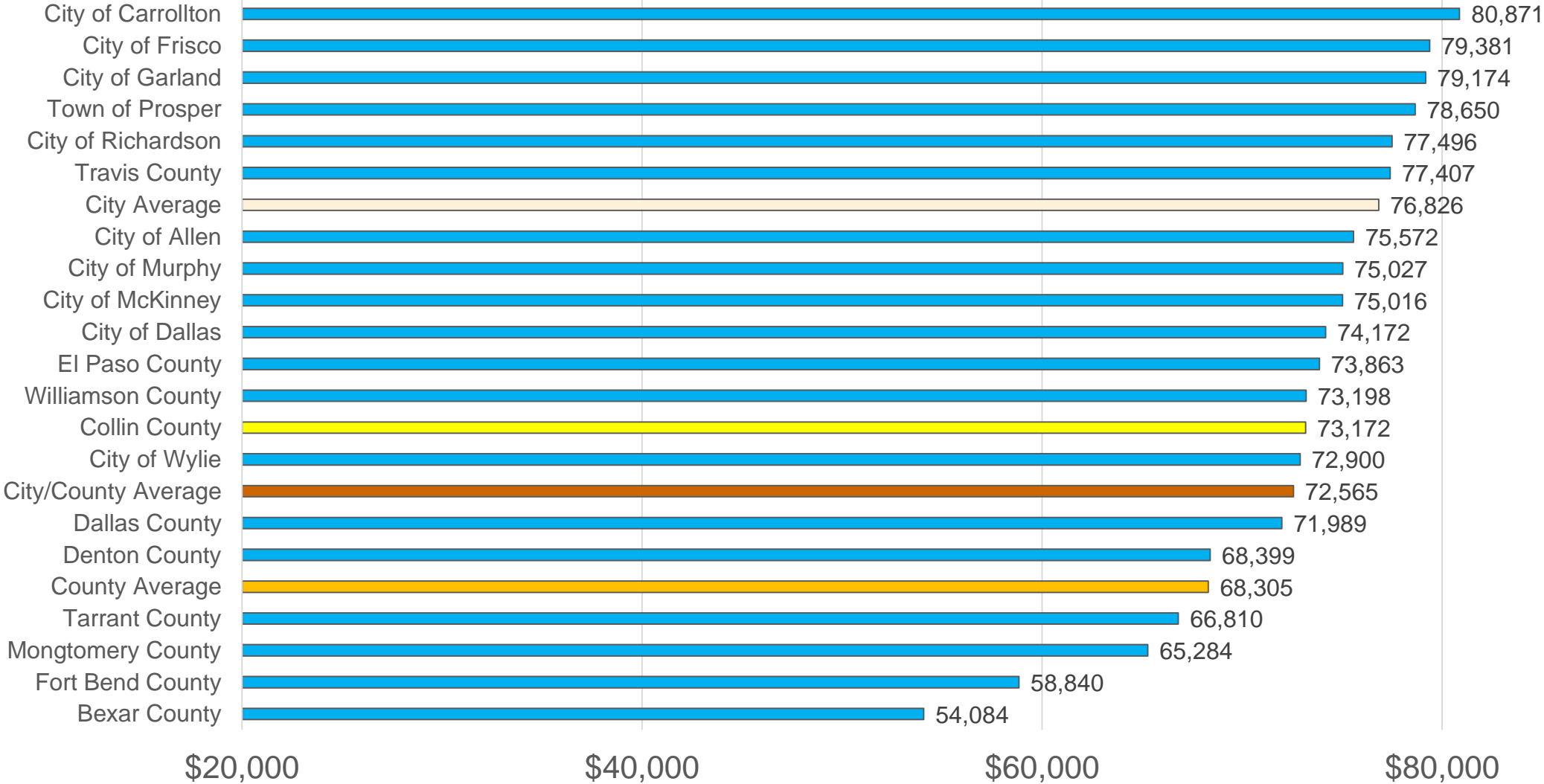
- 70 authorized Deputy Sheriff positions.
  - 64 incumbents
- The average length of service is 10 years.
- The pay range for this position is \$54,615 to \$73,172.
- 17 (27%) are at pay range maximum.
- Collin County was ranked 10 out of 20 for minimum salary. We are 3% above the City/County minimum average.
- Collin County was ranked 13 out of 20 for maximum salary. We are 1% above the City/County maximum average.
- Deputy Sheriff Recruit - positions are budgeted within the 70 licensed Deputy Sheriff positions.
  - The positions remain in grade 556 as Deputy Sheriff unless an unlicensed candidate is hired.
  - 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 2017





# DEPUTY SHERIFF MAXIMUMS FY 2017

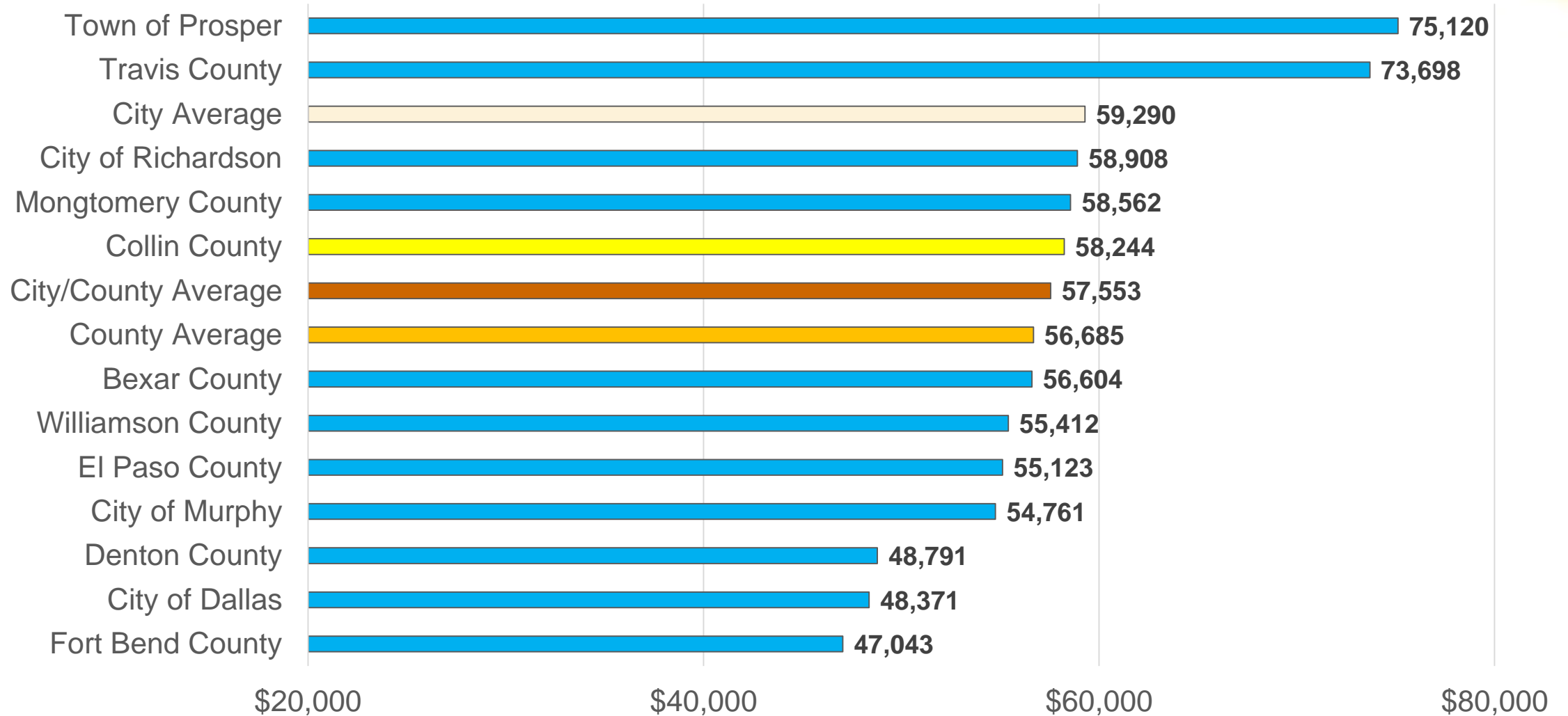


**CRIMINAL INVESTIGATOR**  
**GRADE 557**

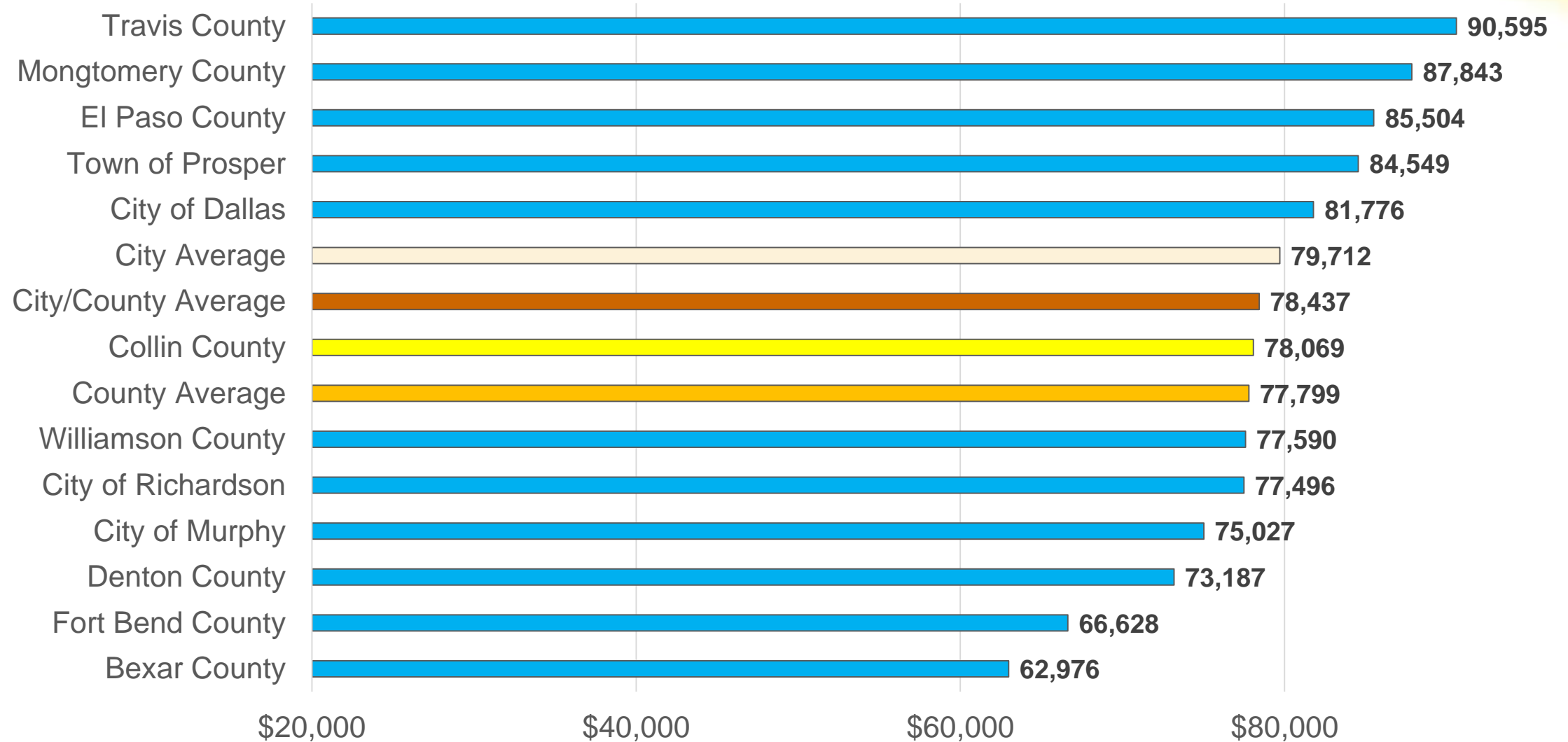
# CRIMINAL INVESTIGATOR

- 11 authorized 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 17 years.
- The pay range for this position is \$58,244 to \$78,069.
- Eight (8) incumbents (73%) are in the top quartile of the pay range.
  - All these incumbents are also at pay range maximum.
- Collin County was ranked five (5) out of 12 for minimum salary.
- Collin County was ranked six (6) out of 12 for maximum salary.
- We are 1% above city/county average for minimum pay and nearly equal to average maximum pay.

# CRIMINAL INVESTIGATOR MINIMUMS FY 2017



# CRIMINAL INVESTIGATOR MAXIMUMS FY 2017

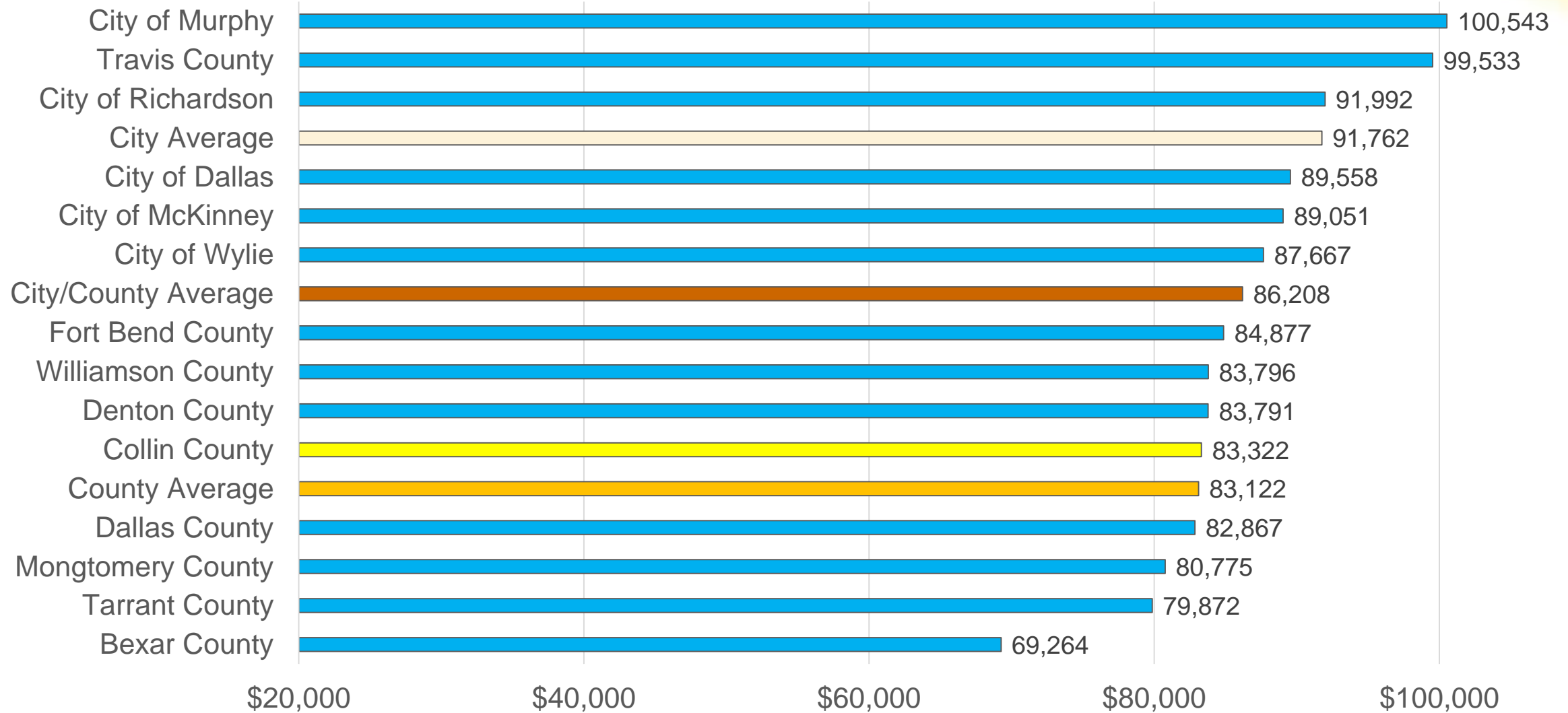


**SERGEANT  
GRADE 558**

# SERGEANT

- Six (6) authorized Sergeant positions in Operations.
- The average length of service is 15 years.
- The pay range for this position is \$62,162 to \$83,322.
- 67% of incumbents are in the 4<sup>th</sup> quartile.
  - None of these are at pay grade maximum.
- Sergeants are typically promoted from within, so minimum pay is generally not applicable.
- Collin County's maximum salary is ranked 10 out of 14. We are 3% below the City/County average for maximum.

# SERGEANT MAXIMUMS FY 2017





# **SHERIFF'S OFFICE MANAGEMENT**

# SHERIFF'S OFFICE POSITION MATCHES

## MANAGEMENT

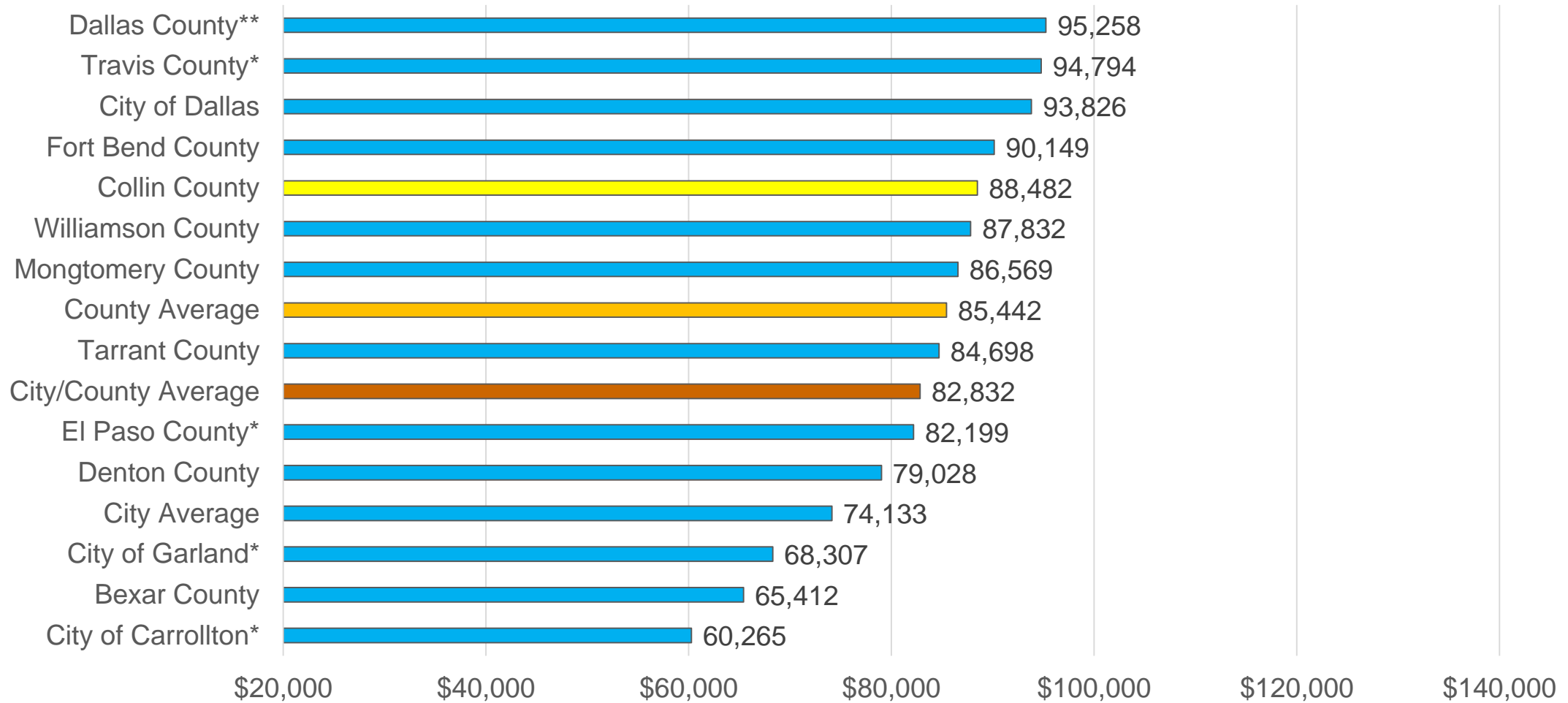
Collin County	Lieutenant (combined matches)	Captain	Major	Deputy Chief
City of Allen	no match	no match	no match	Deputy Chief
City of Carrollton	Detention Shift Supervisor	Police Sergeant	Police Commander	Assistant Police Chief
City of Dallas	Police Sgt / Police Lieutenant	Police Major	Deputy Chief	no match
City of Frisco	no match	no match	Deputy Police Chief	Assistant Chief of Police
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	Asst. 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 such as Jail, Patrol, Investigations, Support Services, Courthouse, Community Services and Training.
  - We do not differentiate Lieutenant pay based on area of assignment.
- The average length of service for Lieutenant is 18 years.
- The pay range for this position is \$66,011 to \$88,482.
- Nine (9) incumbents (45%) are in the top quartile of the pay range.
  - Eight (8) of these are at pay range maximum.
- Lieutenant ranks five (5) out of 13 for maximum pay and is 7% above city/county maximum pay average.
  - Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

# LIEUTENANT MAXIMUMS FY 2017



\*Jail only match

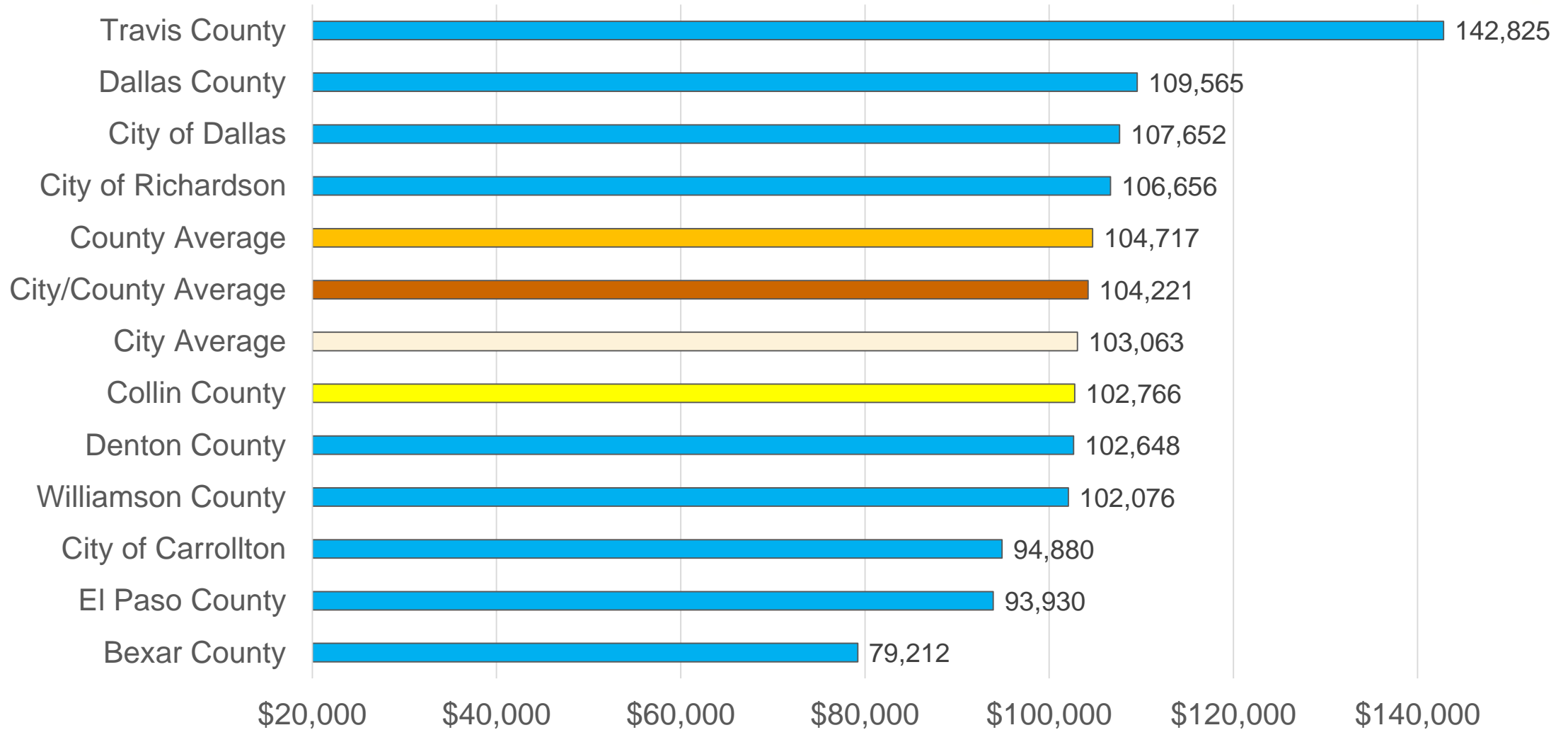
\*\*Patrol only match

**CAPTAIN**  
**GRADE 572**

# CAPTAIN

- Five (5) of the six (6) approved Captain positions are assigned to the jail/housing.
  - The remaining position is assigned to Support Services.
- The average length of service is 24 years.
- The pay range for this position is \$76,676 to \$102,766.
- Four (4) incumbents (67%) are in the top quartile of the pay range.
  - Two (2) of these are at pay range maximum.
- Collin County ranks 5 out of 10 with the pay grade maximum approximately 1% below market 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 4 out of 8 for pay range maximum and are nearly equal to market average for maximum pay.
- Captains are typically promoted from within, so minimum pay is generally not applicable.

# CAPTAIN MAXIMUMS FY 2017



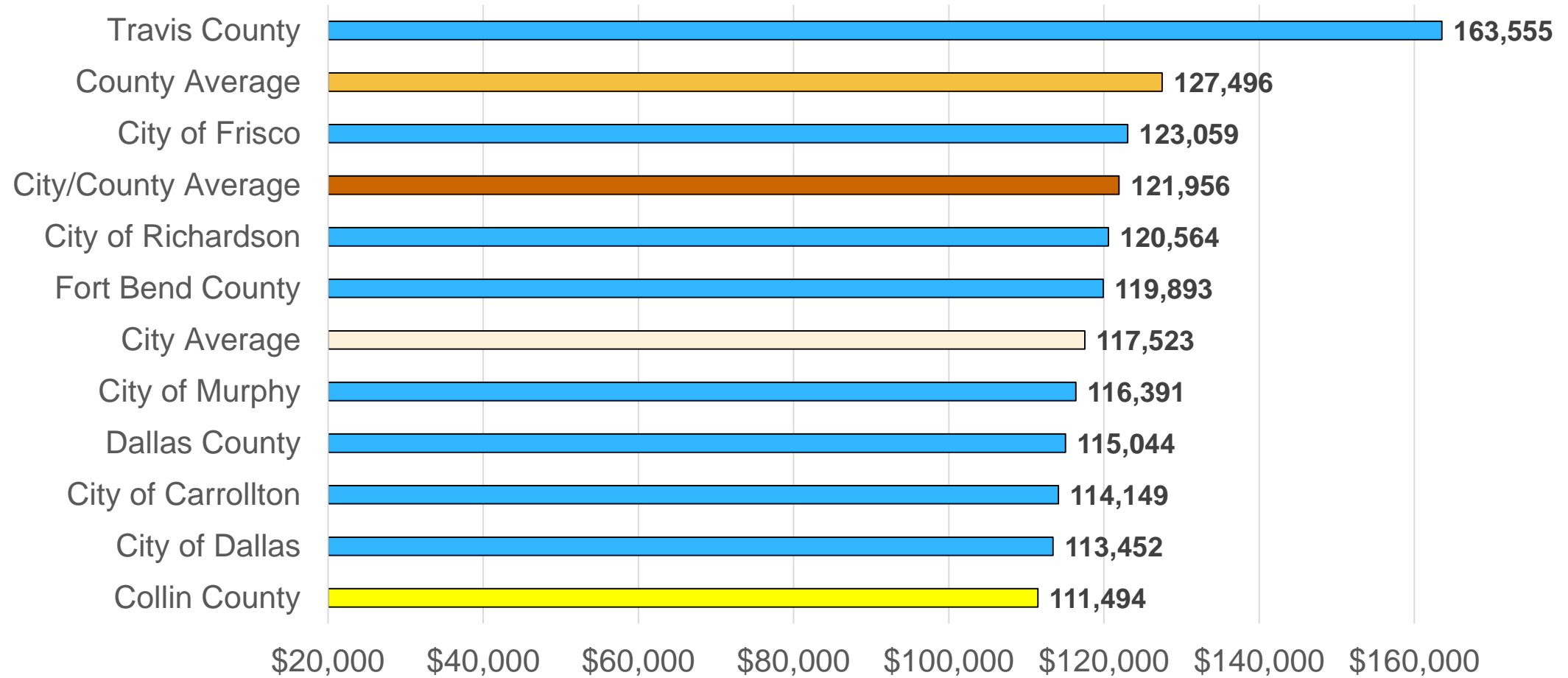


**MAJOR  
GRADE 573**

# MAJOR

- The two Major positions are each assigned to oversee one of the following divisions:
  - Support Services
  - Operations
- The average length of service is 18 years.
- The pay range for this position is \$83,182 to \$111,494.
- One incumbent is at pay range maximum; the other is in the 2<sup>nd</sup> quartile.
- Major ranks nine (9) out of nine (9) for maximum pay.
  - 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, the pay range maximum is approximately 9% below city/county average; excluding Travis County, it is 5% below city/county average.
- Majors are typically promoted from within, so minimum pay is generally not applicable.

# MAJOR MAXIMUMS FY 2017

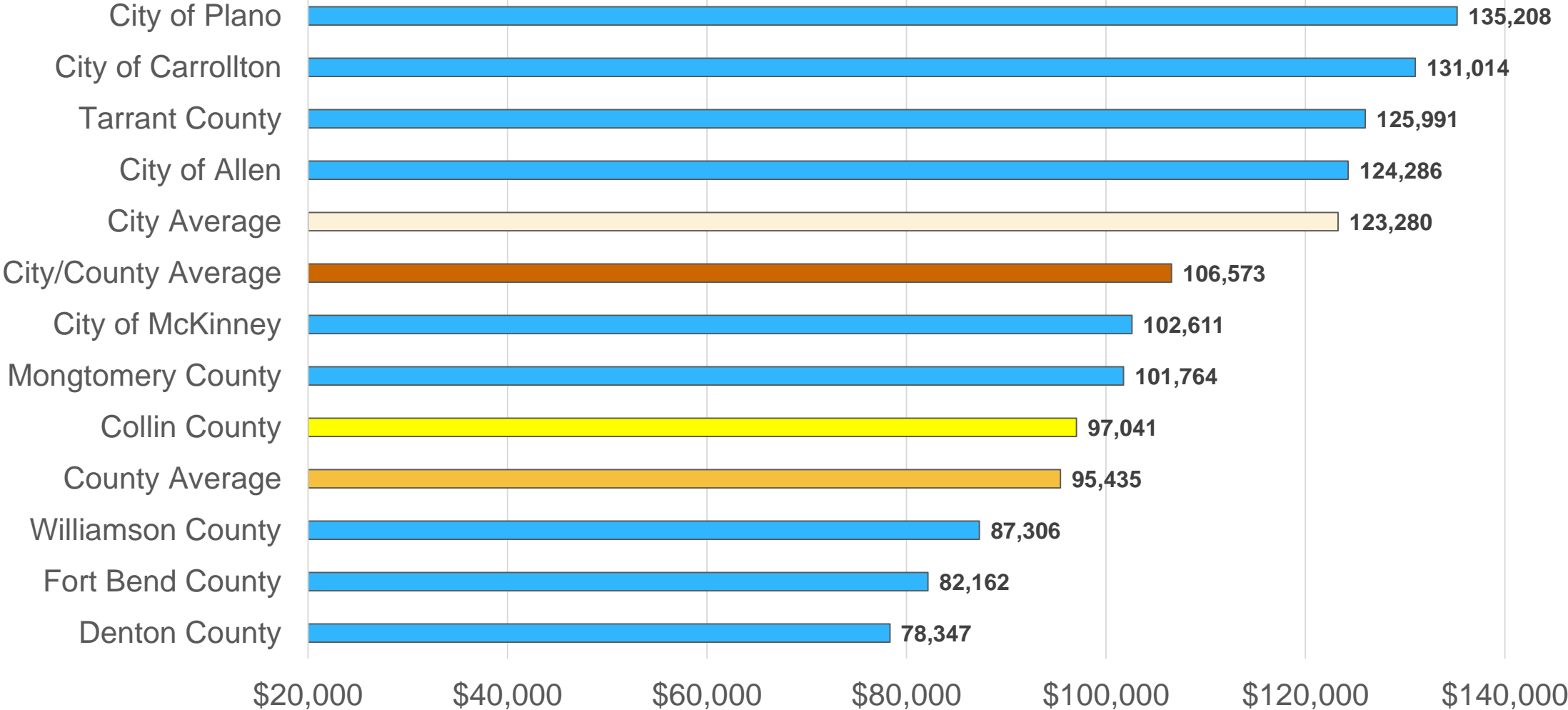


**DEPUTY CHIEF**  
**GRADE 575**

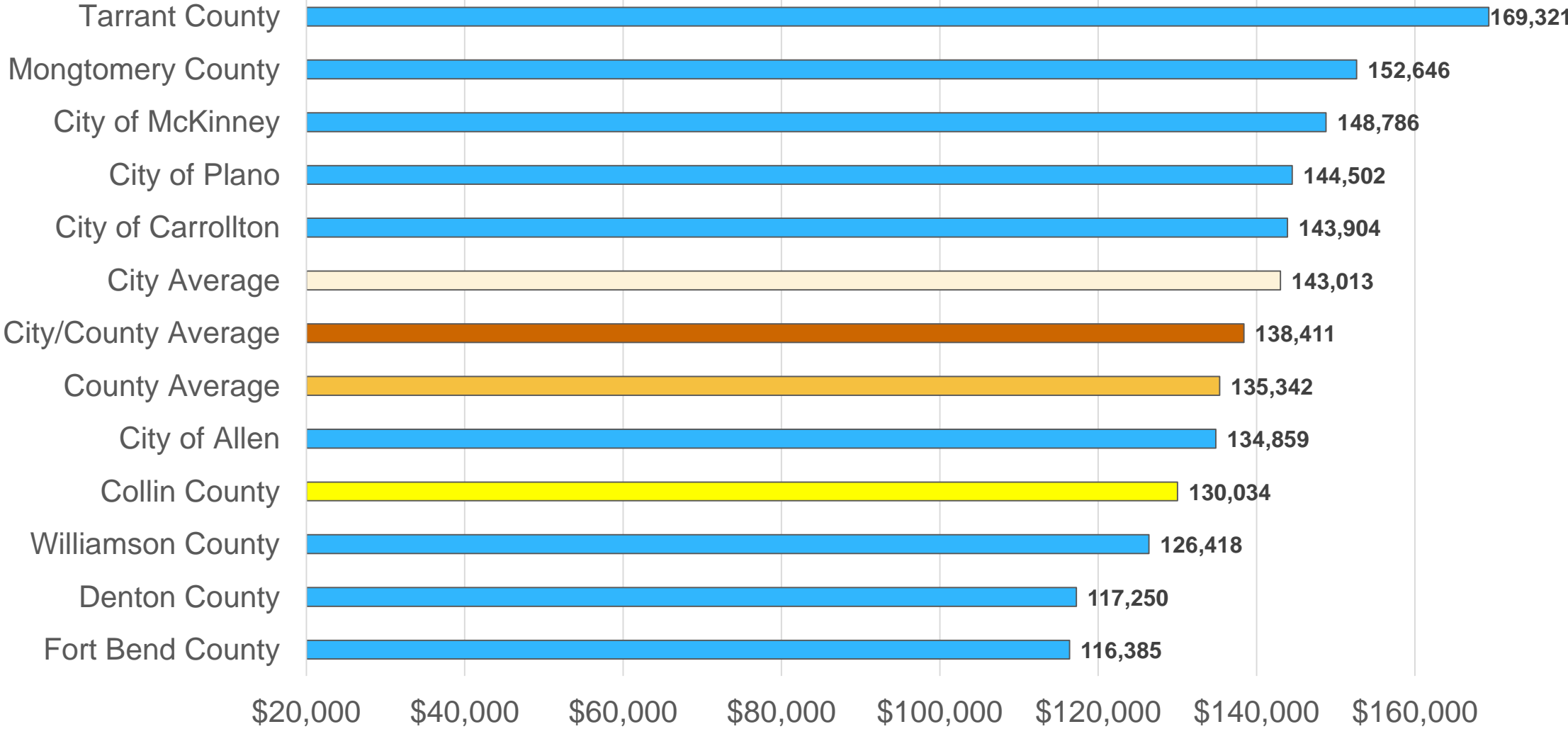
# DEPUTY CHIEF

- Two (2) authorized Deputy Chief positions.
- The average length of service is 13 years.
- The pay range for this position is \$97,041 to \$130,034.
- Collin County's minimum and maximum salaries are ranked seven (7) out of 10.
  - We are just under 9% below the City/County average for minimum.
    - Minimums vary greatly – 73% differential from lowest to highest in comparison set.
  - We are 6% below the City/County average for maximum.
  - Comparison set includes entities with multiple positions in this level/title match.

# DEPUTY CHIEF MINIMUMS FY 2017



# DEPUTY CHIEF MAXIMUMS FY 2017





**BENCHMARKED POSITIONS  
CONSTABLE, COURTS, DA, FIRE MARSHAL**



# BENCHMARK POSITIONS

## CONSTABLE, COURTS, DA, FIRE MARSHAL

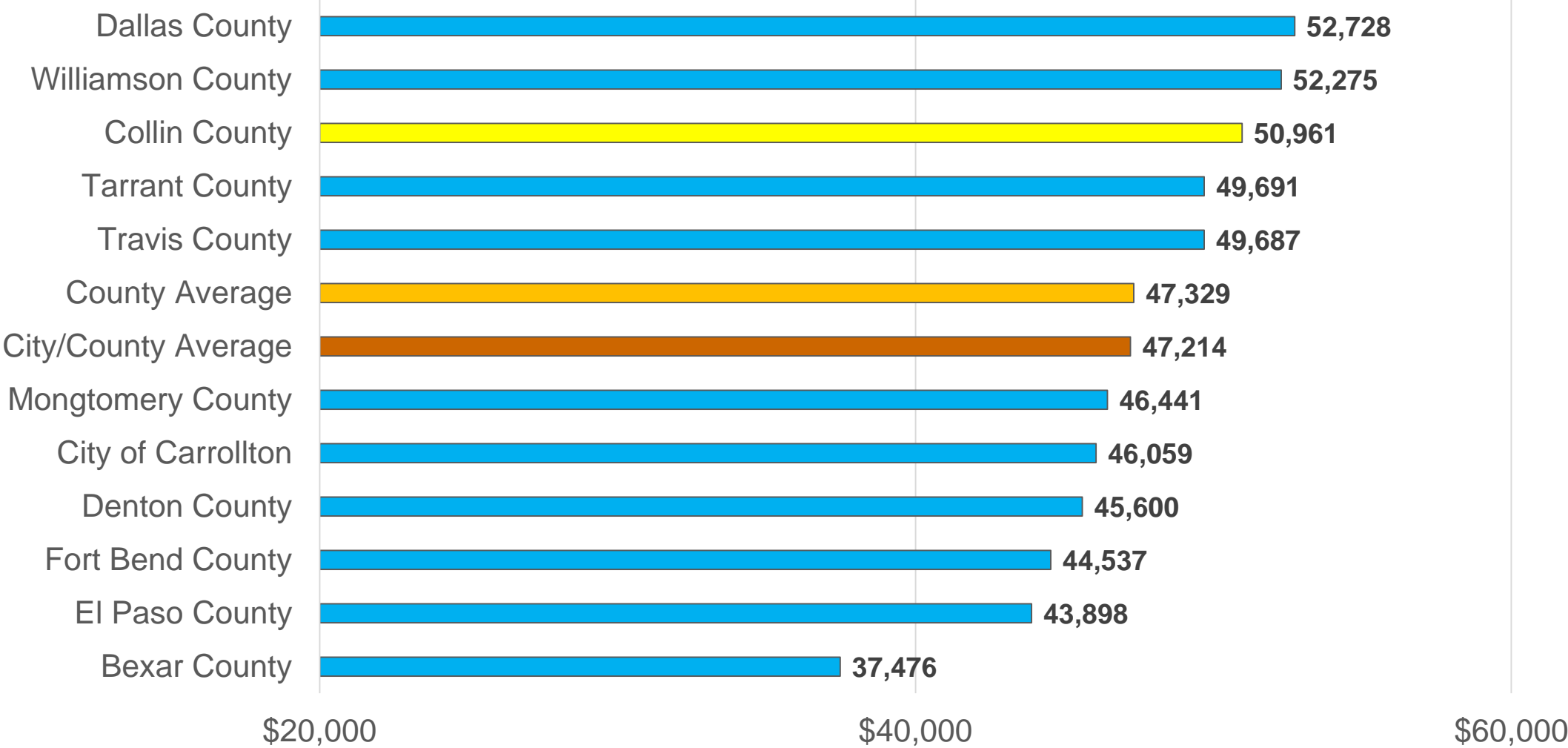
Collin County	Deputy Constable	Court Officer	Felony Investigator	Deputy Fire Marshal
City of Allen	no match	no match	no match	no match
City of Carrollton	Deputy Marshal	Bailiff	no match	no match
City of Dallas	no match	Bailiff	no match	no match
City of Frisco	no match	no match	no match	Fire Inspector
City of Garland	no match	no match	no match	no match
City of McKinney	no match	no match	no match	Fire Investigator
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	Bailiff (P/T)	no match	Fire Inspector/Investigator
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	Deputy Fire Marshal III
Williamson County	Deputy Constable	Deputy Sheriff, Bailiff	no match	no match

**DEPUTY CONSTABLE  
GRADE 555**

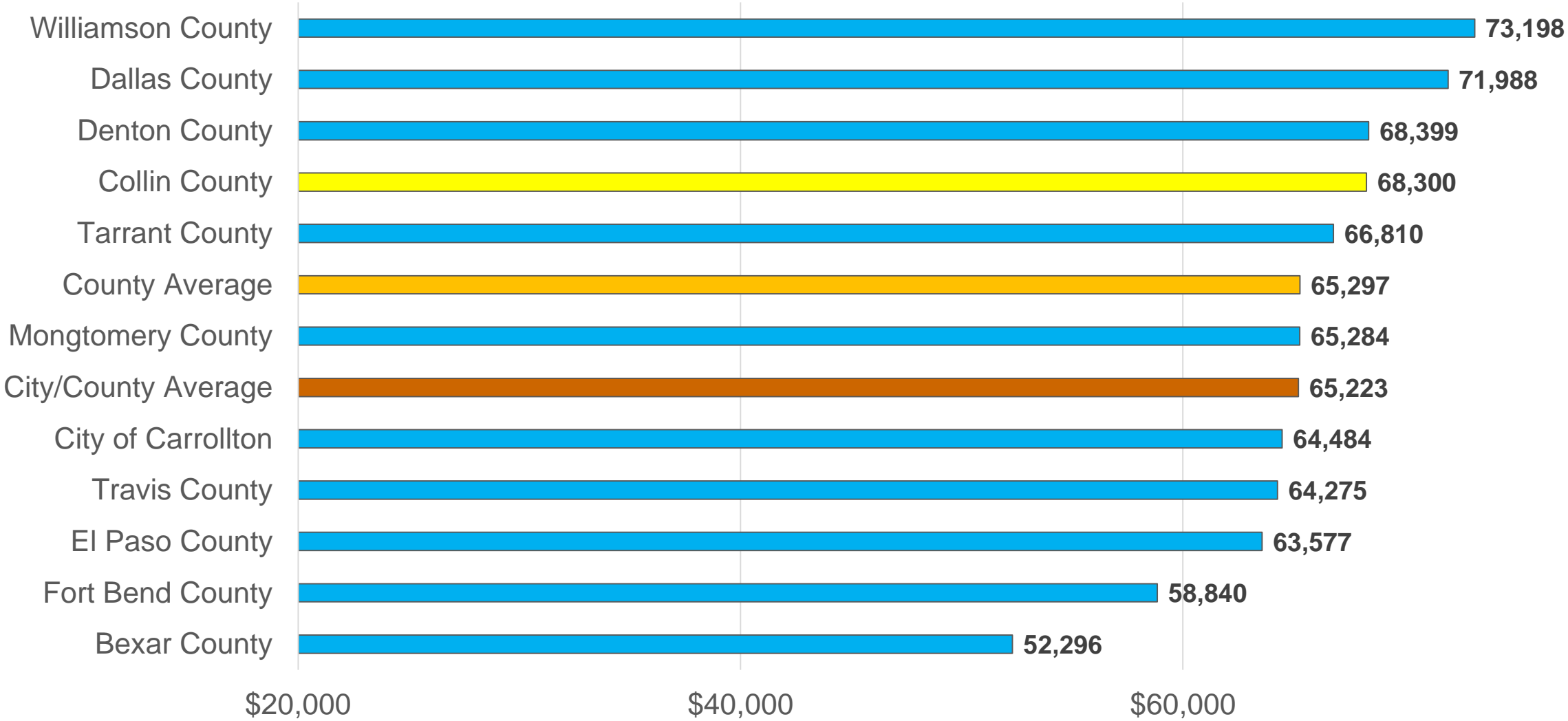
# DEPUTY CONSTABLE

- 19 authorized Deputy Constable positions.
- The average length of service is 9 years.
- The pay range for this position is from \$50,961 to \$68,300.
- Eight (8) incumbents (42%) are in the top quartile of pay.
  - Three (3) of these are at maximum pay.
- Collin County's minimum salary is ranked three (3) out of 11. We are 8% above average for minimum.
- Collin County's maximum salary is ranked four (4) out of 11. We are 5% above average for maximum.

# DEPUTY CONSTABLE MINIMUMS FY 2017



# DEPUTY CONSTABLE MAXIMUMS FY 2017

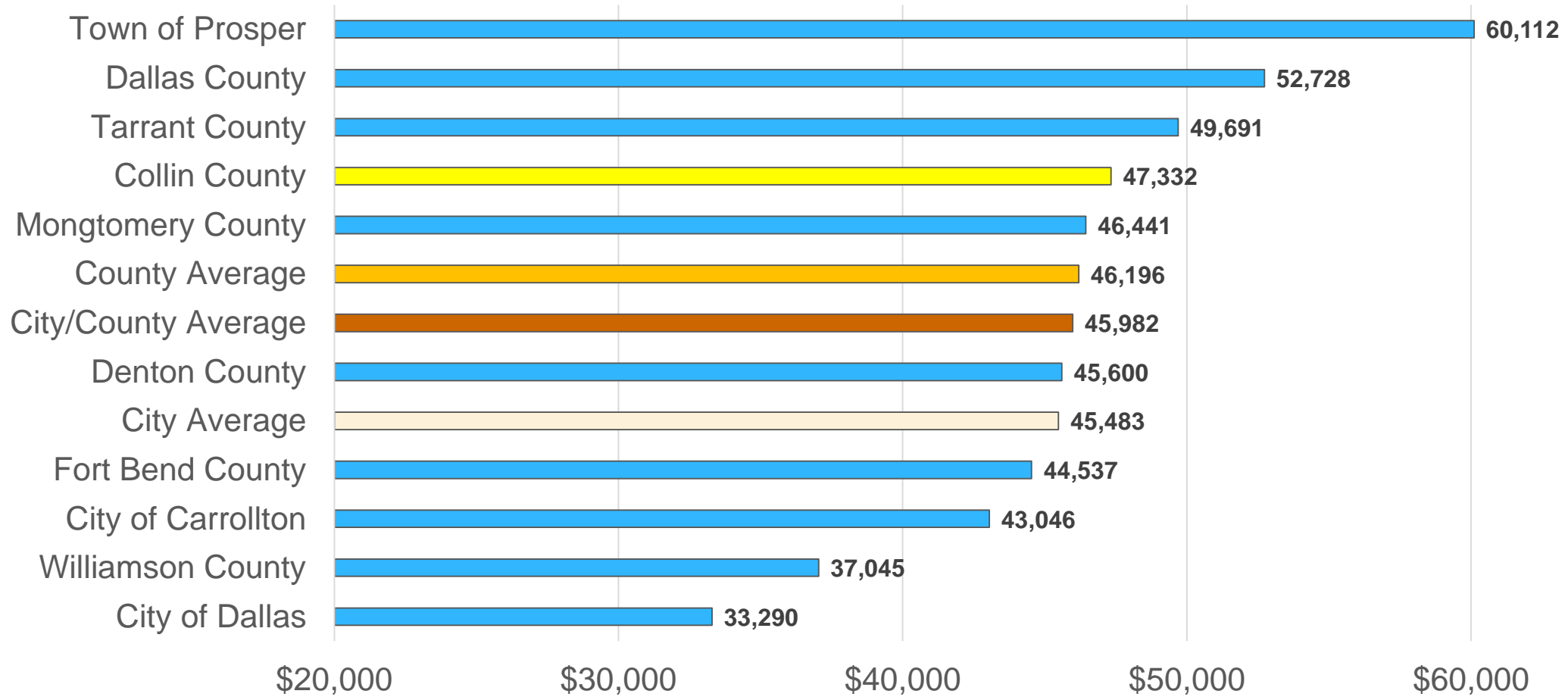


**COURT OFFICER  
GRADE 554**

# COURT OFFICER

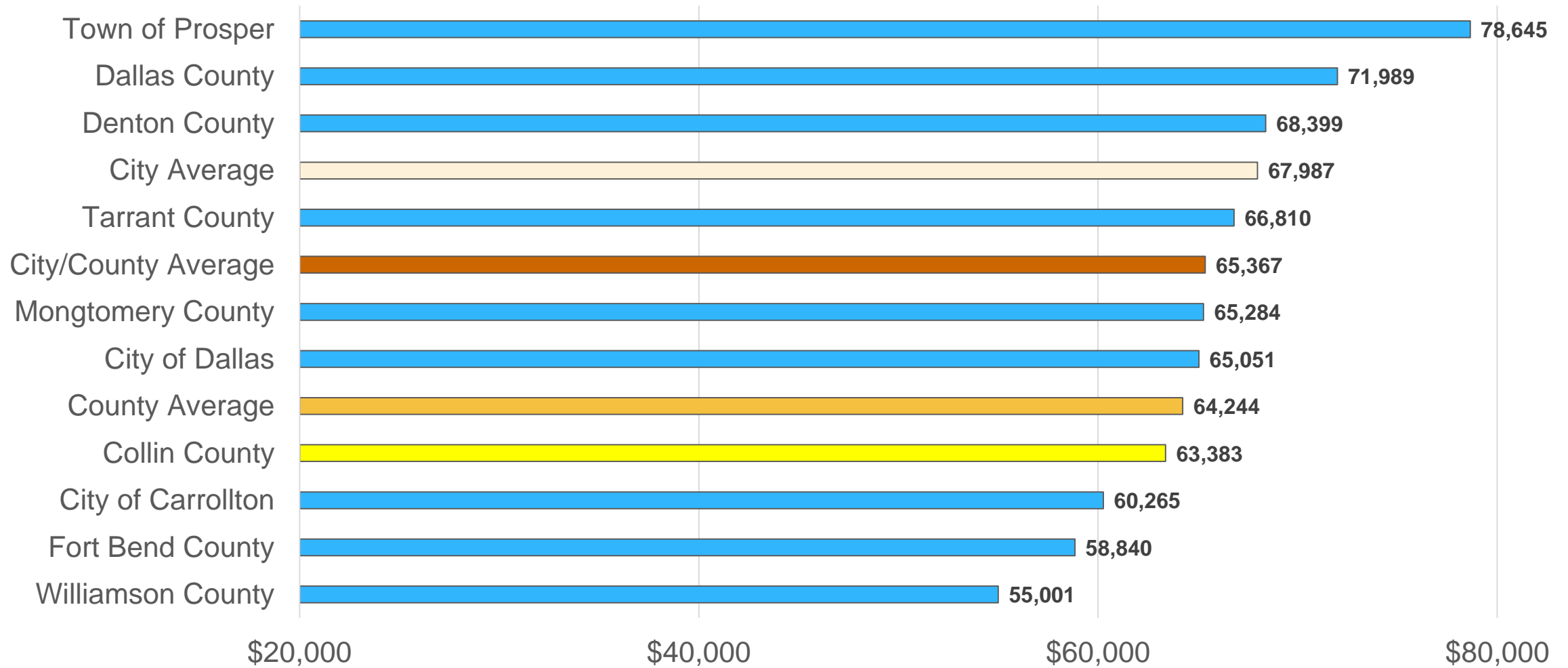
- 20 authorized Court Officer positions.
- The average length of service for this position is 16 years.
- The pay range for this position is \$47,332 to \$63,383.
- 10 incumbents (50%) are in the top quartile of the pay range.
  - Five (5) have reached the pay range maximum.
- Collin County's minimum salary is ranked four (4) out of 10.
  - We are 3% above City/County average for minimum.
- Collin County's maximum salary is ranked seven (7) out of 10.
  - We are 3% below City/County average for maximum.

# COURT OFFICER MINIMUMS FY 2017





# COURT OFFICER MAXIMUMS FY 2017

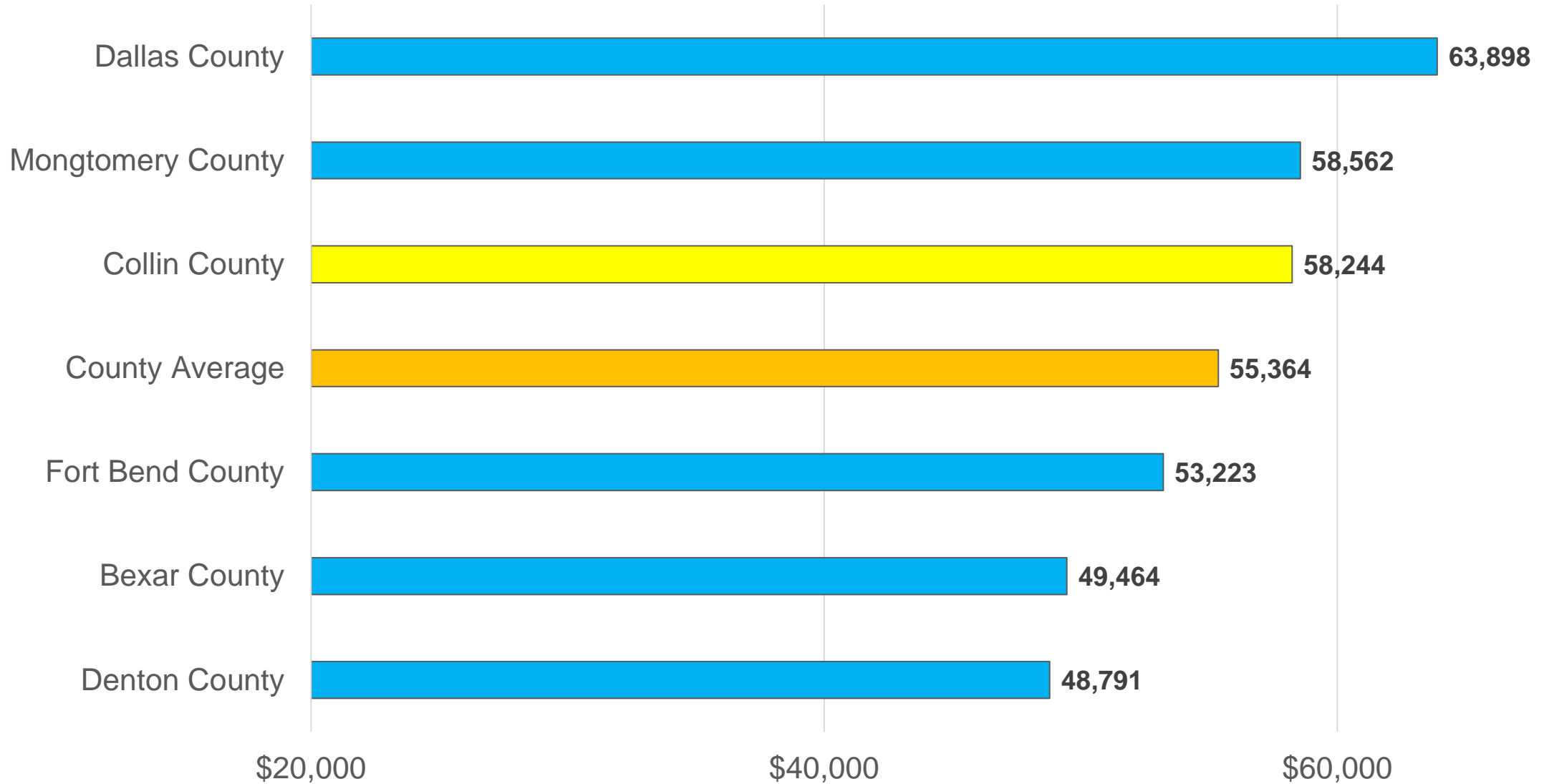


**FELONY INVESTIGATOR**  
**GRADE 557**

# FELONY INVESTIGATOR

- 16 authorized Felony Investigator positions.
- The average length of service is 11 years.
- The pay range for this position is \$58,244 to \$78,069.
- Six (6) incumbents (38%) are in the top quartile of the pay range.
  - Three (3) are at pay range maximum.
- Collin County's minimum and maximum pay rank three (3) out of five (6).
  - We are 5% above County average for minimum and almost equal to County average for maximum.

# FELONY INVESTIGATOR MINIMUMS FY 2017



# FELONY INVESTIGATOR MAXIMUMS FY 2017

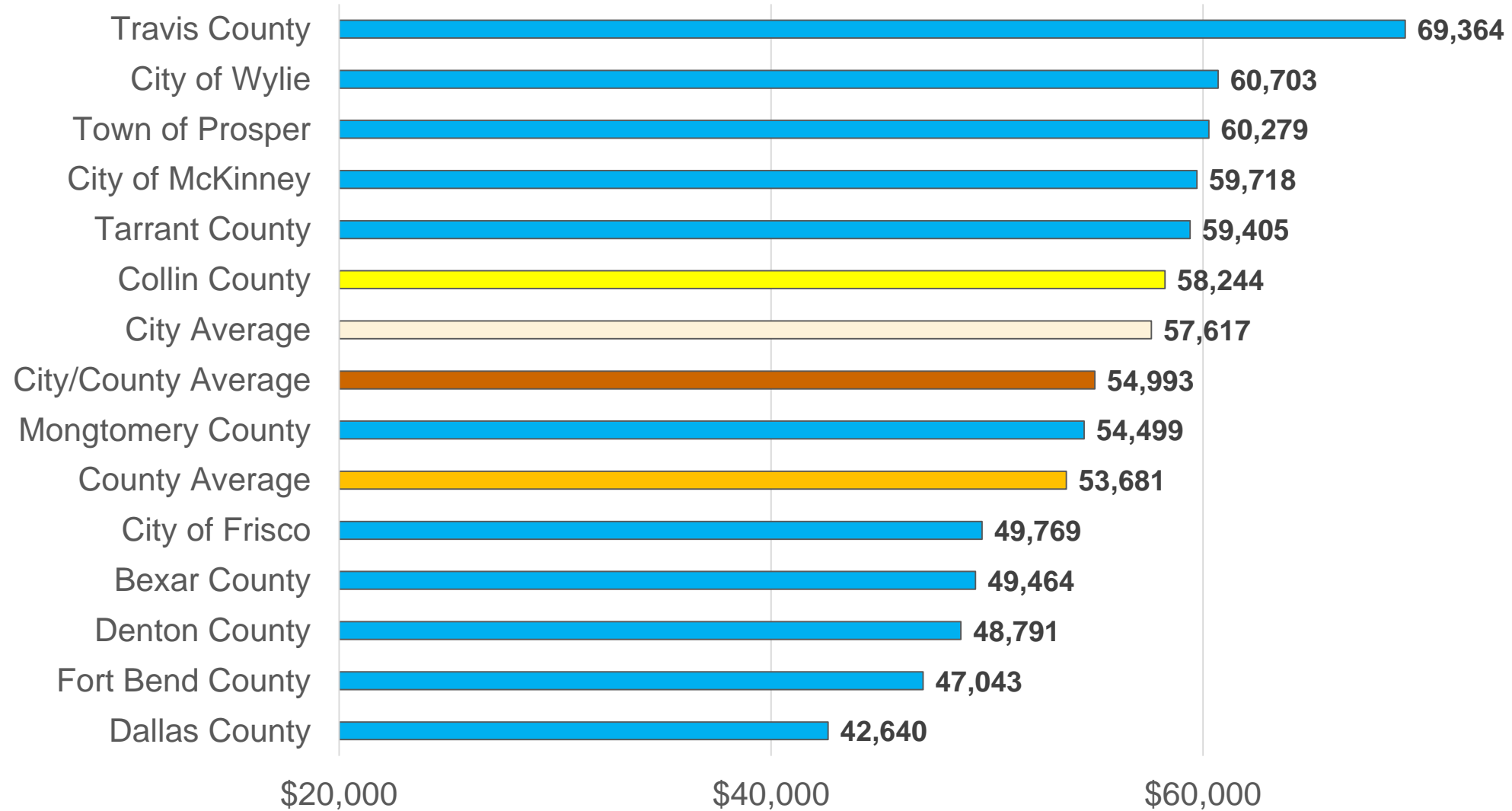


**DEPUTY FIRE MARSHAL**  
**GRADE 557**

# DEPUTY FIRE MARSHAL

- 2 authorized Deputy Fire Marshal positions.
- The average length of service for this position is 1 year.
- The pay range for this position is \$58,244 to \$78,069.
- Neither of the incumbents are in the top quartile of the pay range.
- Collin County's minimum salary is ranked six (6) out of 12.
  - We are 6% above City/County average for minimum.
- Collin County's maximum salary is ranked five (5) out of 12.
  - We are 3% above City/County average for maximum.

# DEPUTY FIRE MARSHAL MINIMUMS FY 2017





# DEPUTY FIRE MARSHAL MAXIMUMS FY 2017

