



Law Enforcement Compensation

FY 2019 Presentation for FY 2020 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 County
 - 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 June 2019.

Sheriff's Office Organizational/Position Changes

The Sheriff's Office has had several organizational changes throughout FY 2019.

October 2018

- Changed management structure from two (2) Chief Deputies to one (1) Chief Deputy and three (3) Assistant Chief Deputies.
- Changed four (4) of five (5) Courthouse Deputy positions to Deputy Sheriff.
- Changed all Transfer Officer positions (28) to Detention Officer.

December 2019

- Replaced two secretary positions with a Budget Technician.

January 2019

- Changed a Deputy Sheriff position to Sergeant – Public Affairs.
- Retitled five (5) Criminal Investigator positions to Corporal.

May 2019

- Converted eight (8) full-time Detention Officer positions to 16 part-time Detention Officer positions.

Sheriff's Office Requirement Changes

Also this Fiscal Year, changes were made to the requirements for several positions, resulting in changes to the number of position matches we were able to make with other organizations.

Titles	From			To		
	Experience	Education	License	Experience	Education	License
Jail Sergeant	Over 1 year exp.	6mo – 1yr past HS	Basic Peace Officer and Basic Jailer	2 yrs. exp.	High School	Basic Jailer. If assigned to Transfer must obtain Firearm Certification
Sergeant	2 years exp.	30 college hours	Basic Peace Officer	2 years exp.	High School	Basic Peace Officer
Lieutenant	2 years exp.	Associate's	Basic Peace Officer	4 years exp. w/ 1 year supervisory)	High School	Basic Peace Officer
Captain	5 years exp.	Bachelor's	Basic Peace Officer/Jailer	6 years exp.	High School	Basic Peace Officer/Jailer if assigned to jail
Commander	10 years exp. w/ 5 years at command level	Bachelor's	Basic Peace Officer	8 years exp.	High School	Basic Peace Officer
Assistant Chief Deputy	5 years exp. with 2 years supervisory	Bachelor's	Basic Peace Officer/Jailer	10 years exp.	High School	Basic Peace Officer/Jailer if assigned to jail
Chief Deputy	10 years exp. w/ 5 years at command level	Bachelor's	Basic Peace Officer	10 years exp.	High School	Basic Peace Officer

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 (FTE) ¹	251
Sheriff's Office - Operations	
Deputy Sheriff (licensed and recruit)	79
Criminal Investigator	4
Sergeant	7
Sheriff's Office - Support Services	
Dispatcher	22

Title	# incumbents
Sheriff's Office - Management	
Lieutenant	20
Captain	8
Fire Marshal, Constable, Courts	
Deputy Constable	18
Deputy Fire Marshal	2
Court Officer	20

Incumbent statistics as of June 2019

- 85% (431) of law enforcement pay grade incumbents are in benchmarked positions.
- 21% (90) of benchmarked position incumbents are at pay range maximum.
- 0.9% (4) of benchmarked position incumbents are over pay range maximum as result of Transfer Officer to Detention Officer changes.

1. FTE – Full-Time equivalent. This counts full-time positions as 1.0 position and part-time positions as 0.5 position.

2018 Turnover Summary

Category	2017 Turnover	2018 Turnover	Change from 2017	2019 projected
Collin County (all departments)	13.9%	12.3%	-1.6%	13.1%
Collin County Law Enforcement				
All Law Enforcement positions	17.8%	16.3%	-1.5%	15.0%
Benchmark Law Enforcement positions	19.2%	18.0%	-1.2%	16.6%
Benchmark Law Enforcement positions excluding Detention Officer	9.0%	11.8%	2.8%	8.6%
Sheriff's Office Law Enforcement				
All SO Law Enforcement positions	19.2%	18.4%	-0.8%	17.1%
Benchmark SO Law Enforcement positions	20.5%	19.4%	-1.1%	18.0%
Sheriff's Office Benchmark LE positions excluding Detention Officer	8.5%	13.9%	5.4%	9.9%
DA, Constable, Fire Marshal & Courts				
All Non-SO Law Enforcement positions	9.0%	2.8%	-6.2%	2.4%
Benchmark Non-SO Law Enforcement positions	10.6%	4.9%	-5.7%	4.1%

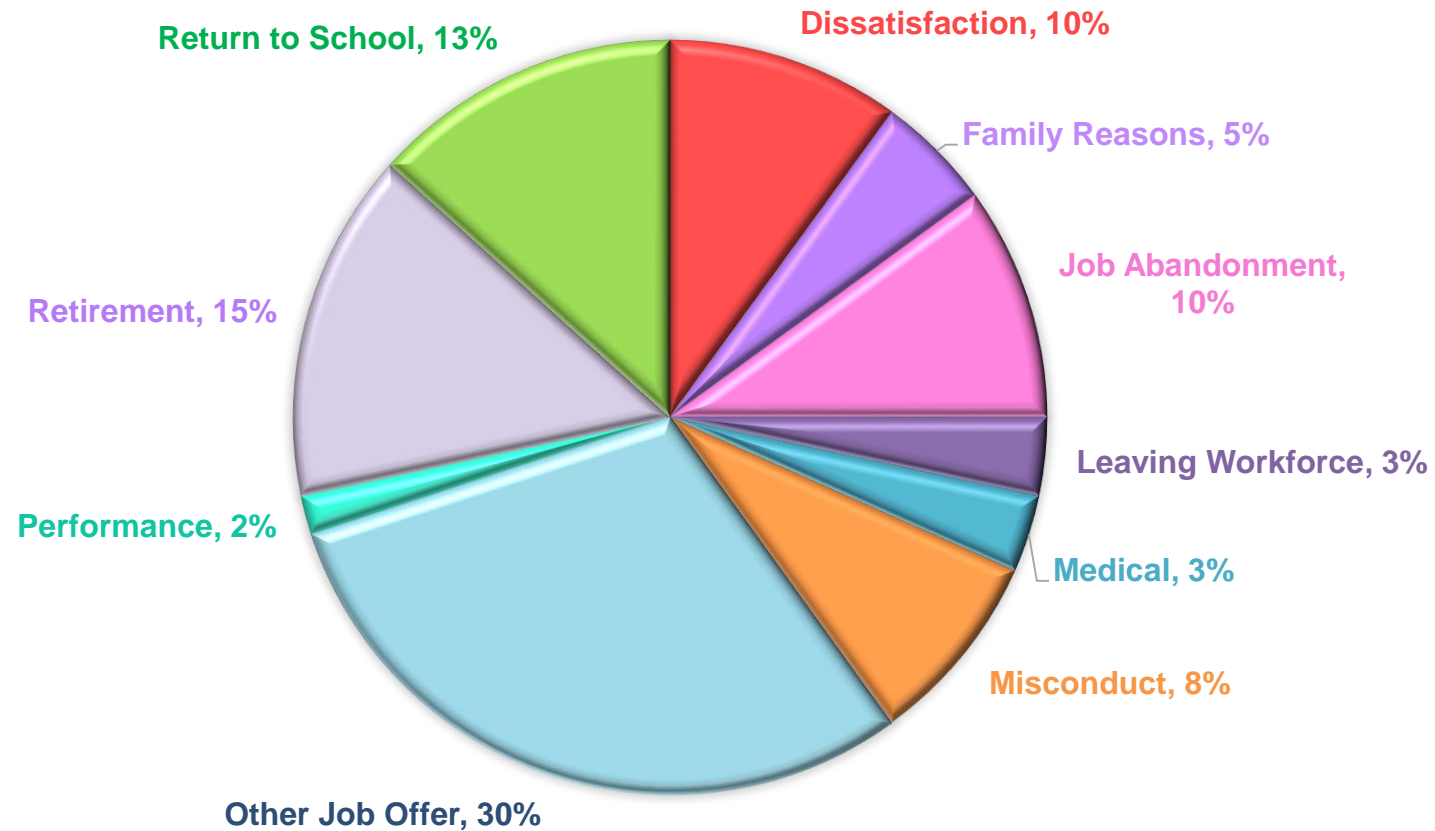
Benchmark Position Turnover

Title	2017 Turnover %	2018 Turnover %	Change from 2017	2019 Proj Turnover %
Sheriff's Office - Jail				
Detention Officer	28.8%	22.4%	-6.4%	22.3%
Sheriff's Office - Operations				
Deputy Sheriff	8.0%	10.6%	2.6%	10.0%
Criminal Investigator	0.0%	20.5%	20.5%	0.0%
Sergeant	0.0%	0.0%	0.0%	0.0%
Sheriff's Office - Support Services				
Dispatcher	10.9%	31.6%	20.7%	7.2%

Title	2017 Turnover %	2018 Turnover %	Change from 2017	2019 Proj Turnover %
Sheriff's Office - Management				
Lieutenant	9.9%	14.7%	4.8%	7.8%
Captain	0.0%	0.0%	0.0%	42.1%
Fire Marshal/Constable/Courts				
Deputy Fire Marshal	0.0%	0.0%	0.0%	0.0%
Deputy Constable	15.7%	10.6%	-5.1%	8.6%
Court Officer	5.0%	0.0%	-5.0%	0.0%

Benchmark Position Turnover

The chart below represents FY 2018 turnover reasons for the benchmark positions with a headcount greater than 25 (Detention Officer and Deputy Sheriff).



Unless otherwise noted, percentages adding up to $\leq 100\%$ is due to rounding.

Comparison Entity Turnover

The Texas State Auditor's Office reported the following occupational turnover rates for 2018:

- Law Enforcement 5.5% (-0.8% from last year)
- Criminal Justice 27.0% (+1.1% from last year)
- Public Safety 14.2% (-0.3% from last year)

TDCJ overall turnover was 24.8% (+1.2% 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 2018 Turnover	Change from 2017
City of Allen	8.5%	-11.5%
City of Carrollton	2.2%	-0.5%
City of Dallas	8.4%	-17.3%
City of Frisco	7.8%	-5.1%
City of Garland	9.8%	-0.1%
City of McKinney*	3.4%	-2.7%
City of Murphy	17.0%	+6.0%
City of Plano	7.4%	+1.3%
City of Richardson*	9.1%	-0.8%
City of Wylie	7.6%	-0.1%
Average	8.1%	-3.1%

* Does not include civilian positions

SHERIFF'S OFFICE TURNOVER

Organization	FY 2018 Turnover	Change from 2017
Collin County	18.4%	-1.5%
Dallas County	7.3%	-1.4%
Denton County	18.7%	3.8%
El Paso County	9.0%	-1.3%
Fort Bend County	9.8%	3.5%
Average	12.6%	0.6%

Comparison Entity Turnover

- Comparison entity average turnover for both jail only and non-jail personnel had virtually no change from last year.
 - CCSO's jail only turnover decreased from last year by 4%.
 - CCSO's non-jail turnover increased by 5%.

JAIL ONLY TURNOVER

Organization	FY 2018 Turnover	Change from 2017
Collin County	20.4%	-4.2%
City of Allen	37.5%	*
City of Carrollton	12.0%	0.2%
City of Garland	18.9%	18.3%
City of Plano	12.9%	-3.1%
City of Richardson	0.4%	*
Dallas County	7.3%	*
Denton County	23.0%	-2.0%
Fort Bend County	5.4%	3.1%
Williamson County	20.7%	4.3%
Jail Only Average	15.8%	2.4%

NON-JAIL TURNOVER

Organization	FY 2018 Turnover	Change from 2017
Collin County	15.9%	5.4%
City of Allen	6.10%	*
City of Dallas	13.0%	*
City of Garland	9.0%	-0.2%
City of McKinney	3.4%	*
City of Murphy	17.0%	6.0%
City of Plano	7.1%	1.6%
City of Richardson	8.7%	*
City of Wylie	7.6%	-0.9%
Dallas County	6.8%	*
Denton County	14.3%	8.5%
Fort Bend County	4.4%	0.7%
Williamson County	14.8%	-3.6%
Non-Jail Average	9.8%	2.2%

*2017 not provided

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	52%	13%	6%	27%	20% (49 of 250)
Dispatcher	551	41%	32%	5%	23%	18% (4 of 22)
Court Officer	554	0%	5%	10%	85%	60% (12 of 20)
Deputy Constable	555	22%	6%	33%	39%	11% (2 of 18)
Deputy Sheriff	556	22%	30%	18%	30%	23% (18 of 77)
Deputy Fire Marshal	557	50%	0%	0%	50%	0% (0 of 2)
Criminal Investigator	557	0%	25%	0%	75%	75% (3 of 4)
Sergeant	558	14%	0%	14%	71%	29% (2 of 7)
Total Non-Exempt		41%	17%	10%	32%	23% (90 of 400)

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

*Four (4) Detention Officers are over the maximum due to reclassification from Transfer Officer to Detention Officer.

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	15%	30%	5%	50%	0% (0 of 20)
Captain	572	0%	25%	13%	63%	0% (0 of 8)
Total Exempt		11%	29%	7%	54%	0% (0 of 28)

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	5	8	17
551	1	4	9	15
554	-	10	15	19
555	1	10	5	18
556	4	6	8	17
557	3	4	-	15
558	14	-	9	14
570	4	8	17	19
572	-	8	1	26

- Grades 550 and 551 represent absolute entry level positions in the department.
 - This chart shows that employees are progressing through these pay ranges in a reasonable amount of time.
- Grades 555 and above often hire from within to fill the positions; therefore years of service do not steadily increased throughout the quartiles.
 - This is due to position in grade varying depending on prior position and years of service.

Response to Adequate Compensation Question

- 48% of law enforcement employees who terminated in 2018 responded to our Exit Interview requests.
- 77% 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
Commander	1	-	-	-
Community Corrections Officer	1	-	-	-
Corporal	2	2	1	1
Deputy Constable	2	1	1	-
Deputy Sheriff	9	8	6	2
Detention Officer	54	22	16	6
Dispatcher	6	3	3	-
Jail Sergeant	3	2	2	-
Lieutenant	3	1	1	-
Public Safety Communications Manager	1	-	-	-

*Data collected from Exit Interviews conducted for Fiscal Year 2018.

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	DRT, Honor Guard, TAC Team, TAC Dispatch	ERT, SERT, SWAT, Negotiators	No	SWAT and SORT	SWAT, Crisis Neg, SRT	Motorcycle	SWAT, Motorcycle, Canine	No	No	No
Education Pay	No	Yes	Yes	Yes	Yes	No	No	No	No	No
TCOLE Certification Pay	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Shift Differential	Yes (Exempt & Non)	Yes (Exempt & Non-Exempt)	Yes	No	Yes (Non-Exempt)	No	No	Yes (Non-Exempt only)	Yes	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	DRT, Honor Guard, TAC Team, TAC Dispatch	No	No	Narcotics/HAZMAT	No	No	No	No	No	No	No	No
Education Pay	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No
TCOLE Certification Pay	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Shift Differential	Yes (Exempt & Non)	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 Plano and McKinney pay \$5/month of service.
 - City of Garland - 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	\$224	\$206	33%
Education Pay	Associate's	-	\$82	\$53	\$69	52%
	Bachelor's	-	\$161	\$100	\$139	
	Master's	-	\$155	\$140	\$149	
TCOLE Certification Pay	Intermediate	\$55	\$58	\$87	\$70	95%
	Advanced	\$80	\$111	\$124	\$117	
	Master	\$125	\$163	\$166	\$164	
Training Officer Pay		\$100	\$131	\$109	\$120	86%
Shift Differential Pay		\$130	-	\$114	\$114	33%

Salary Rankings - FY 2019

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

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

*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 2015	FY 2016	FY 2017	FY 2018	FY 2019	5 year total	5 year average
Range Movement	1%	4%	1%	4%	2%	12.0%	2.4%
PFP Increase (avg)	3%	3%	3%	3%	3%	15.0%	3.0%

Non-Exempt	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019	5 year total	5 year average
Range Movement	0%	4%	3%	4%	2%	13.0%	2.6%
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

- In January 2019, 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.
- Actual amounts applied varied by pay scale and performance score.
- Sheriff's Office Law Enforcement received approximately \$523,000 in adjustments, representing about 31% 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
City of Allen	Detention Officer
City of Carrollton	no match
City of Dallas	no match
City of Frisco	Detention Officer
City of Garland	Detention Officer
City of McKinney	no match
City of Murphy	no match
City of Plano	Detention Officer
City of Richardson	no match
City of Wylie	no match
Town of Prosper	no match
Bexar County	Deputy Sheriff - Detention
Dallas County	no match
Denton County	Detention Officer I
El Paso County	Detention Officer
Fort Bend County	Detention Officer - Civilian
Montgomery County	Detention Officer
Tarrant County	Detention Officer
Travis County	no match
Williamson County	Corrections Officer

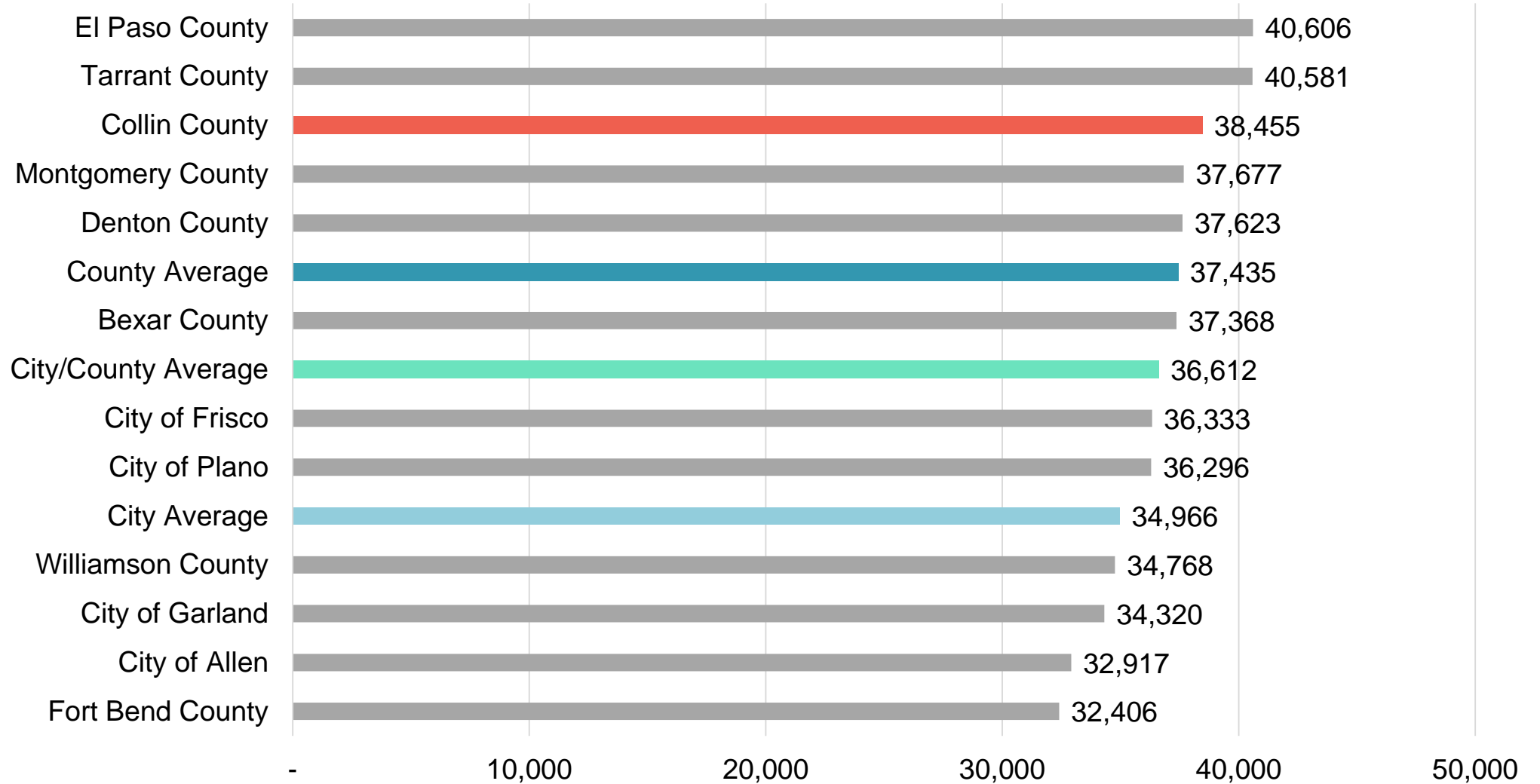


Detention Officer Grade 550

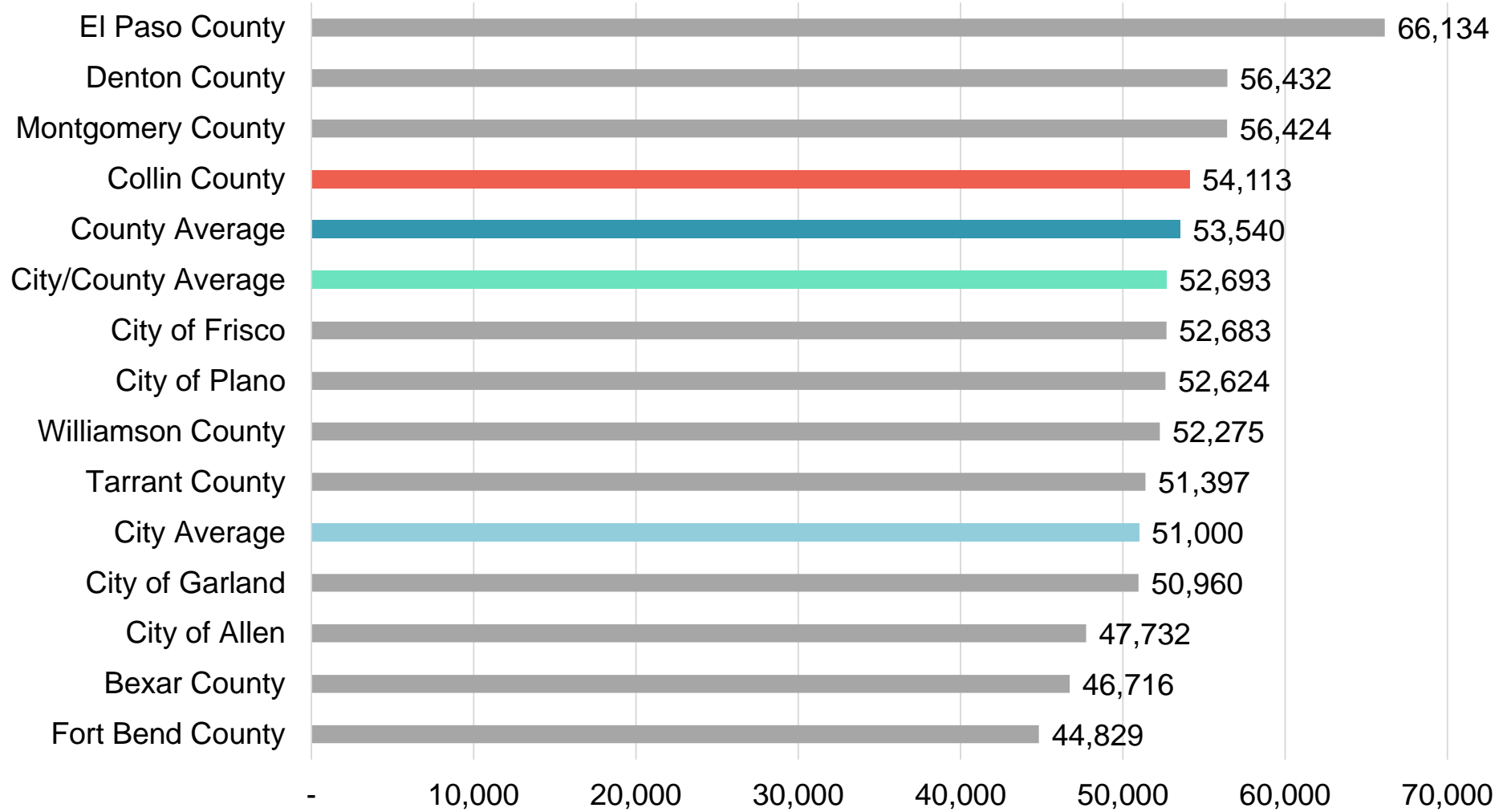
Detention Officer

- 281 Detention Officer positions.
 - 250 incumbents
 - The average length of service is six (6) years.
 - The pay range for this position is \$38,455 to \$54,113.
 - 67 incumbents (27%) are in the top quartile of the pay range.
 - 49 incumbents (20%) are currently at the pay grade maximum.
 - Four (4) incumbents (2%) are over the maximum due to Transfer Officers being reclassified down to Detention Officers.
 - Collin County ranked 3rd out of 12 for minimum salary. We are 5% over the city/county average minimum.
 - Collin County ranked 4th out of 12 for maximum pay. We are 3% over the city/county average maximum.
-
- Service and quartiles are based on full-time Detention Officer incumbents.

Detention Officer Minimums FY 2019



Detention Officer Maximums FY 2019





Sheriff's Office Support Services

Support Services Benchmark Matches

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	Public Safety Telecommunicator I
City of McKinney	no match
City of Murphy	no match
City of Plano	no match
City of Richardson	no match
City of Wylie	Dispatcher
Town of Prosper	no match
Bexar County	Public Safety Dispatcher I
Dallas County	no match
Denton County	Communications Officer
El Paso County	no match
Fort Bend County	no match
Montgomery County	Dispatcher, 911
Tarrant County	no match
Travis County	no match
Williamson County	Telecommunications Officer I

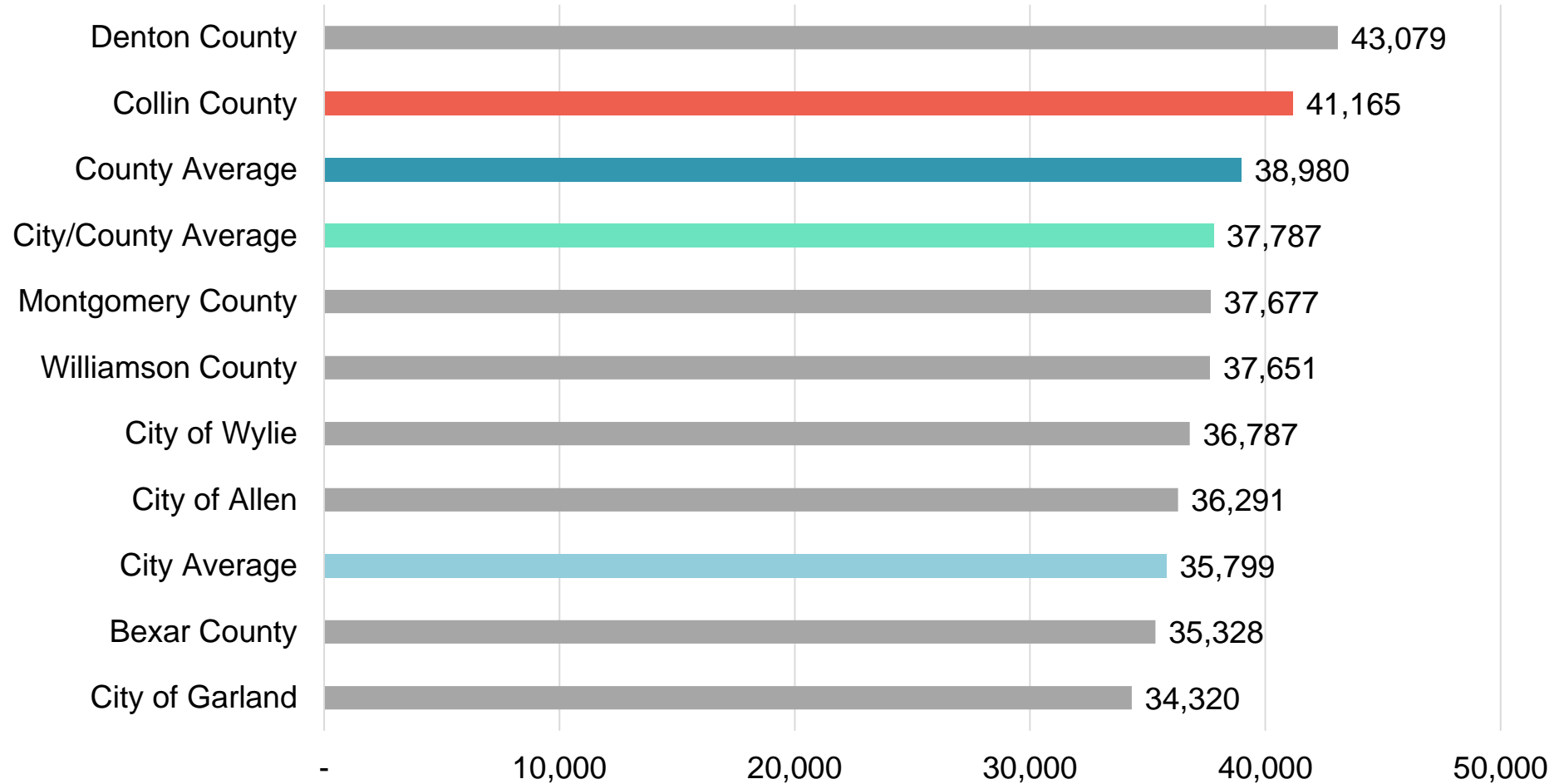


Dispatcher Grade 551

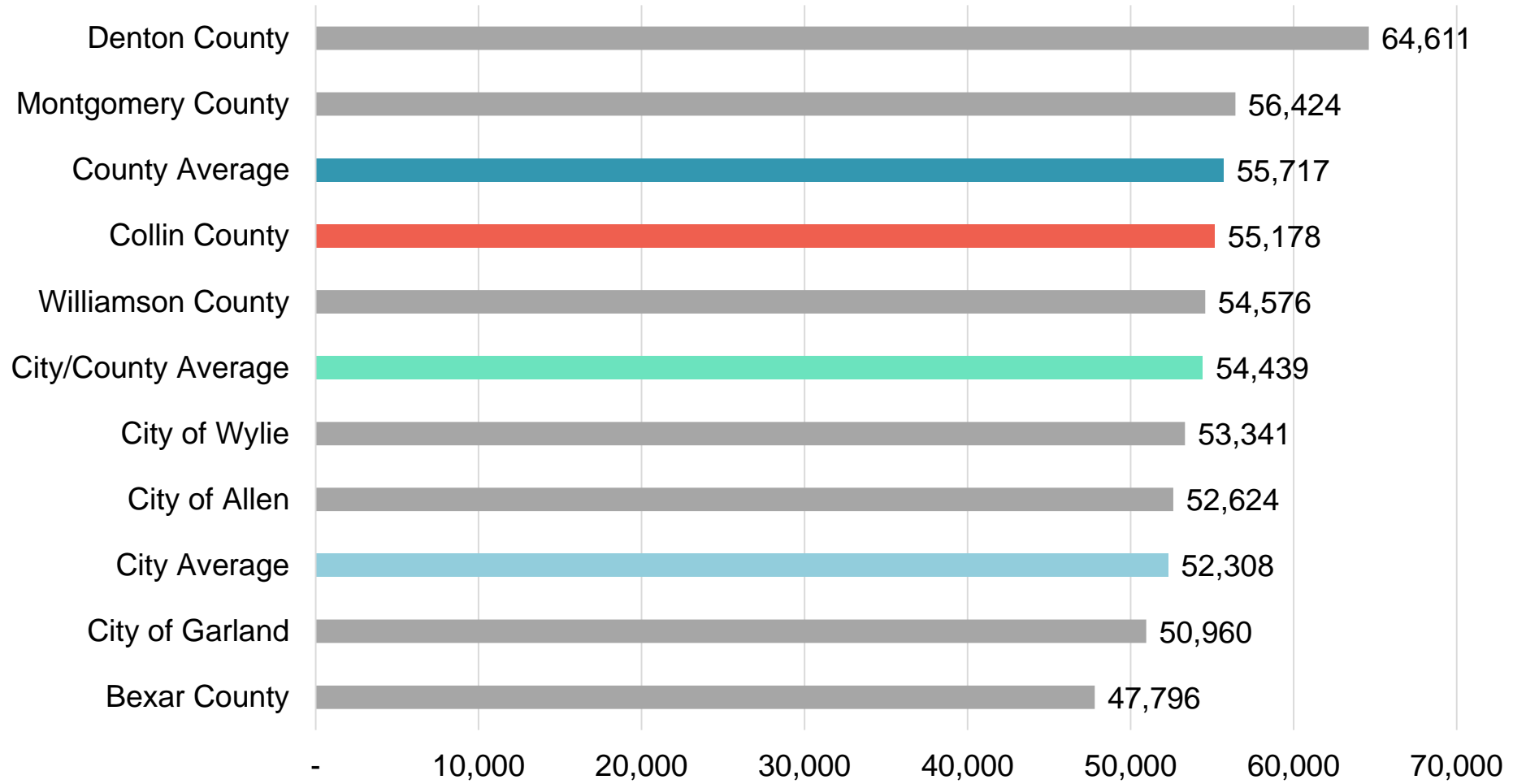
Dispatcher

- 23 Dispatcher positions.
 - 22 incumbents
- The average length of service is just under six (6) years.
- The pay range for this position is \$41,165 to \$55,178.
- Five (5) are in the top quartile of the pay range.
 - Four (4) Dispatchers are currently at the pay grade maximum.
- Collin County ranked 2nd out of eight (8) for minimum salary. We are 9% over the city/county average minimum.
- Collin County ranked 3rd out of eight (8) for maximum salary. We are 1% over the city/county average maximum.

Dispatcher Minimums FY 2019



Dispatcher Maximums FY 2019





Sheriff's Office Operations Positions

Operations Benchmark Matches

Collin County	Deputy Sheriff	Criminal Investigator	Sergeant
City of Allen	Police Officer	no match	no match
City of Carrollton	no match	no match	no match
City of Dallas	no match	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	no match
City of Murphy	no match	no match	no match
City of Plano	no match	no match	Sergeant
City of Richardson	Police Officer	Police Officer	Sergeant
City of Wylie	Police Officer	Detective	Sergeant
Town of Prosper	Police Officer	no match	no match
Bexar County	Deputy Sheriff - Law Enforcement	Deputy Sheriff - LE Investigator	no match
Dallas County	Deputy I	no match	no match
Denton County	Deputy Sheriff	Investigator	no match
El Paso County	Deputy Sheriff	Detective - Deputy Sheriff	no match
Fort Bend County	Deputy Sheriff	Investigator	no match
Montgomery County	Deputy Sheriff	Investigator - Crime Scene	Sergeant - Patrol
Tarrant County	Deputy Sheriff	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

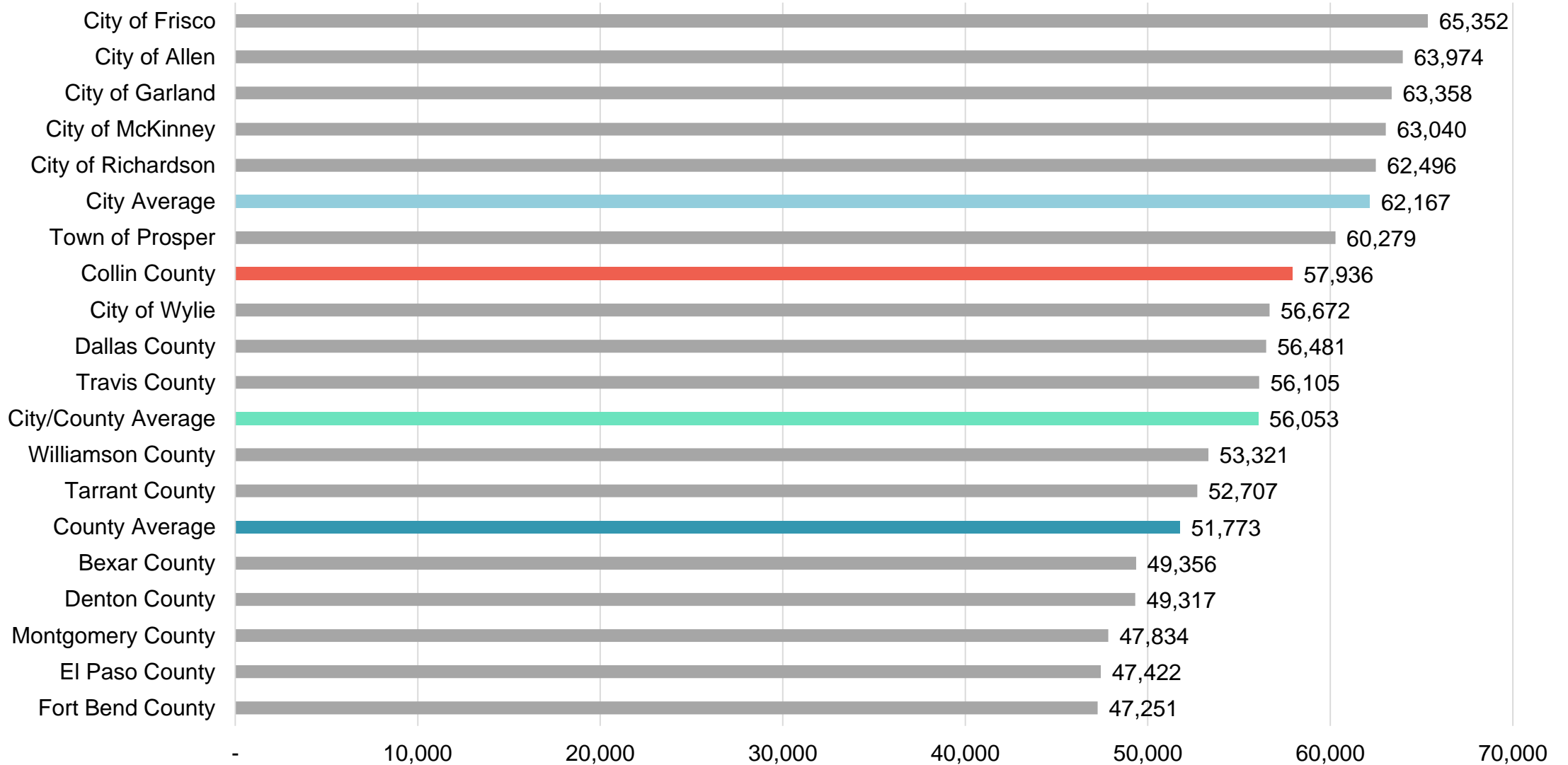
Deputy Sheriff

- 81 licensed Deputy Sheriff positions.
 - 77 licensed incumbents.
- The average length of service is nine (9) years.
- The pay range for this position is \$57,936 to \$77,621.
- 23 (30%) are in the top quartile of the pay range.
 - 18 (23%) Deputy Sheriffs are currently at the pay grade maximum.
- Collin County ranked 7th out of 17 for minimum salary. We are 3% above the city/county minimum average.
- Collin County ranked 7th out of 17 for maximum salary. We are 2% above the city/county maximum average.

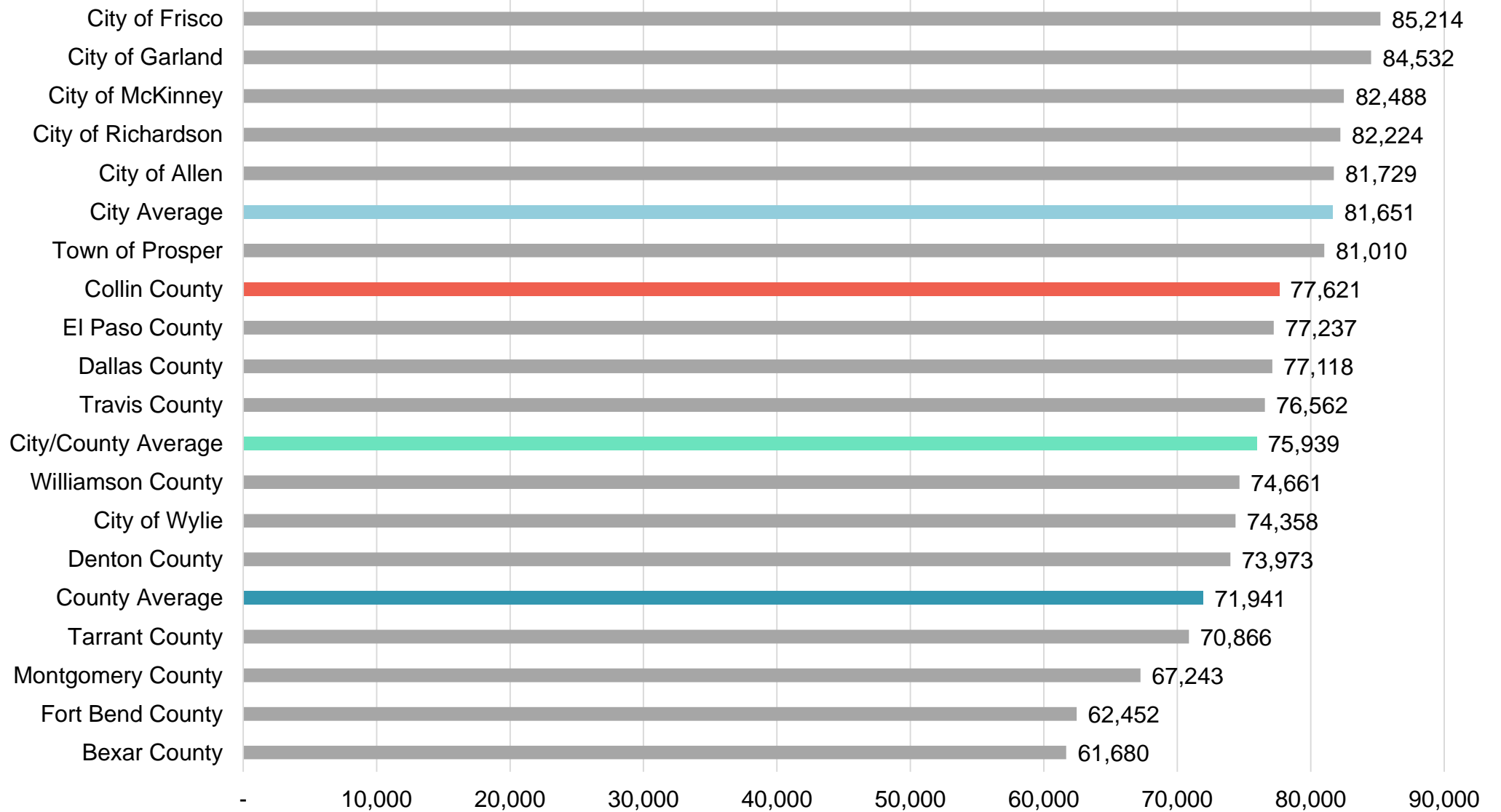
Deputy Sheriff – Recruit

- Positions are budgeted within the 81 Deputy Sheriff positions and 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.
 - Currently two (2) Deputy Sheriff – Recruit incumbents.
 - 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 2019



Deputy Sheriff Maximums FY 2019





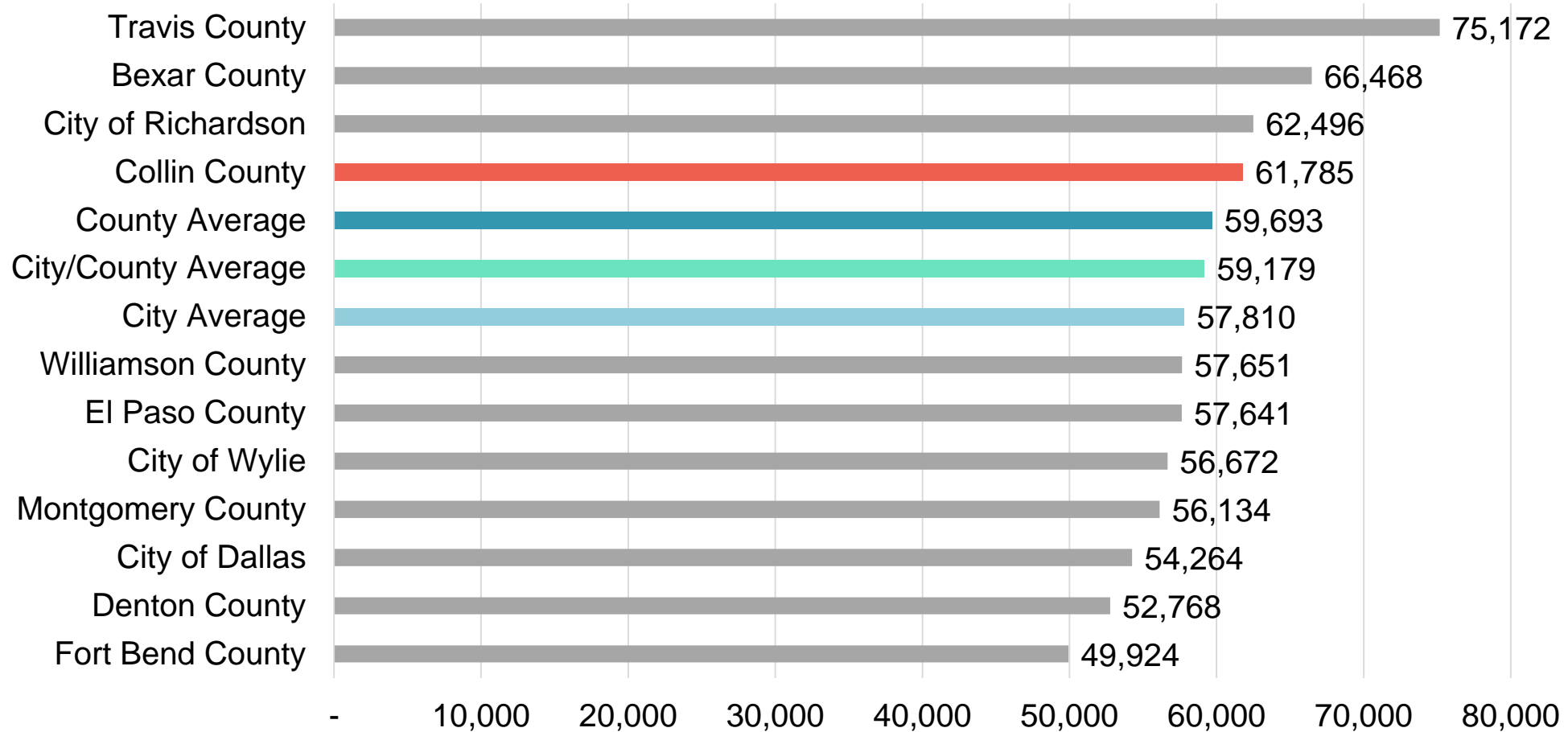
Criminal Investigator

Grade 557

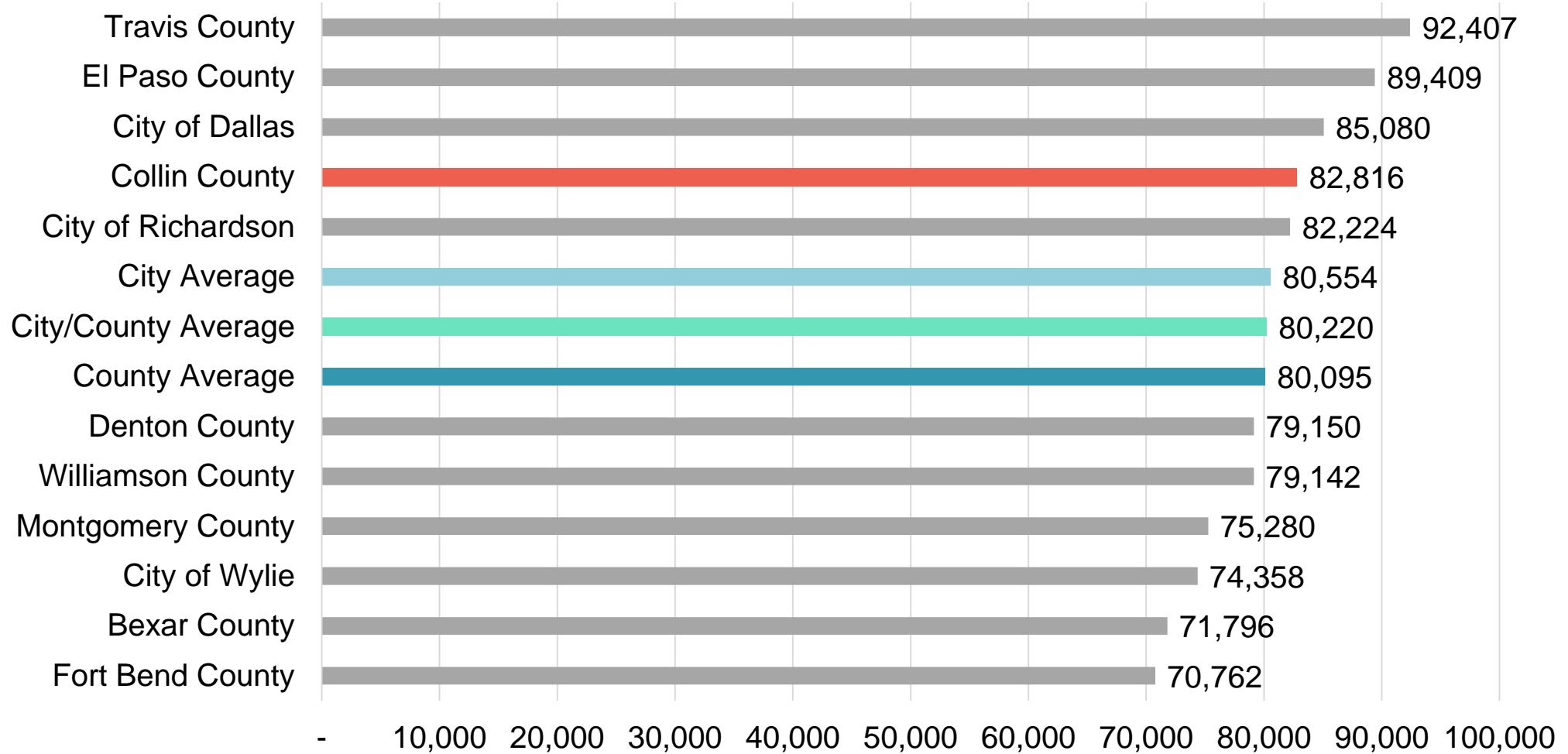
Criminal Investigator

- 4 Criminal Investigator positions.
 - 4 incumbents
- 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 16 years.
- The pay range for this position is \$61,785 to \$82,816.
- Three (3) are at the pay grade maximum.
- Collin County ranked 4th out of 11 for minimum salary. We are 4% above the city/county minimum average.
- Collin County ranked 4th out of 11 for maximum salary. We are 3% above the city/county maximum average.

Criminal Investigator Minimums FY 2019



Criminal Investigator Maximums FY 2019



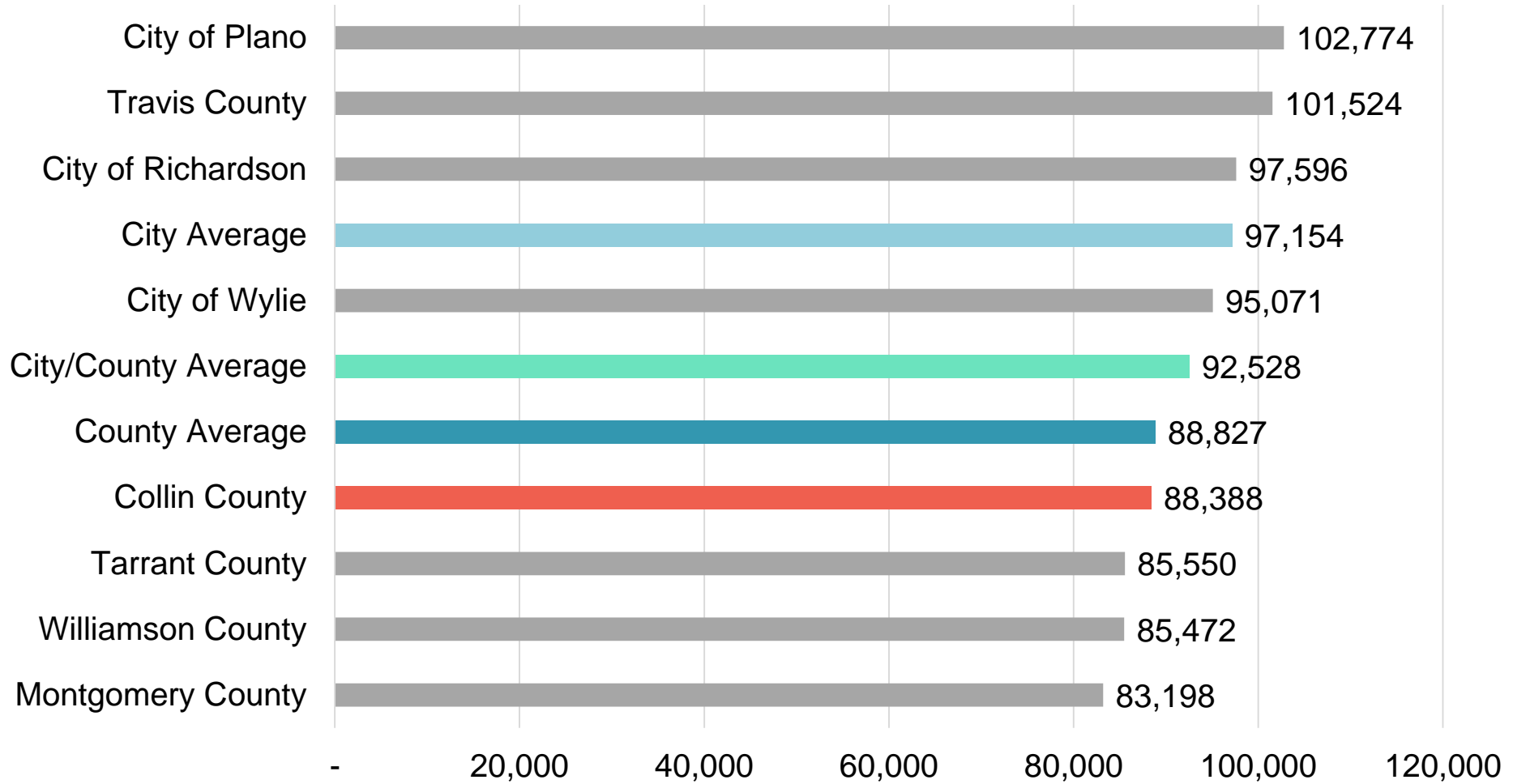


Sergeant Grade 558

Sergeant

- Eight (8) Sergeant positions.
 - Seven (7) incumbents.
- The average length of service is 14 years.
- The pay range for this position is \$65,941 to \$88,388.
- Five (5) incumbents (71%) are in the top quartile of the pay range.
 - Two (2) incumbents (29%) are currently at the pay grade maximum.
- Collin County ranks 5th out of 8 for maximum pay. We are 4% below the city/county average for maximum.
 - Sergeants are typically promoted from within, so minimum pay is generally not applicable.

Sergeant Maximums FY 2019






Sheriff's Office Management

Management Benchmark Matches

Collin County	Lieutenant (combined)	Captain	Chief Deputy
City of Allen	no match	no match	no match
City of Carrollton	no match	no match	no match
City of Dallas	Police Lieutenant	no match	Police Deputy Chief
City of Frisco	no match	no match	no match
City of Garland	Detention Supervisor	no match	no match
City of McKinney	no match	no match	no match
City of Murphy	no match	no match	no match
City of Plano	Lieutenant	no match	no match
City of Richardson	Detention Supervisor	Lieutenant	Assistant Chief
City of Wylie	no match	no match	no match
Town of Prosper	no match	no match	no match
Bexar County	no match	no match	no match
Dallas County	Detention Service Supervisor/ Detention Service Manager	Deputy V - Captain	no match
Denton County	Detention Sergeant/Lieutenant/Training Coordinator	no match	no match
El Paso County	Detention Sergeant/Lieutenant	Detention Lieutenant	no match
Fort Bend County	no match	no match	no match
Montgomery County	Detention Sergeant/Lieutenant, Patrol Lieutenant	no match	Chief Deputy
Tarrant County	Lieutenant Confinement	no match	no match
Travis County	Corrections Lieutenant/Sergeant, Law Enforcement Lieutenant	Corrections Captain	no match
Williamson County	Jail Lieutenant, Patrol Lieutenant, Training Lieutenant	Commander - Jail	Chief Deputy

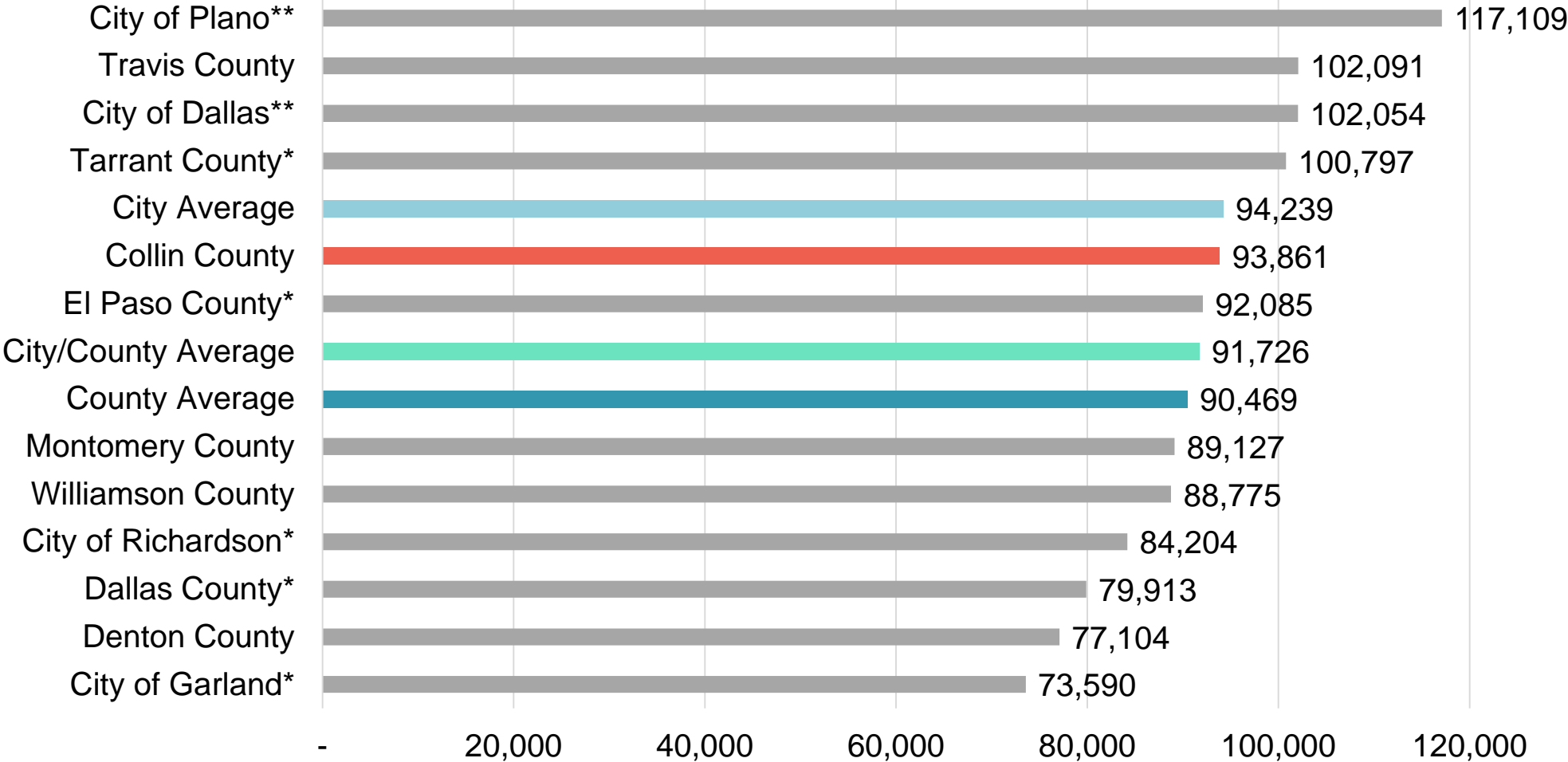


Lieutenant
Grade 570

Lieutenant

- 20 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 \$70,024 to \$93,861.
- 10 incumbents (50%) are in the top quartile of the pay range.
 - None are at pay grade maximum.
- Collin County ranks 5th out of 12 for maximum pay. We are 2% above the city/county maximum pay average.
 - Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

Lieutenant Maximums FY 2019



*Jail only match
**Patrol only match

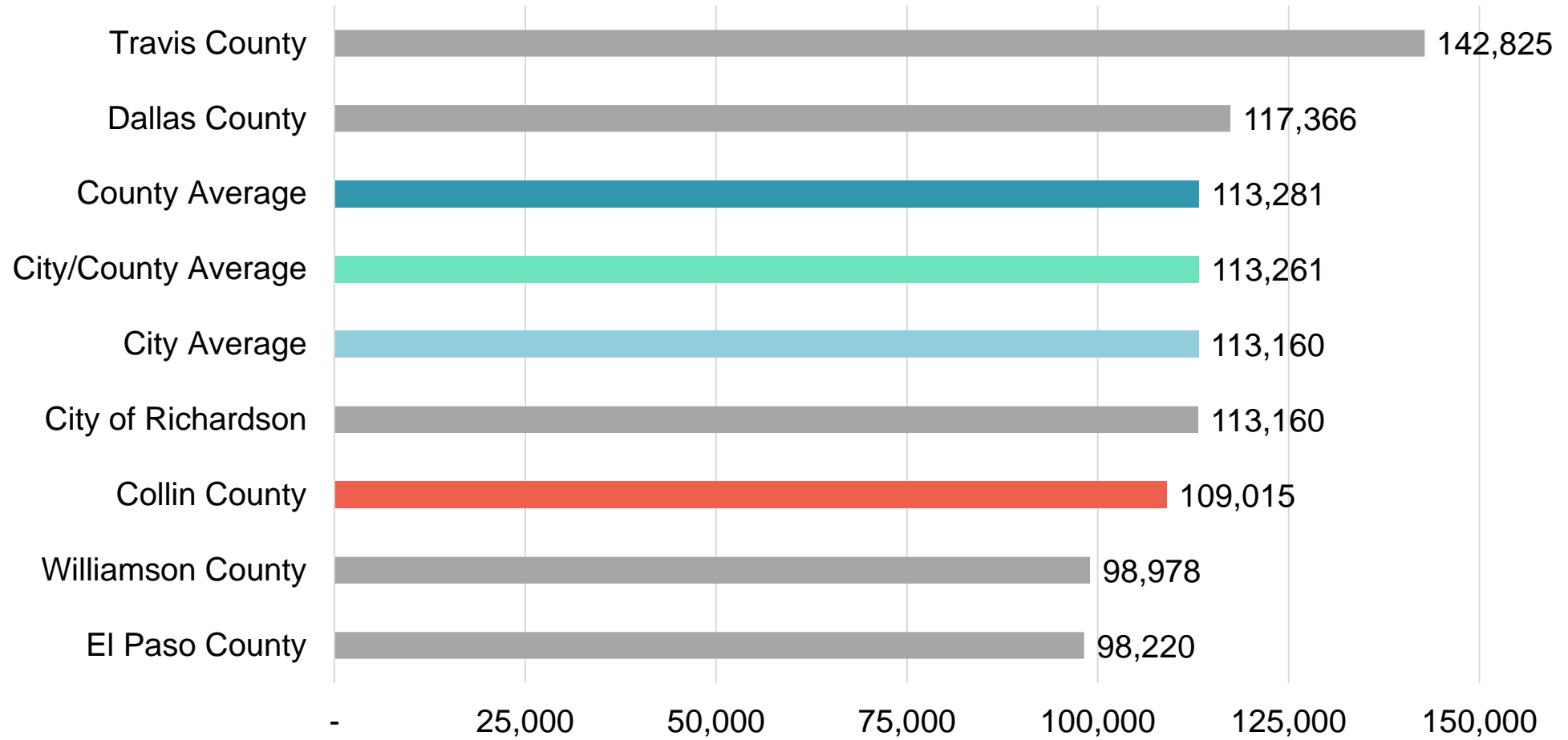


Captain Grade 572

Captain

- Eight (8) Captain positions.
 - Five (5) are assigned to Jail/Housing.
 - One (1) is assigned to Support Services.
 - One (1) is assigned to Field Operations.
 - One (1) is assigned to Special Operations.
- The average length of service is 19 years.
- The pay range for this position is \$81,338 to \$109,015.
- Five (5) incumbents (63%) are in the top quartile of the pay range.
 - None are at pay grade maximum.
- Collin County ranks 4th out of six (6) for the pay grade maximum. We are 4% below the city/county average.
 - Comparison set includes Travis County, which has a significantly higher maximum than the rest of the comparison set.
 - Removing Travis, we rank 3rd out of five (5) for pay range maximum and are 2% over city/county average for maximum pay.
- Captains are typically promoted from within, so minimum pay is generally not applicable.

Captain Maximums FY 2019





Benchmarked Positions Constable, Courts, Fire Marshal

Benchmark Positions

Constable, Courts, Fire Marshal

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

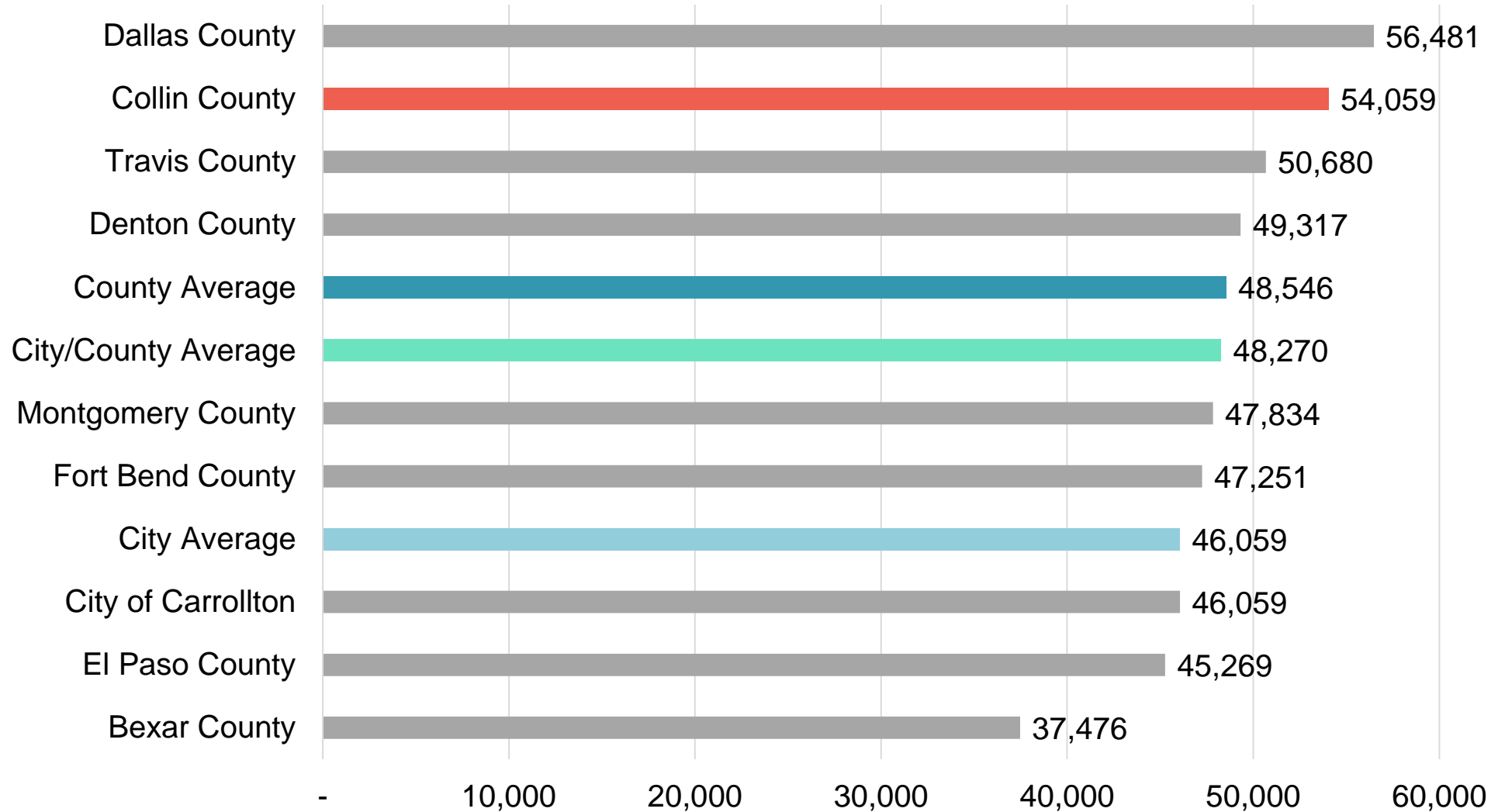


Deputy Constable Grade 555

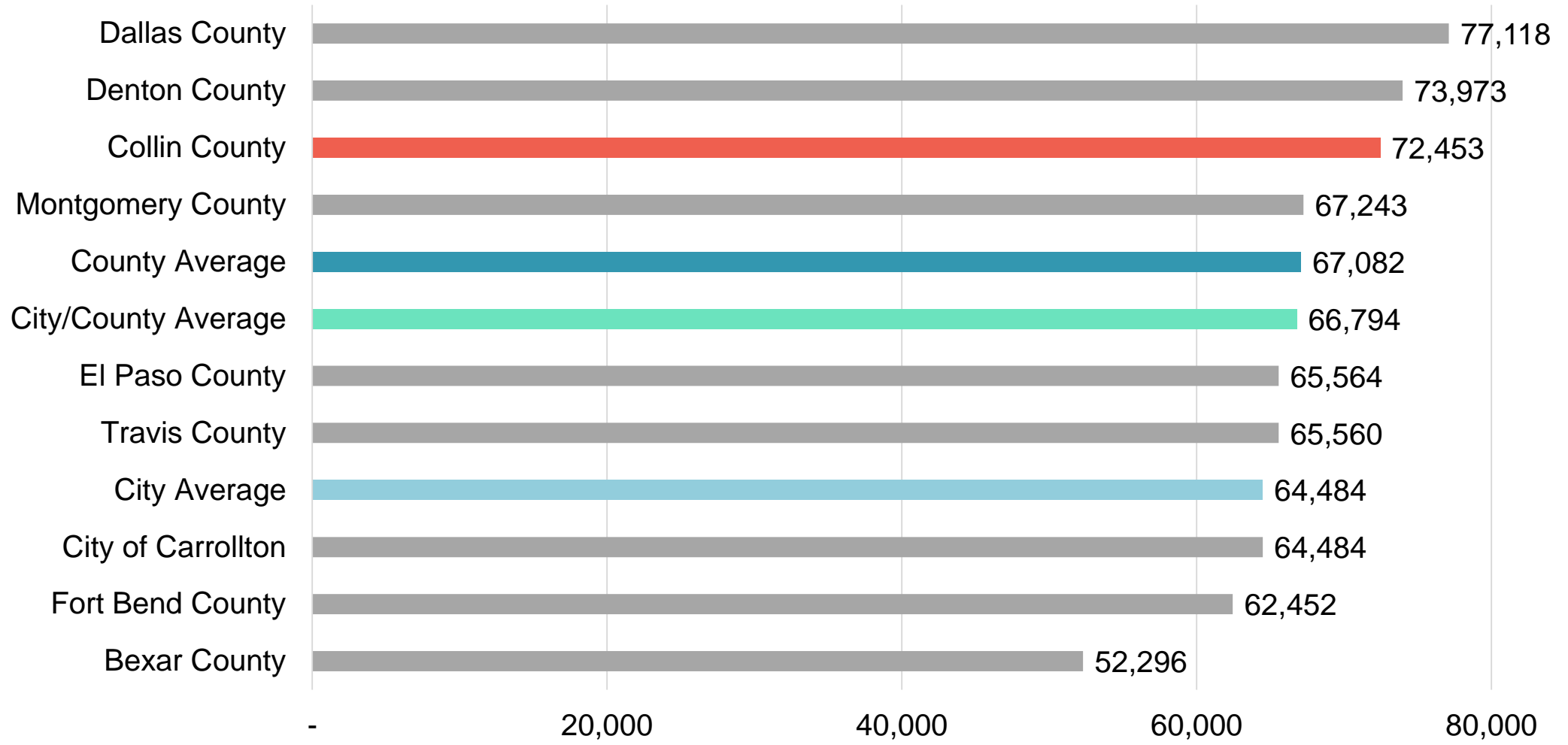
Deputy Constable

- 20 Deputy Constable positions.
 - 18 incumbents.
- The average length of service is 10 years.
- The pay range for this position is from \$54,059 to \$72,453.
- Seven (7) incumbents (39%) are in the top quartile of pay.
 - Two (2) incumbents (11%) are currently at the pay grade maximum.
- Collin County ranks 2nd out of 9, and are 12% above average for minimum pay.
- Collin County ranks 3rd out of 9, and are 8% above average for maximum pay.

Deputy Constable Minimums FY 2019



Deputy Constable Maximums FY 2019



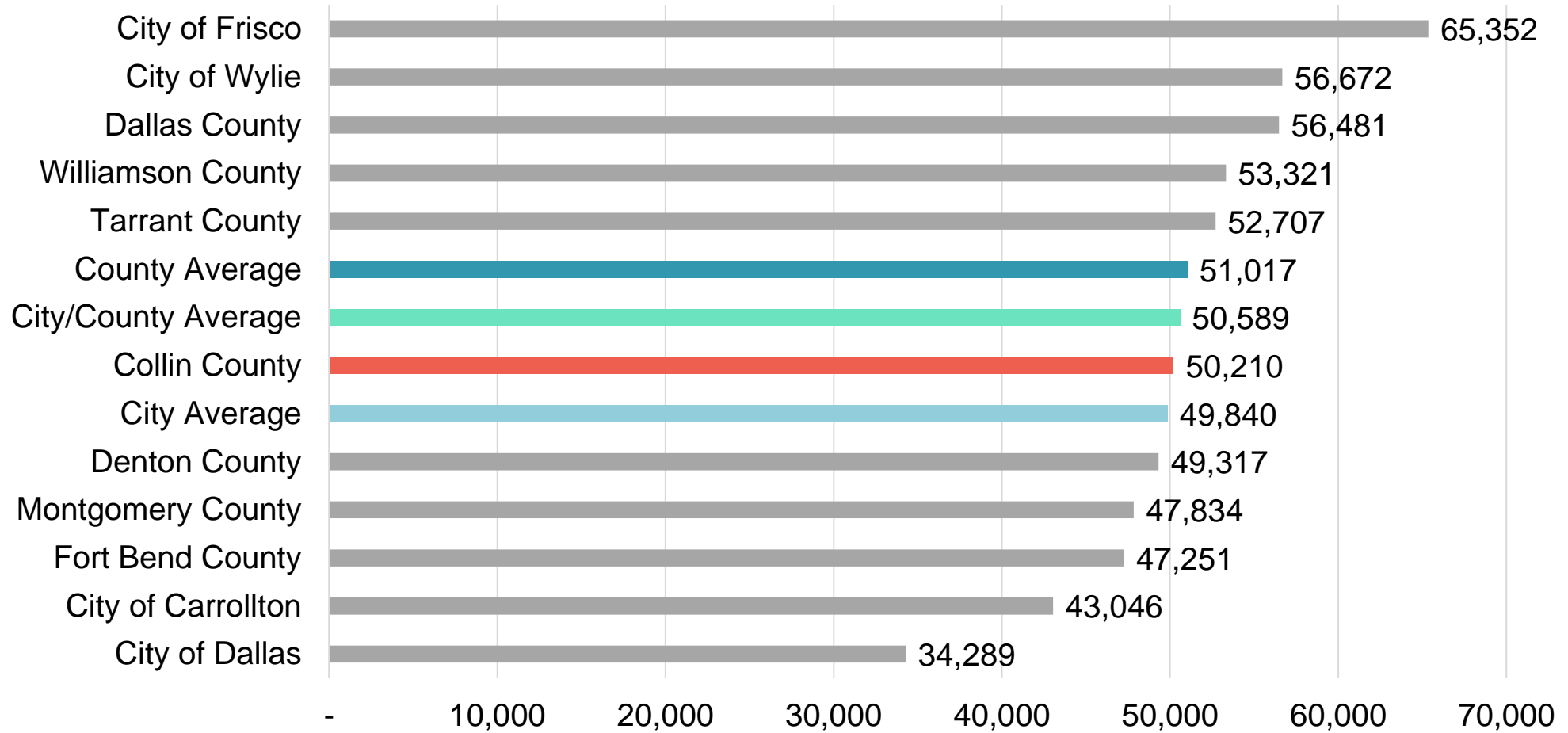


Court Officer Grade 554

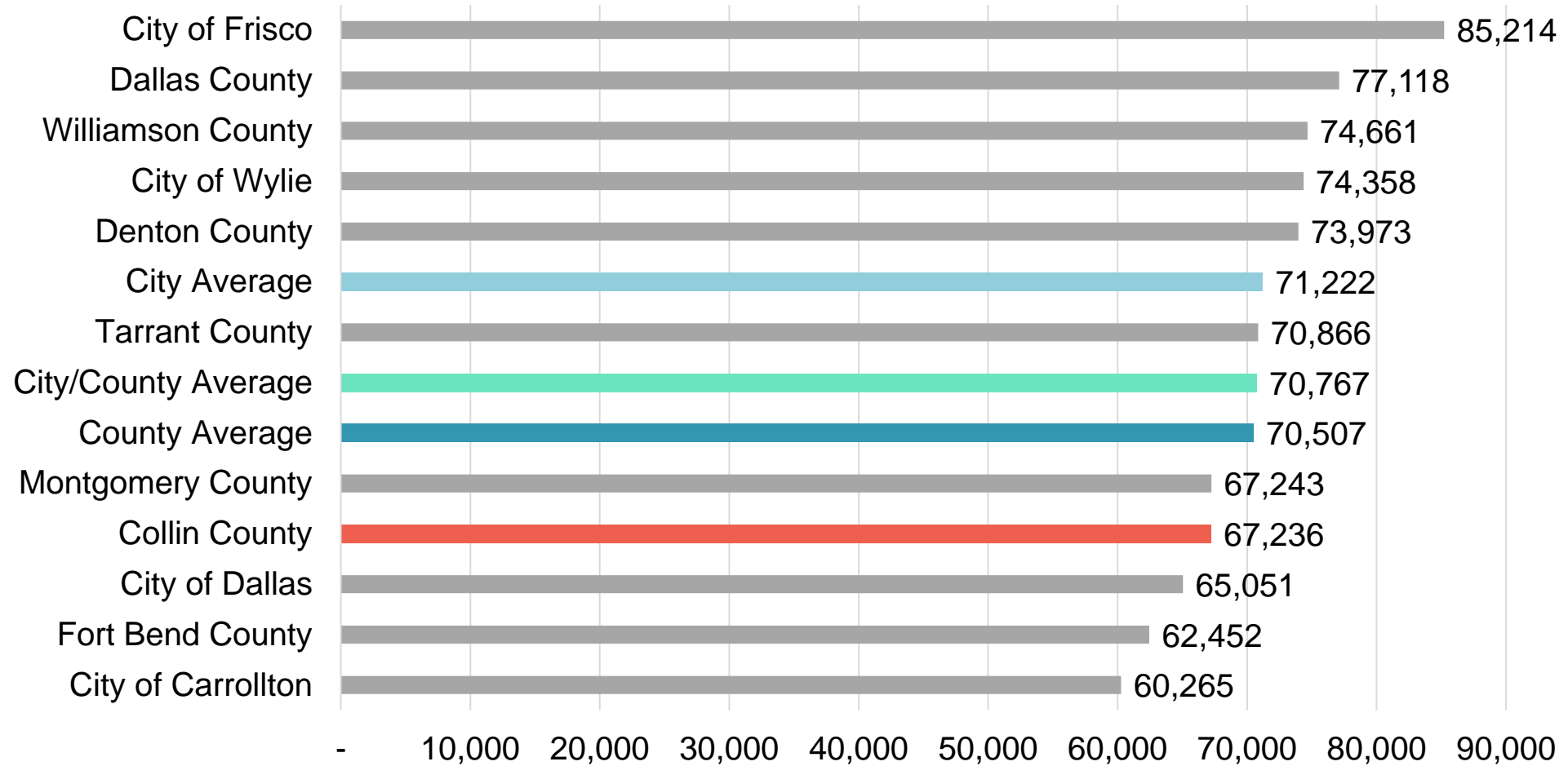
Court Officer

- 20 Court Officer positions.
- The average length of service for this position is 18 years.
- The pay range for this position is \$50,210 to \$67,236.
- 17 incumbents (85%) are in the top quartile of the pay range.
 - 12 incumbents (60%) are currently at the pay grade maximum.
- Collin County's minimum salary is ranked 6th out of 11.
 - We are 1% below the city/county average for minimum.
- Collin County's maximum salary is ranked 8th out of 11.
 - We are 5% below the city/county average for maximum.

Court Officer Minimums FY 2019



Court Officer Maximums FY 2019



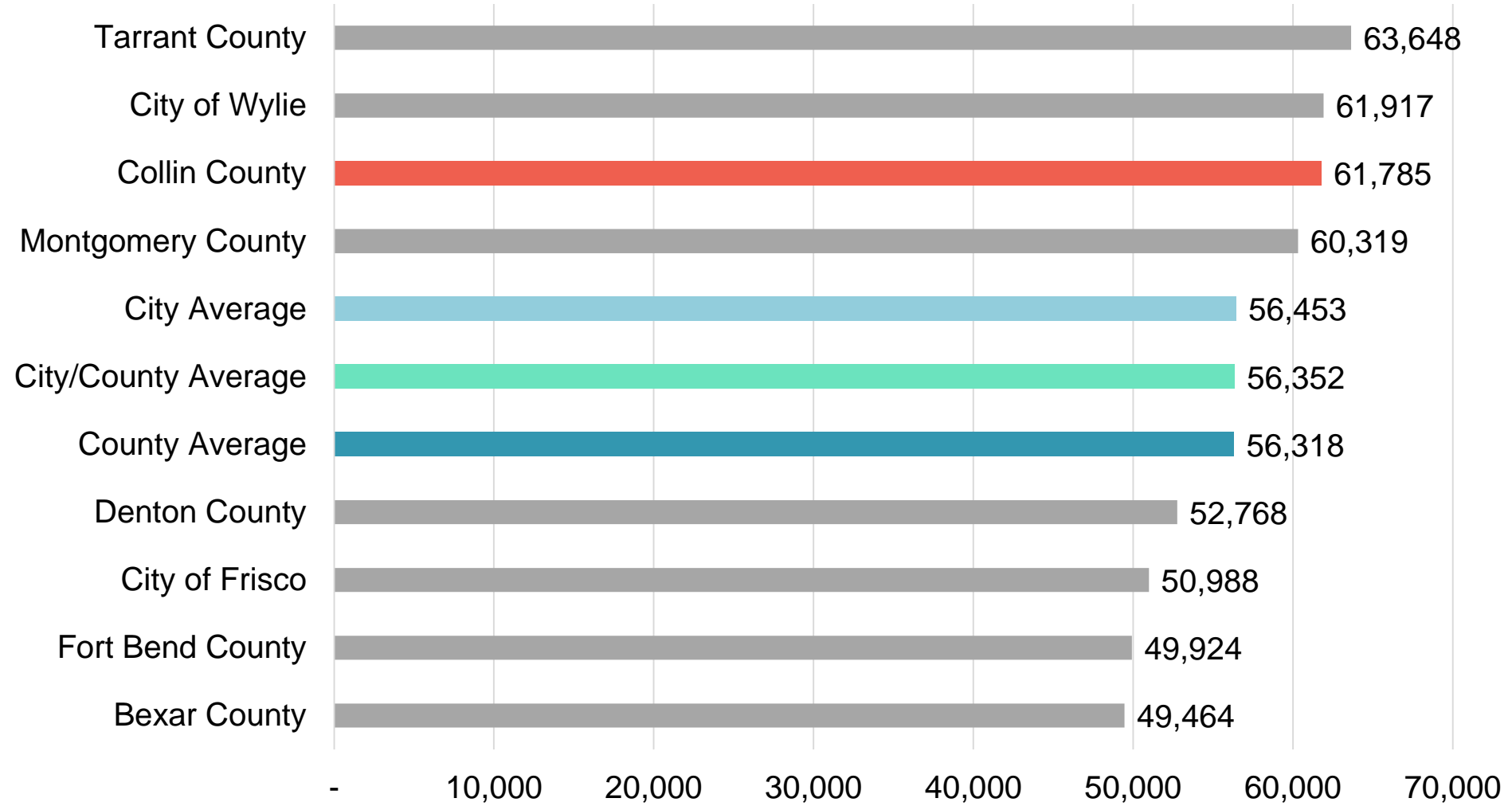


Deputy Fire Marshal Grade 557

Deputy Fire Marshal

- Two (2) Deputy Fire Marshal positions.
- The average length of service for this position is three (3) years.
- The pay range for this position is \$61,785 to \$82,816.
- One (1) incumbent (50%) is in the top quartile of the pay range.
 - None are at the maximum of the pay grade.
- Collin County ranks 3rd out of eight (8) for both minimum and maximum pay.
 - We are 10% above city/county average for minimum.
 - We are 5% above city/county average for maximum.

Deputy Fire Marshal Minimums FY 2019



Deputy Fire Marshal Maximums FY 2019

