

# LAW ENFORCEMENT COMPENSATION

2020 PRESENTATION FOR FY 2021 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      | • City of Allen      |
| • Dallas County     | • City of Carrollton |
| • Denton County     | • City of Dallas     |
| • El Paso County    | • City of Frisco     |
| • Fort Bend County  | • City of Garland    |
| • Montgomery County | • City of McKinney   |
| • Tarrant County    | • City of Murphy     |
| • Travis County     | • City of Plano      |
| • Williamson County | • 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 2020.

# Sheriff's Office Organizational/Position Changes

The Sheriff's Office has had several organizational changes in FY 2019 and FY 2020.

## **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.

## **November 2018**

- Changed a Lieutenant position to Captain

## **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.

## **July 2019**

- Retitled one (1) Criminal Investigator position to Deputy Sheriff.

## **October 2019**

- Retitled one (1) Criminal Investigator position to Deputy Sheriff.

## **January 2020**

- Changed one (1) Deputy Sheriff position to a Sergeant – CID.

## **June 2020**

- Retitled one (1) Criminal Investigator to Deputy Sheriff

# 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
<b>Sheriff's Office - Jail</b>	
Detention Officer (FTE) <sup>1</sup>	249
<b>Sheriff's Office - Operations</b>	
Deputy Sheriff (licensed and recruit)	82
Criminal Investigator	2
Sergeant	9
<b>Sheriff's Office - Support Services</b>	
Dispatcher	19

Title	# incumbents
<b>Sheriff's Office - Management</b>	
Lieutenant	19
Captain	8
<b>Fire Marshal, Constable, Courts</b>	
Deputy Constable	21
Deputy Fire Marshal	2
Court Officer	22

Incumbent statistics as of January 2020

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

- 85% (433) of law enforcement pay grade incumbents are in benchmarked positions.
- 23% (99) of benchmarked position incumbents are at pay range maximum.
- 0.69% (3) of benchmarked position incumbents are over pay range maximum as result of Transfer Officer to Detention Officer changes.

# 2019 TURNOVER SUMMARY

Category	2018 Turnover	2019 Turnover	Change from 2018	2020 projected
<b>Collin County (all departments)</b>	12.3%	13.2%	<b>0.9%</b>	12.9%
<b>Collin County Law Enforcement</b>				
All Law Enforcement positions	16.3%	16.0%	<b>-0.3%</b>	17.8%
Benchmark Law Enforcement positions	18.0%	17.2%	<b>-0.8%</b>	19.7%
Benchmark Law Enforcement positions excluding Detention Officer	11.8%	9.0%	<b>-2.8%</b>	9.8%
<b>Sheriff's Office Law Enforcement</b>				
All SO Law Enforcement positions	18.4%	17.9%	<b>-0.5%</b>	20.0%
Benchmark SO Law Enforcement positions	19.4%	18.5%	<b>-0.9%</b>	20.9%
Sheriff's Office Benchmark LE positions excluding Detention Officer	13.9%	10.2%	<b>-3.7%</b>	10.0%
<b>DA, Constable, Fire Marshal &amp; Courts</b>				
All Non-SO Law Enforcement positions	2.8%	4.1%	<b>1.3%</b>	5.3%
Benchmark Non-SO Law Enforcement positions	4.9%	4.8%	<b>-0.1%</b>	8.9%

2020 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. \*Projection as of March 2020

# BENCHMARK POSITION TURNOVER

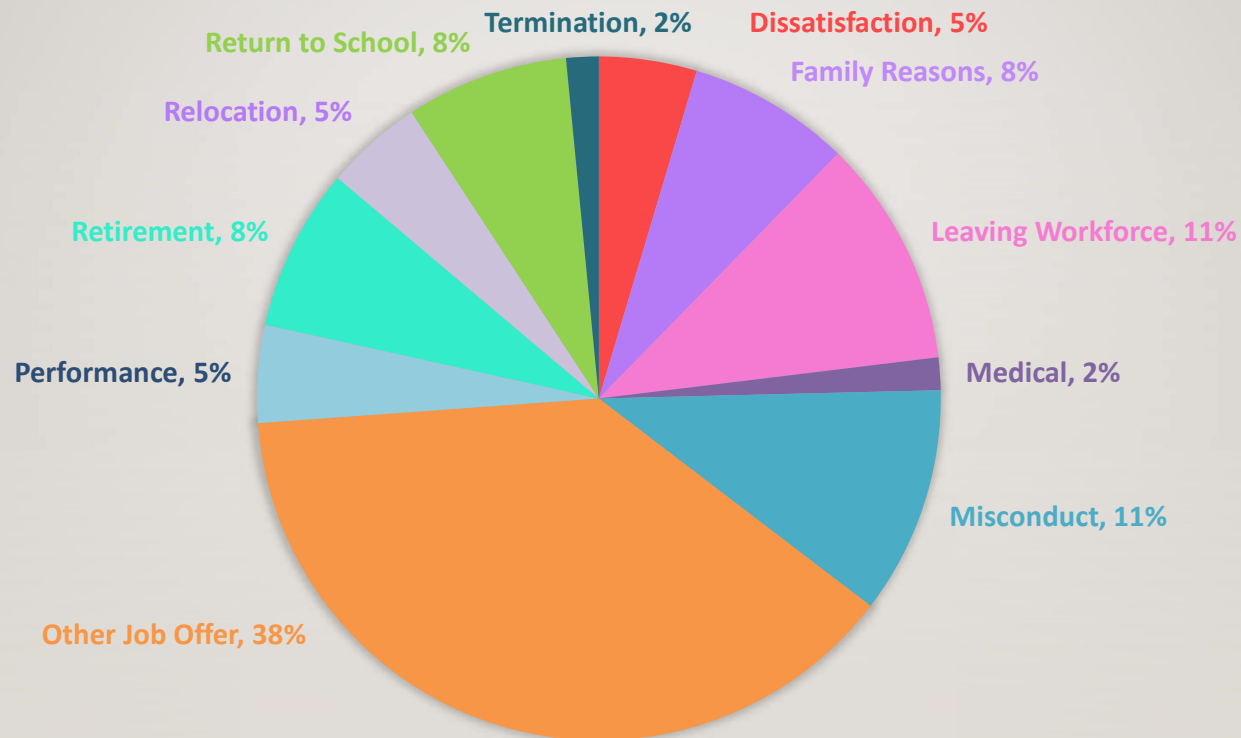
Title	2018 Turnover %	2019 Turnover %	Change from 2018	2020 Proj Turnover %
<b>Sheriff's Office - Jail</b>				
Detention Officer	22.4%	23.0%	0.6%	26.9%
<b>Sheriff's Office - Operations</b>				
Deputy Sheriff	10.6%	9.2%	-1.4%	9.7%
Criminal Investigator	20.5%	0.0%	-20.5%	0.0%
Sergeant	0.0%	0.0%	0.0%	24.5%
<b>Sheriff's Office - Support Services</b>				
Dispatcher	31.6%	18.7%	-12.9%	20.2%

Title	2018 Turnover %	2019 Turnover %	Change from 2018	2020 Proj Turnover %
<b>Sheriff's Office - Management</b>				
Lieutenant	14.7%	5.2%	-9.5%	0.0%
Captain	0.0%	27.0%	27.0%	0.0%
<b>Fire Marshal/Constable/Courts</b>				
Deputy Fire Marshal	0.0%	0.0%	0.0%	0.0%
Deputy Constable	10.6%	10.0%	-0.6%	0.0%
Court Officer	0.0%	0.0%	0.0%	18.3%



# BENCHMARK POSITION TURNOVER

The chart below represents FY 2019 turnover reasons for the benchmark positions with a headcount greater than 25 (Detention Officer and Deputy Sheriff).



Unless otherwise noted, percentages adding up to <>100% is due to rounding.

# COMPARISON ENTITY TURNOVER

The Texas State Auditor's Office reported the following occupational turnover rates for 2019:

- Law Enforcement 5.2% (-0.3% from last year)
- Correctional Officer 31.9% (+2.6% from last year)
- Public Safety 16.4% (+2.2% from last year)

TDCJ overall turnover was 26.6% (+1.8% 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 2019 Turnover	Change from 2018
City of Allen	6.0%	-2.5%
City of Dallas*	7.3%	-1.1%
City of Frisco	6.9%	-0.9%
City of Garland	7.8%	-2.0%
City of Murphy	23.0%	+6.0%
City of Plano	7.7%	+0.3%
City of Richardson	10.2%	+1.1%
City of Wylie	8.7%	+1.1%
<b>Average</b>	<b>9.7%</b>	<b>+0.3%</b>

\* Does not include civilian positions

## SHERIFF'S OFFICE TURNOVER

Organization	FY 2019 Turnover	Change from 2018
<b>Collin County</b>	<b>17.9%</b>	<b>-0.5%</b>
Bexar County*	1.3%	**
Dallas County	11.3%	+4.0%
Denton County	16.7%	-2.0%
El Paso County*	21.0%	+12.0%
Fort Bend County	9.5%	-0.3%
Montgomery County	15.3%	**
Travis County	7.9%	**
Williamson County	13.6%	**
<b>Average</b>	<b>12.7%</b>	<b>+2.6%</b>

\* \*2018 not provided



# COMPARISON ENTITY TURNOVER

Comparison entity average turnover for both jail only and non-jail personnel have decreased from last year.

- CCSO's jail only turnover increased from last year by 0.8%.
- CCSO's non-jail turnover decreased by 6.3%.

## JAIL ONLY TURNOVER

Organization	FY 2019 Turnover	Change from 2018
<b>Collin County</b>	<b>21.2%</b>	<b>+0.8%</b>
City of Allen	12.5%	-25.0%
City of Dallas**	20.2%	*
City of Garland	17.1%	-1.8%
City of Plano	17.9%	+5.0%
City of Richardson	0.8%	+0.4%
Bexar County**	1.4%	*
Denton County	19.2%	-3.9%
El Paso County**	23.0%	*
Fort Bend County	5.0%	-0.4%
Montgomery County	13.9%	*
Williamson County	12.2%	-8.5%
<b>Jail Only Average</b>	<b>13.7%</b>	<b>-4.2%</b>

\*2018 not provided

\*\* Does not include civilian positions

## NON-JAIL TURNOVER

Organization	FY 2019 Turnover	Change from 2018
<b>Collin County</b>	<b>9.6%</b>	<b>-6.3%</b>
City of Allen	3.6%	-2.5%
City of Dallas	7.3%	-5.7%
City of Garland	7.1%	-2.0%
City of Plano	7.0%	-0.1%
City of Richardson	9.4%	+0.7%
City of Wylie	8.7%	+1.1%
Bexar County	0.5%	*
Denton County	9.5%	-4.8%
El Paso County	18.0%	*
Fort Bend County	4.2%	-0.2%
Montgomery County	15.3%	*
Williamson County	15.5%	+0.7%
<b>Non-Jail Average</b>	<b>8.9%</b>	<b>-1.9%</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	54%	12%	6%	27%	21%	(53 of 248)
Dispatcher	551	32%	16%	21%	32%	26%	(5 of 19)
Court Officer	554	0%	0%	14%	86%	50%	(11 of 22)
Deputy Constable	555	19%	14%	33%	33%	19%	(4 of 21)
Deputy Sheriff	556	20%	22%	24%	34%	27%	(21 of 79)
Deputy Sheriff – Recruit	555	100%	0%	0%	0%	0%	(0 of 3)
Deputy Fire Marshal	557	0%	50%	0%	50%	0%	(0 of 2)
Criminal Investigator	557	0%	0%	0%	100%	100%	(2 of 2)
Sergeant	558	22%	0%	11%	67%	33%	(3 of 9)
<b>Total Non-Exempt</b>		<b>39%</b>	<b>13%</b>	<b>13%</b>	<b>35%</b>	<b>24%</b>	<b>(99 of 405)</b>

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

\*Three (3) 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	11%	16%	16%	58%	0% (0 of 19)
Captain	572	0%	13%	25%	63%	0% (0 of 8)
Total Exempt		7%	15%	19%	59%	0% (0 of 27)

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
<b>550</b>	1	4	8	17
<b>551</b>	1	4	6	14
<b>554</b>	-	-	16	19
<b>555</b>	2	5	6	19
<b>556</b>	3	6	8	17
<b>557</b>	-	3	-	14
<b>558</b>	8	-	6	15
<b>570</b>	6	8	9	20
<b>572</b>	-	2	8	23

# RESPONSE TO ADEQUATE COMPENSATION QUESTION

- 30% of law enforcement employees who terminated in 2019 completed an exit interview.
- 84% 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
Assistant Chief Deputy	1	-	-	-
Captain	2	-	-	-
Deputy Constable	2	-	-	-
Deputy Sheriff	7	1	-	1
Deputy Sheriff Recruit	1	1	-	1
Detention Officer	58	20	18	2
Detention Officer Part Time	1	-	-	-
Dispatcher	4	2	2	-
Jail Sergeant	3	1	1	-
Lieutenant	1	-	-	-
Misdemeanor Investigator	1	-	-	-
Transfer Officer	1	-	-	-
<b>Total</b>	<b>82</b>	<b>25</b>	<b>21</b>	<b>4</b>

# 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 <sup>(1)</sup>	State Mandated	State Mandated	State Mandated & County <sup>(2)</sup>	State Mandated	State Mandated & County	State Mandated	State Mandated	State OR County (whichever is more)	State Mandated
<b>Special Teams Pay</b>	DRT, Honor Guard, TAC Team, TAC Dispatch	ERT, SERT, SWAT, Negotiators, Supervisor Duty, Various Assignments	No	SWAT and SORT	SWAT, Crisis Negotiation, Special Traffic, Search & Rescue, Special Response	Motorcycle	SWAT, Motorcycle, Canine	No	No	No
<b>Education Pay</b>	No	Yes	Yes	Yes	Yes	No	No	No	No	No
<b>TCOLE Certification Pay</b>	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Shift Differential</b>	Yes (Exempt & Non)	Yes (Exempt & Non-Exempt)	Yes	No	Yes (Non-Exempt)	No	No	Yes (Non-Exempt only)	Yes	No
<b>Training Officer Pay</b>	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
<b>Equipment Allowance</b>	Yes	Yes	No	No	No	No	No	No	No	No

(1) Collin County employees hired prior to November 2007 and continuously employed in a regular full time position are eligible for County longevity. Collin County pays state mandated longevity to Commissioned Deputies, who are not eligible for County longevity.

(2) Denton County employees hired prior to September 2002 are eligible for County longevity.



# 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	City	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	Yes	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
Equipment Allowance	Yes	Yes	Yes	No	No	No	No	No	No	No	No	No

# 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.
    - Travis County pays either county or state mandated amount depending on which is higher.
- 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	\$259	\$236	33%
Education Pay	Associate's	-	\$88	\$59	\$75	52%
	Bachelor's	-	\$161	\$111	\$143	
	Master's	-	\$155	\$158	\$156	
TCOLE Certification Pay	Intermediate	\$55	\$64	\$87	\$74	95%
	Advanced	\$80	\$111	\$124	\$117	
	Master	\$125	\$163	\$166	\$164	
Training Officer Pay		\$100	\$146	\$120	\$133	86%
Shift Differential Pay		\$130	\$200	\$114	\$126	38%

# SALARY RANKINGS - FY 2020

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	5 of 13	4 of 13
<b>Support Services</b>		
Dispatcher	3 of 8	5 of 8
<b>Operations</b>		
Deputy Sheriff	8 of 18	8 of 18
Criminal Investigator	4 of 11	4 of 11
Sergeant	6 of 9	6 of 9
<b>Management</b>		
Lieutenant	6 of 12	6 of 12
Captain	4 of 6	4 of 6
<b>Constable, Courts, Fire Marshal</b>		
Deputy Constable	2 of 9	3 of 9
Court Officer	5 of 11	6 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 2016	FY 2017	FY 2018	FY 2019	FY 2020	5 year total	5 year average
Range Movement	3.5%	1%	4%	2%	4%	14.5%	2.9%
PFP Increase (avg)	3%	3%	3%	3%	3%	15.0%	3.0%

Non-Exempt	FY 2016	FY 2017	FY 2018	FY 2019	FY 2020	5 year total	5 year average
Range Movement	3.5%	3%	4%	2%	4%	16.5%	3.3%
PFP Increase (avg)	3%	3%	3%	3%	3%	15.0%	3.0%

# SALARY ADJUSTMENTS

- In January 2020, 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 \$959,648 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



# DETENTION OFFICER GRADE 550

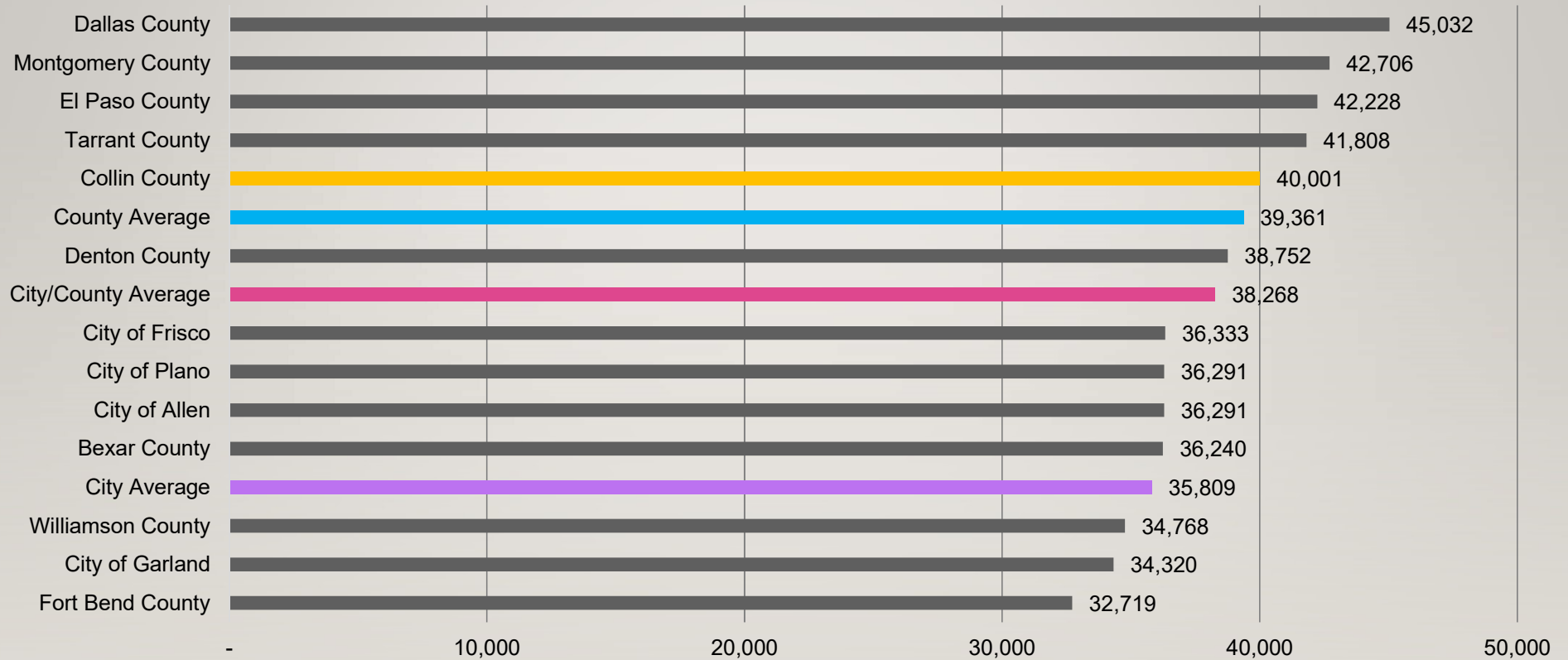
# DETENTION OFFICER BENCHMARK MATCHES

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	Detention Services Officer
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

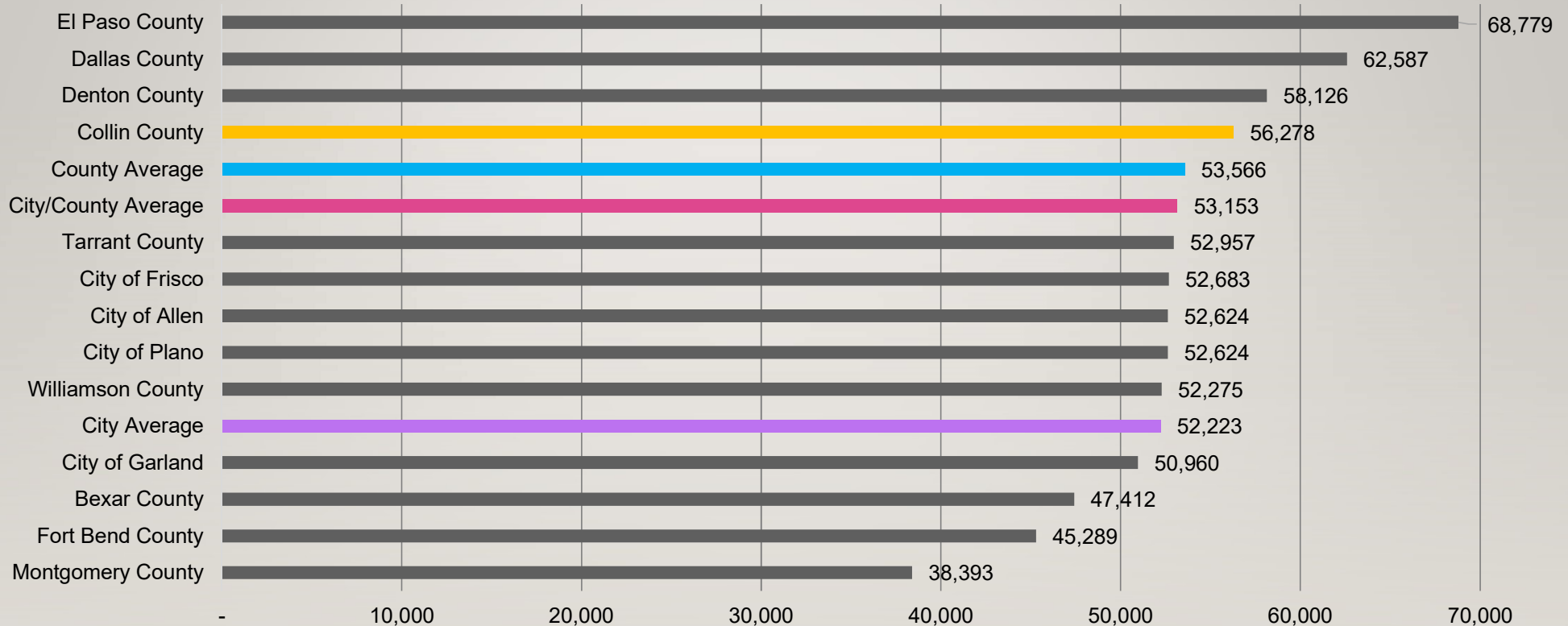
# DETENTION OFFICER

- 273 FT Detention Officer positions.
  - 248 incumbents.
- 16 PT Detention Officer positions.
  - 2 incumbents.
- The average length of service is six (6) years.
- The pay range for this position is \$40,001 to \$56,278.
- 66 incumbents (27%) are in the top quartile of the pay range.
  - 53 incumbents (21%) are currently at the pay grade maximum.
  - Three (3) incumbents (1%) are over the maximum due to Transfer Officers being reclassified down to Detention Officers.
- Collin County ranked 5<sup>th</sup> out of 13 for minimum salary. We are 5% over the city/county average minimum.
- Collin County ranked 4<sup>th</sup> out of 13 for maximum pay. We are 6% over the city/county average maximum.

# DETENTION OFFICER MINIMUMS FY 2020



# DETENTION OFFICER MAXIMUMS FY 2020



# DISPATCHER GRADE 551



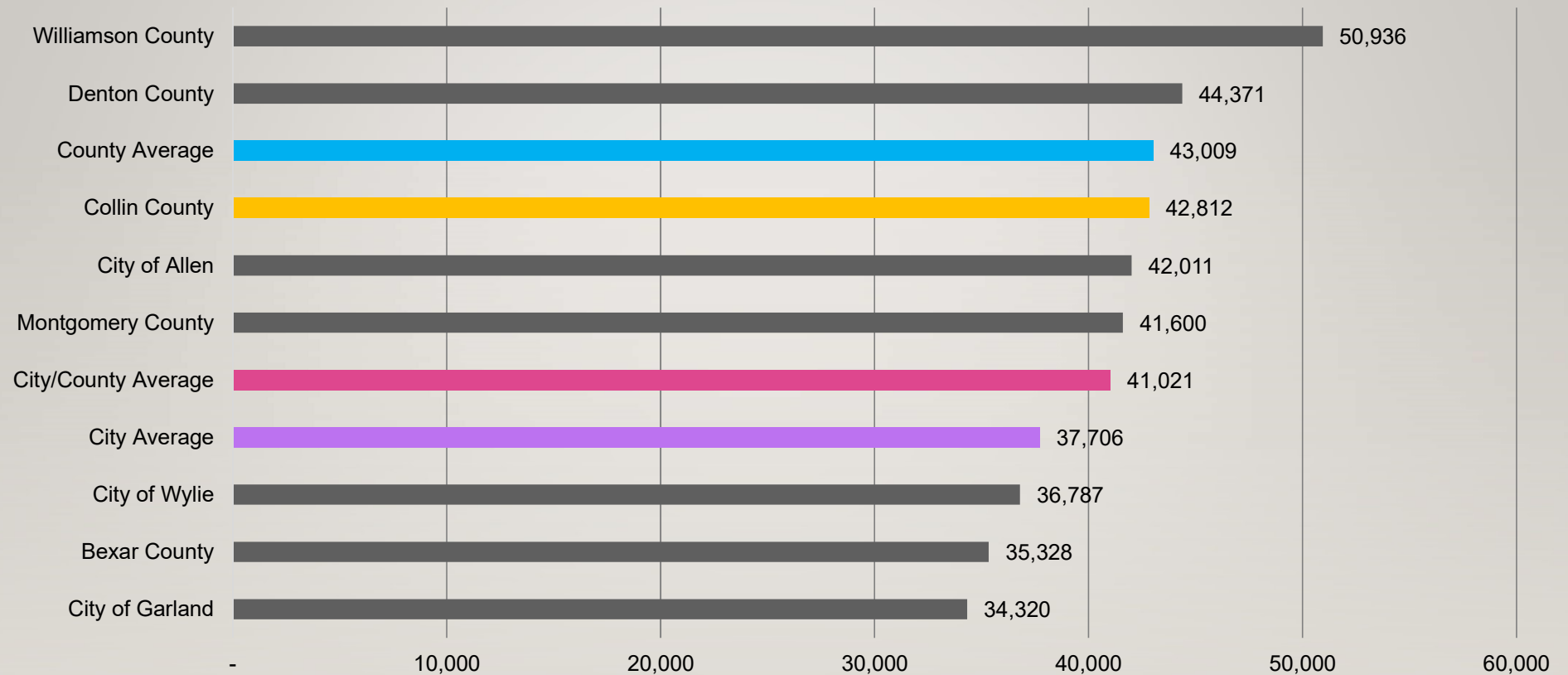
# DISPATCHER BENCHMARK MATCHES

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

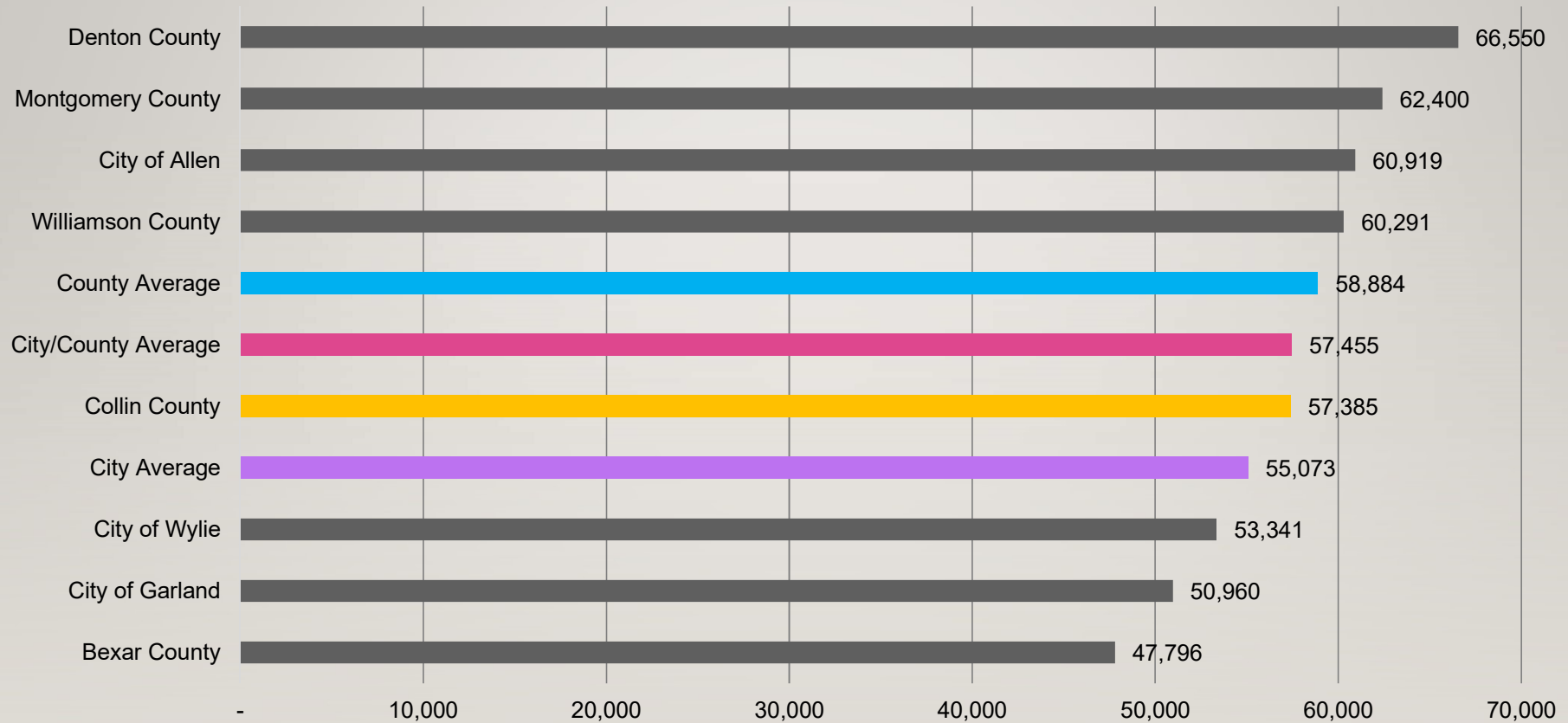
# DISPATCHER

- 23 Dispatcher positions.
  - 19 incumbents
- The average length of service is seven (7) years.
- The pay range for this position is \$42,812 to \$57,385.
- Six (6) incumbents (32%) are in the top quartile of the pay range.
  - Five (5) incumbents (26%) are currently at the pay grade maximum.
- Collin County ranked 3<sup>rd</sup> out of eight (8) for minimum salary. We are 4% over the city/county average minimum.
- Collin County ranked 5<sup>th</sup> out of eight (8) for maximum salary. We are less than 1% under the city/county average maximum (\$70 difference).

# DISPATCHER MINIMUMS FY 2020



# DISPATCHER MAXIMUMS FY 2020



# 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	Police Officer	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

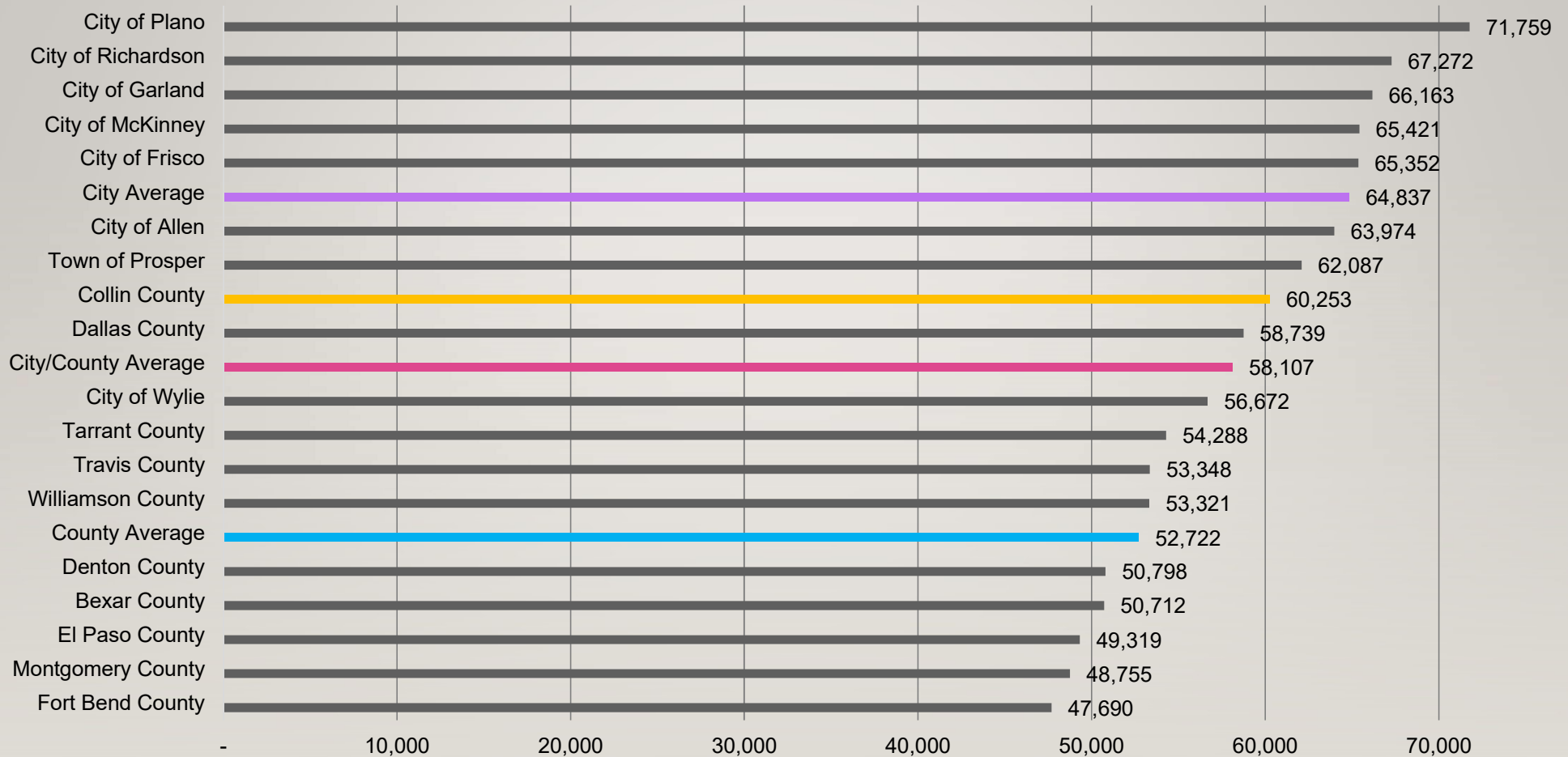
# DEPUTY SHERIFF

- 84 licensed Deputy Sheriff positions.
  - 79 licensed incumbents.
- The average length of service is ten (10) years.
- The pay range for this position is \$60,253 to \$80,726.
- 27 incumbents (34%) are in the top quartile of the pay range.
  - 21 (27%) Deputy Sheriffs are currently at the pay grade maximum.
- Collin County ranked 8<sup>th</sup> out of 18 for minimum salary. We are 4% above the city/county minimum average.
- Collin County ranked 8<sup>th</sup> out of 18 for maximum salary. We are 3% above the city/county maximum average.

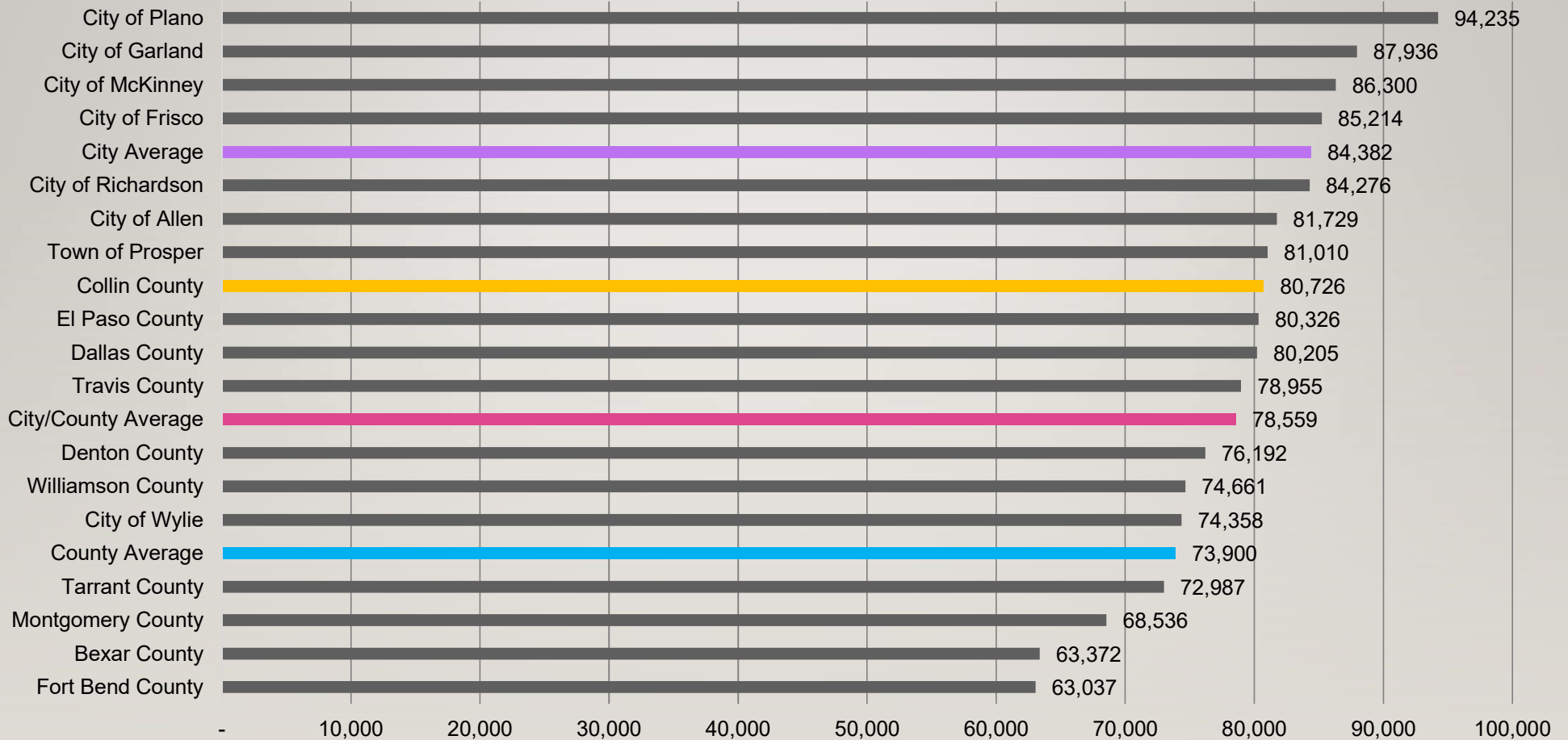
## **Deputy Sheriff – Recruit**

- Positions are budgeted within the 84 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 three (3) 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 2020



# DEPUTY SHERIFF MAXIMUMS FY 2020



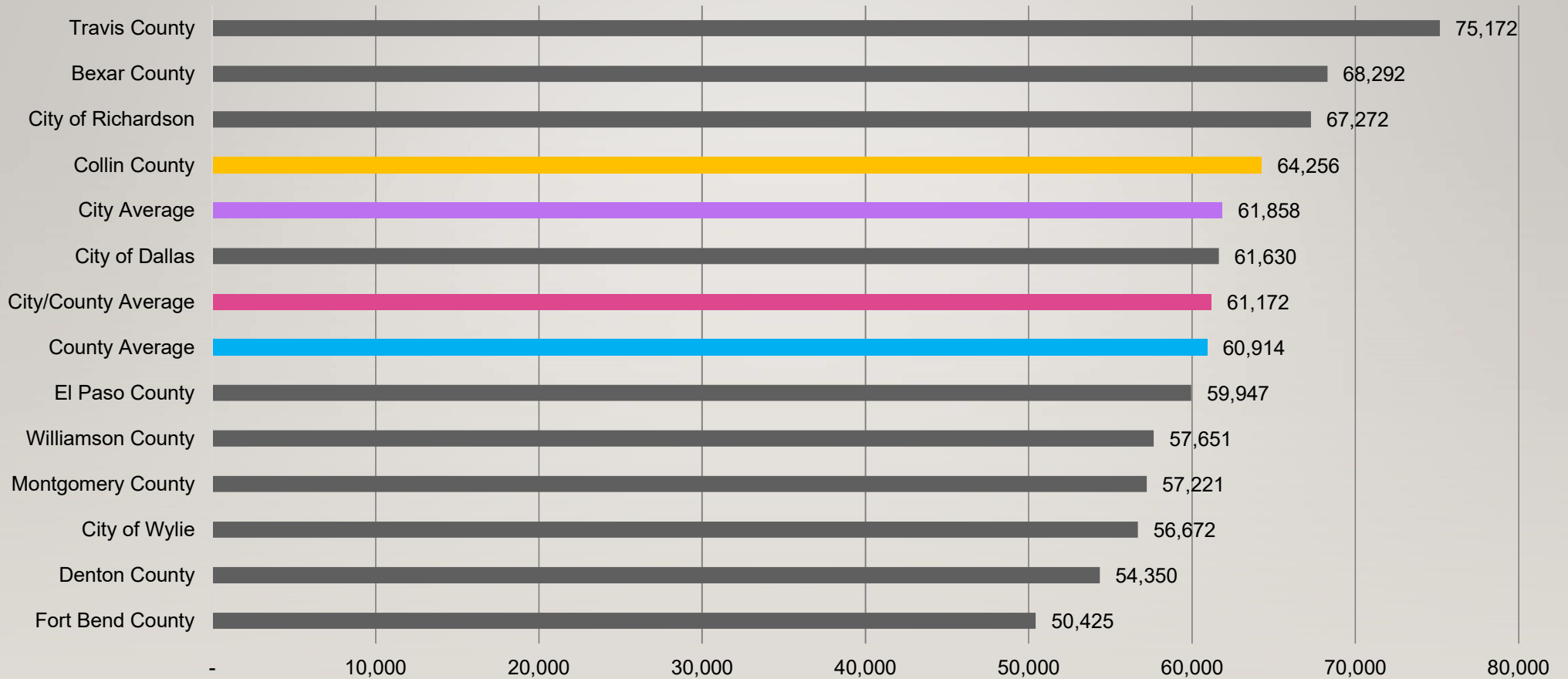
# CRIMINAL INVESTIGATOR GRADE 557

# CRIMINAL INVESTIGATOR

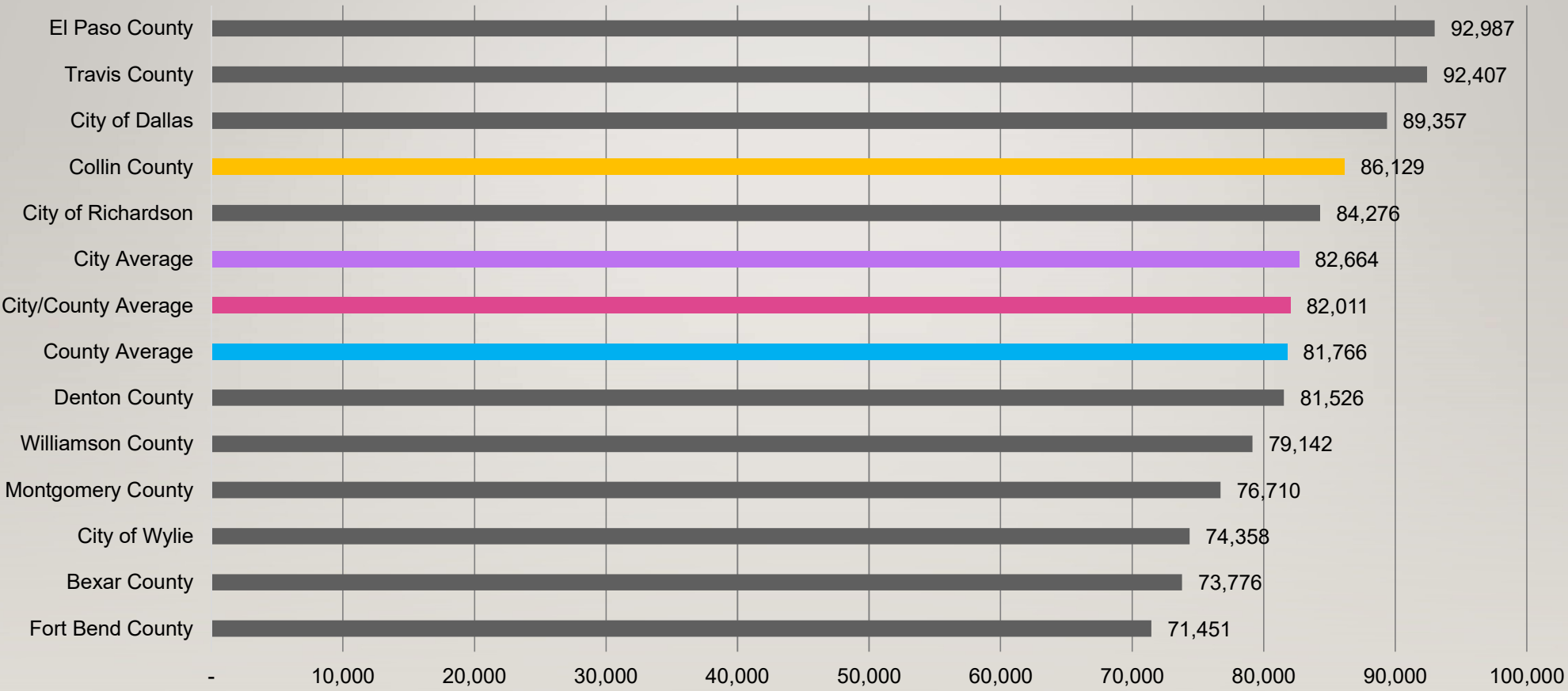
- 2 Criminal Investigator positions.
  - 2 incumbents.
- The number of Criminal Investigators is being reduced through attrition. When a Criminal Investigator leaves, the position is reclassified to Deputy Sheriff.
- The average length of service is 20 years.
- The pay range for this position is \$64,256 to \$86,129.
- Both incumbents are at the pay grade maximum.
- Collin County ranked 4<sup>th</sup> out of 11 for minimum salary. We are 5% above the city/county minimum average.
- Collin County ranked 4<sup>th</sup> out of 11 for maximum salary. We are 5% above the city/county maximum average.



# CRIMINAL INVESTIGATOR MINIMUMS FY 2020



# CRIMINAL INVESTIGATOR MAXIMUMS FY 2020

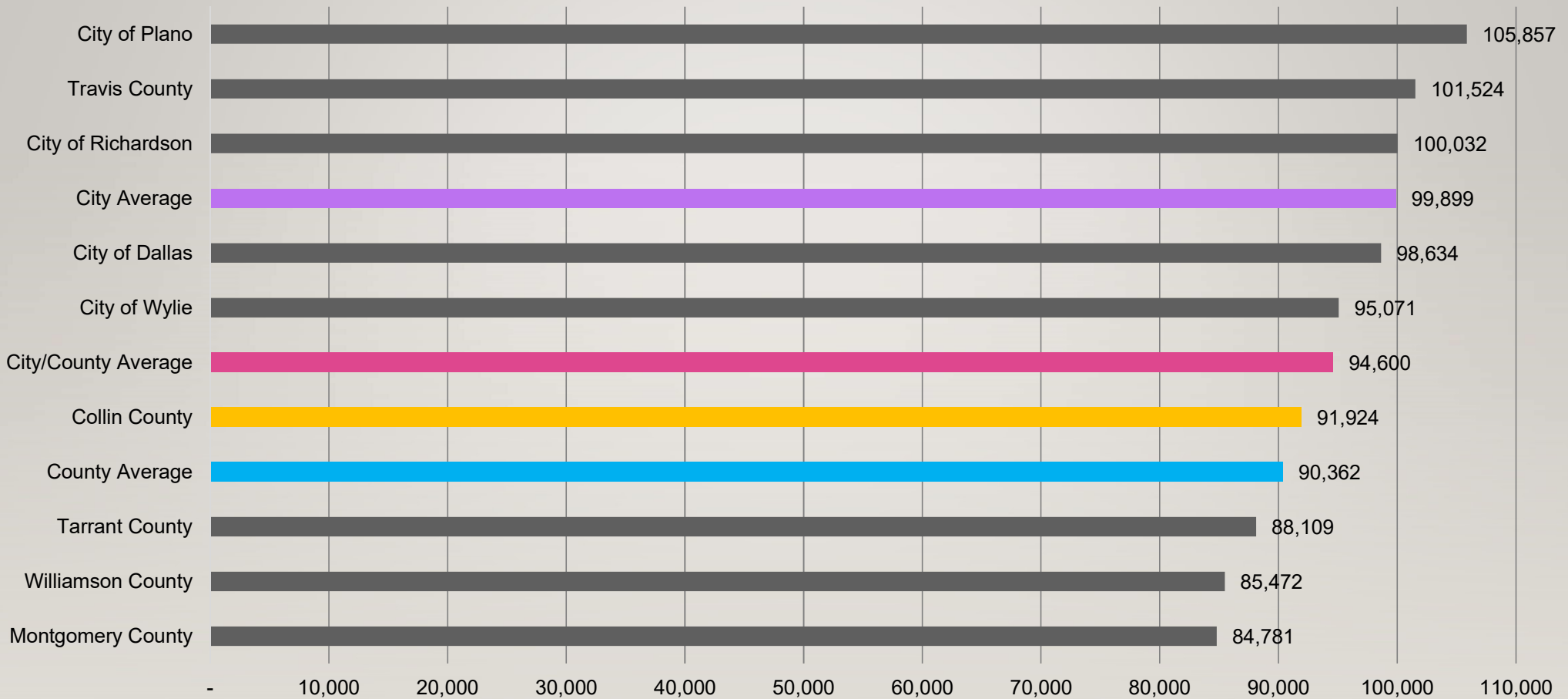


SERGEANT  
GRADE 558

# SERGEANT

- Nine (9) Sergeant positions.
  - Nine (9) incumbents.
- The average length of service is 13 years.
- The pay range for this position is \$68,579 to \$91,924.
- Six (6) incumbents (67%) are in the top quartile of the pay range.
  - Three (3) incumbents (33%) are currently at the pay grade maximum.
- Collin County ranks 6<sup>th</sup> out of 9 for maximum pay. We are 3% below the city/county average for maximum.
  - Sergeants are typically promoted from within, so minimum pay is generally not applicable.

# SERGEANT MAXIMUMS FY 2020



# SHERIFF'S OFFICE MANAGEMENT



# MANAGEMENT BENCHMARK MATCHES

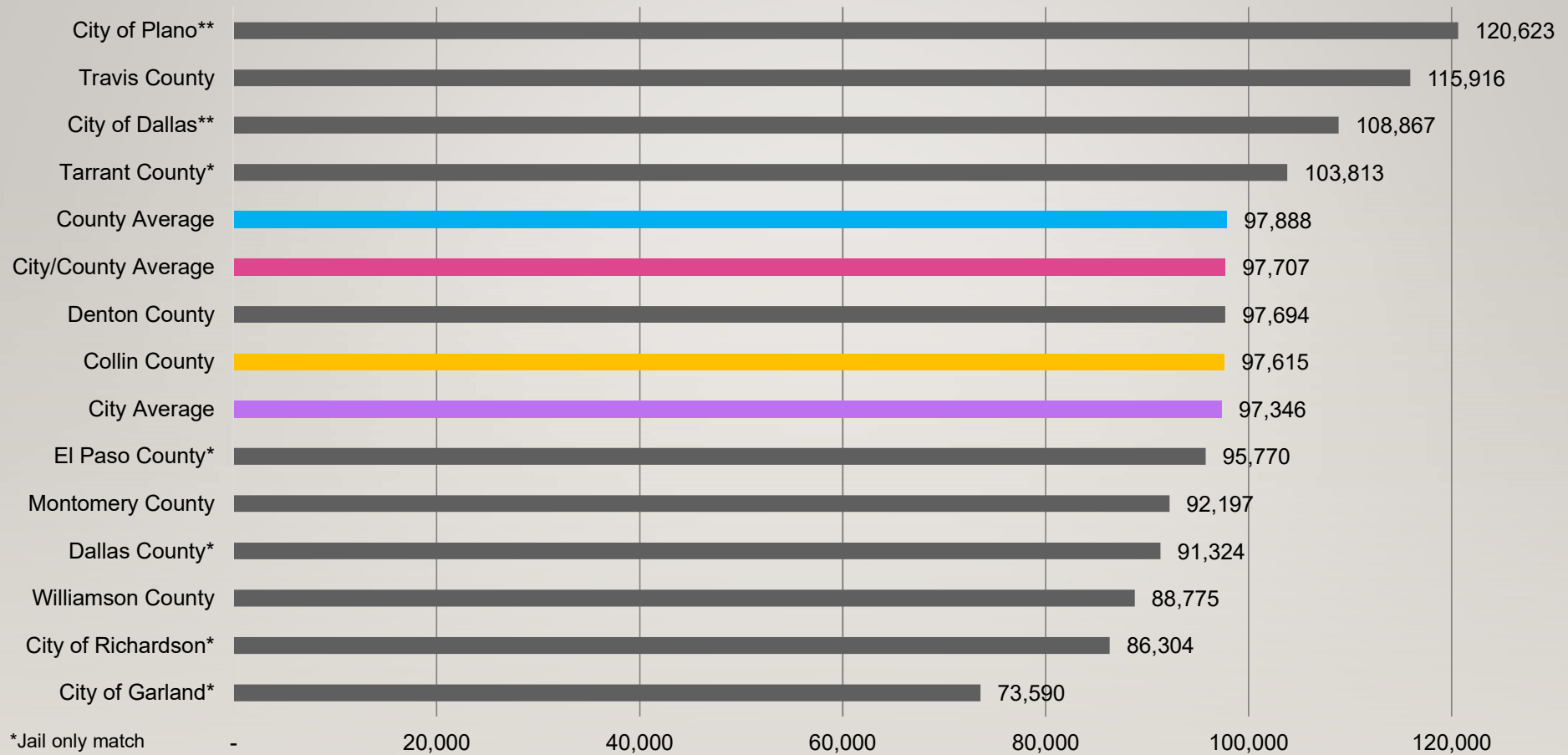
Collin County	Lieutenant (combined)	Captain	Chief Deputy
City of Allen	no match	no match	no match
City of Carrollton	no match	no match	no match
City of Dallas	Police Lieutenant	no match	Police Deputy Chief
City of Frisco	no match	no match	no match
City of Garland	Detention Supervisor	no match	no match
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	Deputy VIII (Chief)
Denton County	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	Lieutenant-Detention/Sergeant, Lieutenant – Patrol, Lieutenant	no match	no match
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 15 years.
- The pay range for this position is \$72,825 to \$97,615.
- 11 incumbents (58%) are in the top quartile of the pay range.
  - None are at pay grade maximum.
- Collin County ranks 6<sup>th</sup> out of 12 for maximum pay. We are less than 1% below the city/county maximum pay average (\$92 less)
  - Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

# LIEUTENANT MAXIMUMS FY 2020



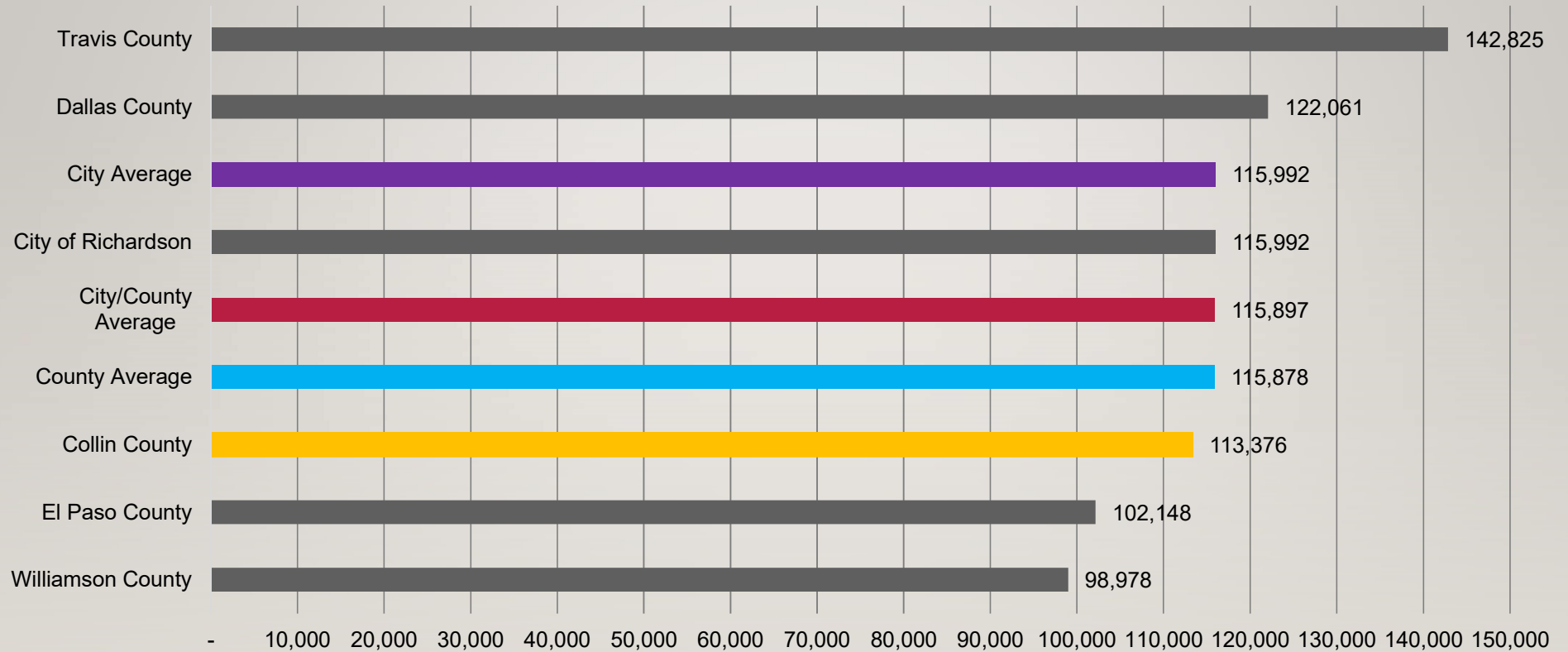
CAPTAIN  
GRADE 572

# CAPTAIN

- Eight (8) Captain positions.
  - Three (3) are assigned to Jail/Housing.
  - One (1) is assigned to Jail/Admissions & Release
  - One (1) is assigned to Support Services.
  - One (1) is assigned to Field Operations.
  - One (1) is assigned to Special Operations.
  - One (1) is assigned to Fusion Center/Dispatch.
- The average length of service is 17 years.
- The pay range for this position is \$84,592 to \$113,376.
- Five (5) incumbents (63%) are in the top quartile of the pay range.
  - None are at pay grade maximum.
- Collin County ranks 4<sup>th</sup> out of six (6) for the pay grade maximum. We are 2% 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 3<sup>rd</sup> out of five (5) for pay range maximum and are 3% over city/county average for maximum pay.
- Captains are typically promoted from within, so minimum pay is generally not applicable.



# CAPTAIN MAXIMUMS FY 2020



# BENCHMARKED POSITIONS CONSTABLE, COURTS, FIRE MARSHAL

# BENCHMARK POSITIONS

## CONSTABLE, COURTS, FIRE MARSHAL

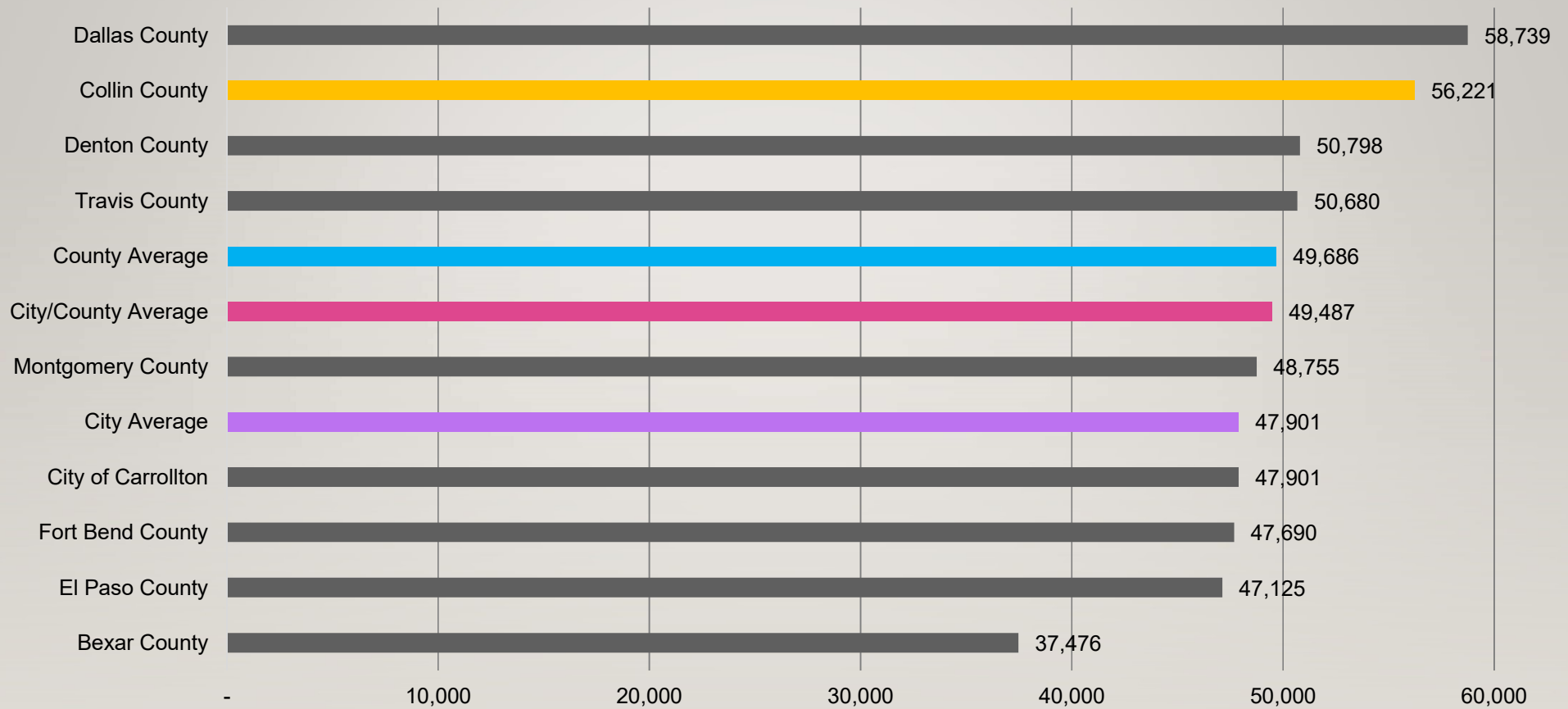
Collin County	Deputy Constable	Court Officer	Deputy Fire Marshal
City of Allen	no match	no match	no match
City of Carrollton	Deputy Marshal	Bailiff	no match
City of Dallas	no match	Bailiff	no match
City of Frisco	no match	Police Officer - Bailiff	Fire Inspector
City of Garland	no match	no match	no match
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	Commissioned Corrections Officer – Bailiff Jailer	no match

# DEPUTY CONSTABLE GRADE 555

# DEPUTY CONSTABLE

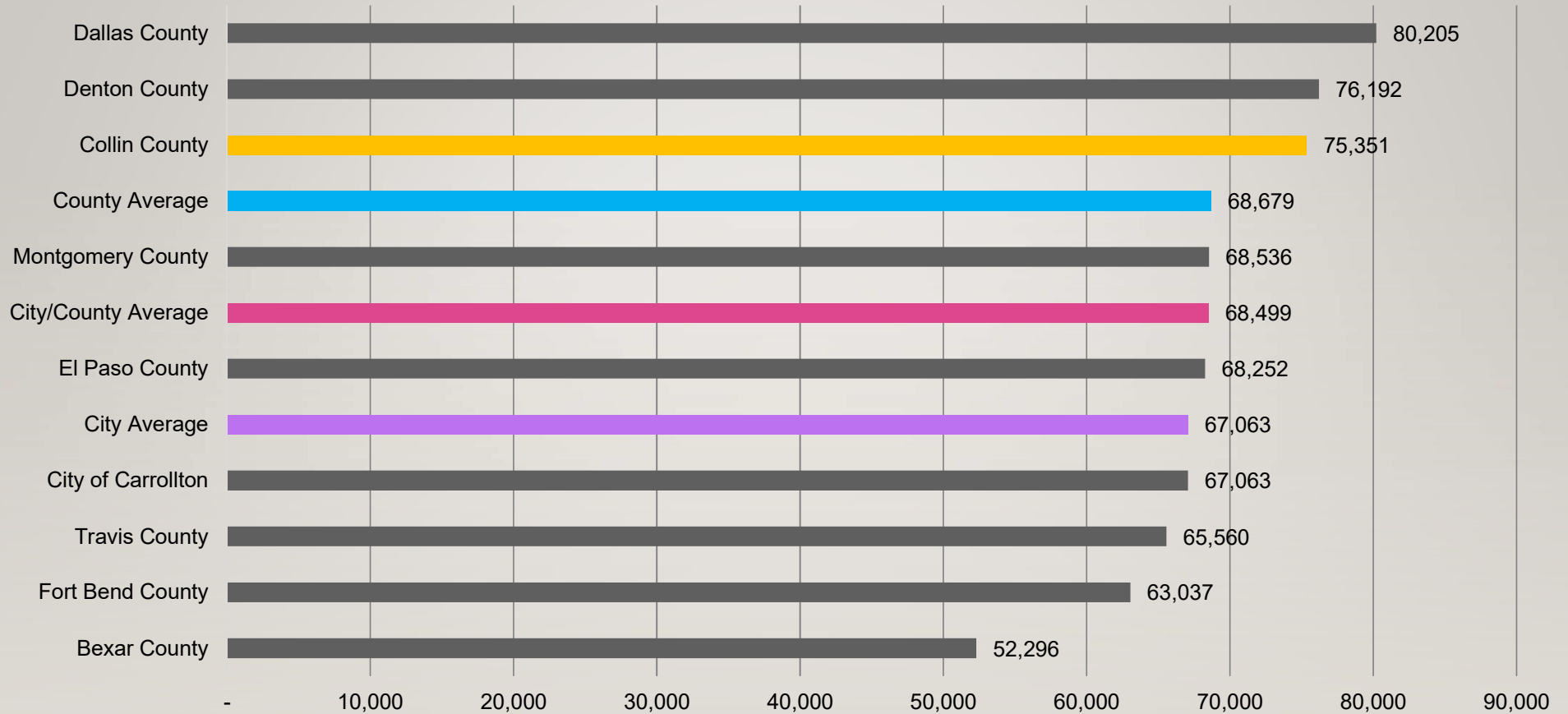
- 21 Deputy Constable positions.
  - 21 incumbents.
- The average length of service is 8 years.
- The pay range for this position is from \$56,221 to \$75,351.
- Seven (7) incumbents (33%) are in the top quartile of pay.
  - Four (4) incumbents (19%) are currently at the pay grade maximum.
- Collin County ranks 2<sup>nd</sup> out of 9, and is 14% above average for minimum pay.
- Collin County ranks 3<sup>rd</sup> out of 9, and is 10% above average for maximum pay.

# DEPUTY CONSTABLE MINIMUMS FY 2020





# DEPUTY CONSTABLE MAXIMUMS FY 2020

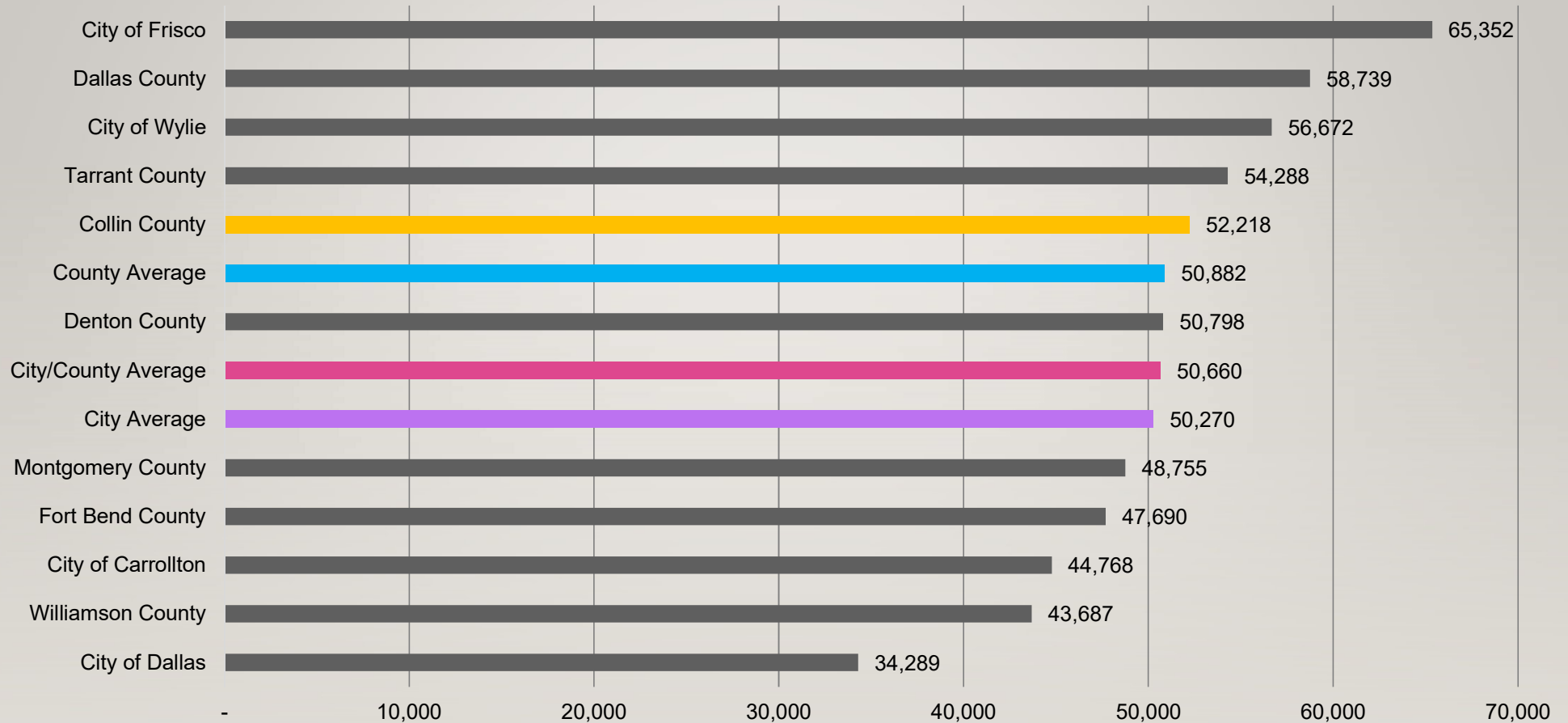


# COURT OFFICER GRADE 554

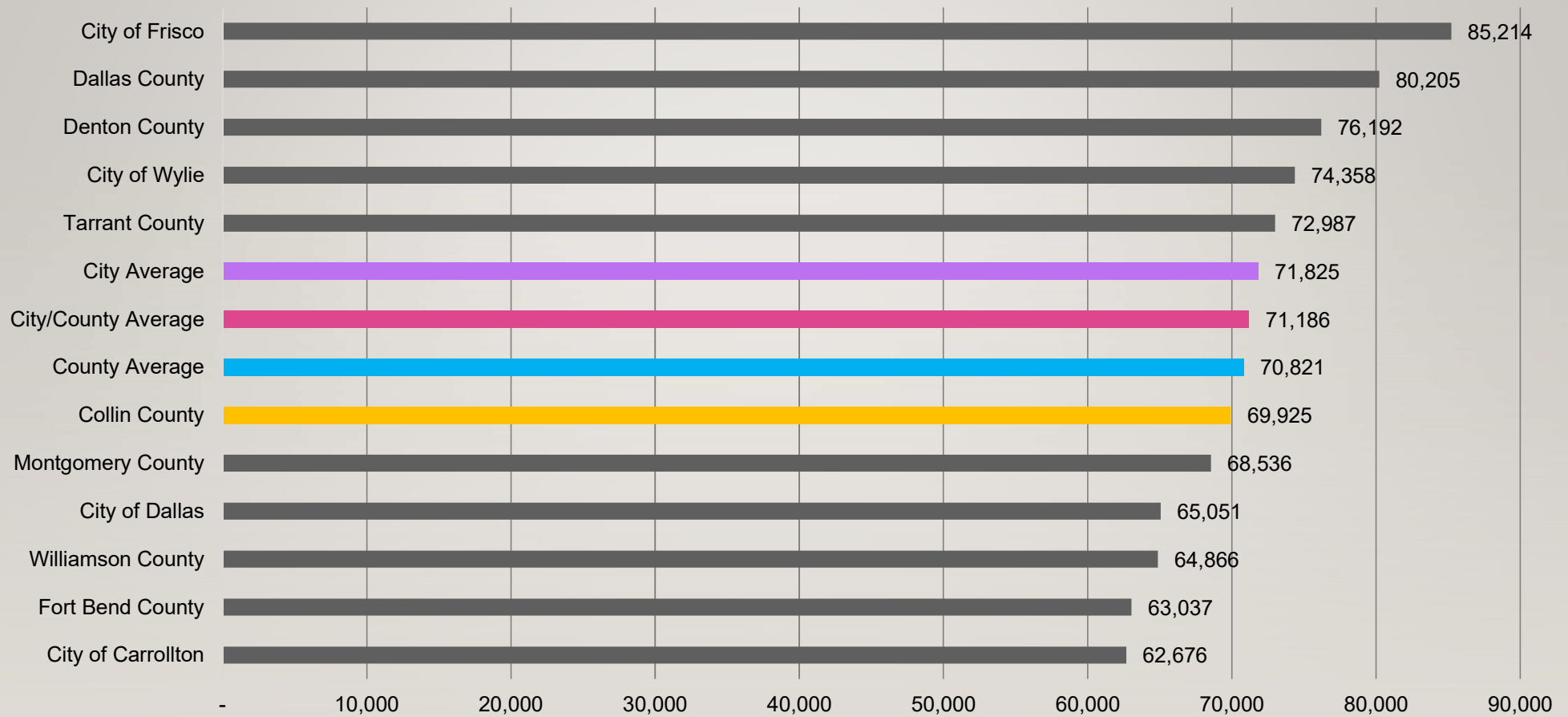
# COURT OFFICER

- 22 Court Officer positions.
  - 22 incumbents.
- The average length of service for this position is 19 years.
- The pay range for this position is \$52,218 to \$69,925.
- 19 incumbents (86%) are in the top quartile of the pay range.
  - 11 incumbents (50%) are currently at the pay grade maximum.
- Collin County's minimum salary is ranked 5<sup>th</sup> out of 11.
  - We are 3% above the city/county average for minimum.
- Collin County's maximum salary is ranked 6<sup>th</sup> out of 11.
  - We are 2% below the city/county average for maximum.

# COURT OFFICER MINIMUMS FY 2020



# COURT OFFICER MAXIMUMS FY 2020



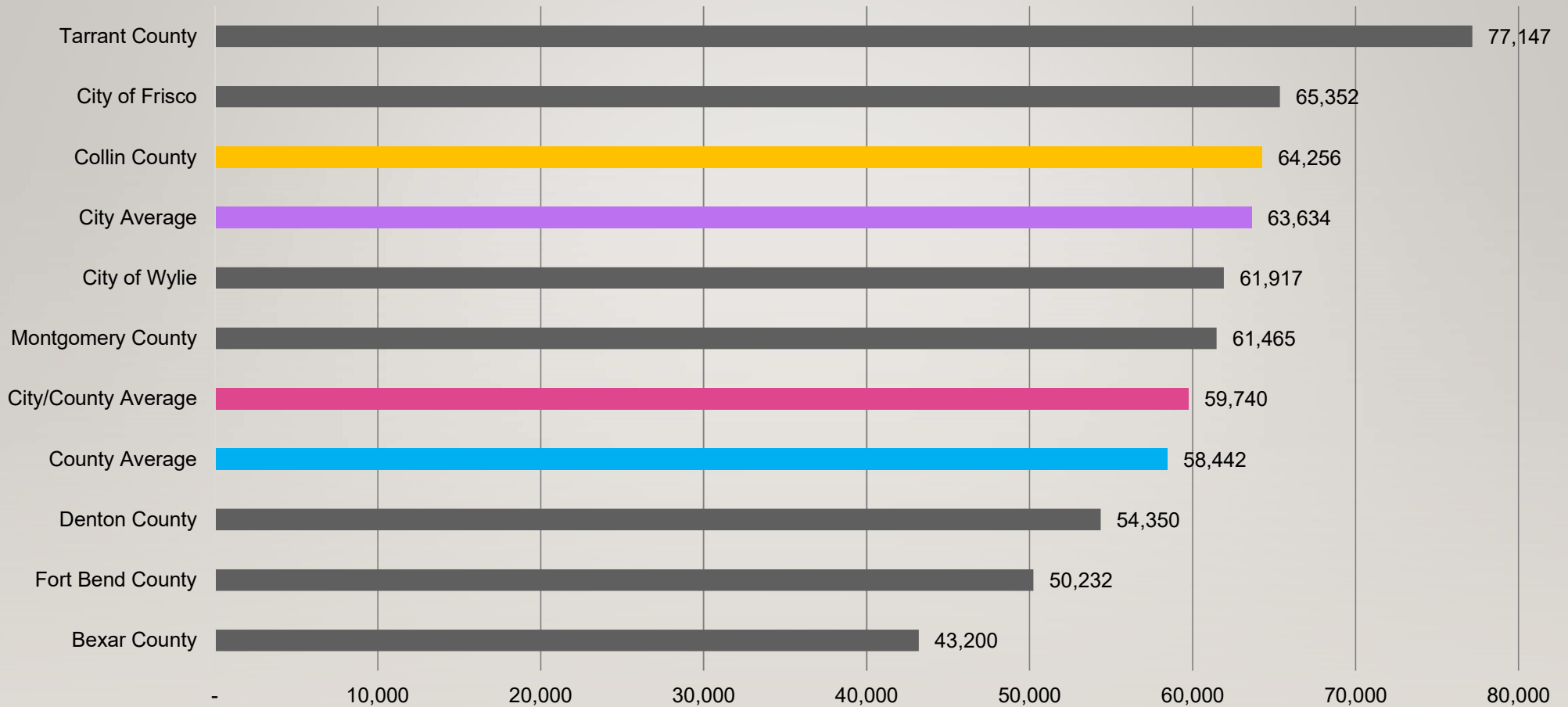
# DEPUTY FIRE MARSHAL GRADE 557



# DEPUTY FIRE MARSHAL

- Two (2) Deputy Fire Marshal positions.
  - Two (2) incumbents.
- The average length of service for this position is four (4) years.
- The pay range for this position is \$64,256 to \$86,129.
- 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 3<sup>rd</sup> out of eight (8) for both minimum and maximum pay.
  - We are 8% above city/county average for minimum.
  - We are 5% above city/county average for maximum.

# DEPUTY FIRE MARSHAL MINIMUMS FY 2020



# DEPUTY FIRE MARSHAL MAXIMUMS FY 2020

