



# LAW ENFORCEMENT COMPENSATION

2021 Presentation for FY 2022 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
- Responses to market pay changes
- Turnover
- Supplemental Pay

Salary increase recommendations will be made in a separate presentation.  
Information in this presentation is as of January 2021, unless otherwise noted.

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     |
| • Fannin County*    | • City of Garland    |
| • Fort Bend County  | • City of McKinney   |
| • Grayson County*   | • City of Murphy     |
| • Hunt County*      | • City of Plano      |
| • Montgomery County | • Town of Prosper    |
| • Rockwall County*  | • City of Richardson |
| • Tarrant County    | • City of Wylie      |
| • Travis County     |                      |
| • Williamson County |                      |

\*Contiguous counties were used in comparison when surveying for the Detention Officer and Deputy Sheriff positions only.

# Sheriff's Office Organizational/Position Changes

The Sheriff's Office has had several organizational changes in FY 2019 through FY 2021.

## **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.

## **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.

## **August 2020**

- Retitled three (3) Deputy Sheriff positions to Jail Sergeants.

## **October 2020**

- Replaced a Secretary position with a Research Analyst.
- Two (2) new Dispatcher positions.
- One (1) new Lieutenant position.

## **February 2021**

- Beginning in February 2021, eight (8) additional Detention Officer positions were approved to be allocated one at a time on a monthly basis. Positions were contingent on the Sheriff's Office filling all vacant Detention positions. At this time, the Sheriff's Office still has vacant Detention Officer positions so no additional positions have been allocated.

# 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	# positions
<b>Sheriff's Office - Jail</b>	
Detention Officer (FTE) <sup>1</sup>	281
<b>Sheriff's Office - Operations</b>	
Deputy Sheriff (licensed and recruit)	85
Sergeant	9
<b>Sheriff's Office - Support Services</b>	
Dispatcher	25

Title	# positions
<b>Sheriff's Office - Management</b>	
Lieutenant	21
Captain	8
<b>Fire Marshal, Constable, Courts</b>	
Deputy Constable	23
Deputy Fire Marshal	2
Court Officer	22

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

2. Position statistics as of May 2021

# 2020 TURNOVER SUMMARY

Category	2019 Turnover	2020 Turnover	Change from 2019	2021 projected
<b>Collin County (all departments)</b>	13.2%	11.9%	<b>-1.3%</b>	15.4%
<b>Collin County Law Enforcement</b>				
All Law Enforcement positions	16.0%	16.4%	<b>0.4%</b>	22.8%
Benchmark Law Enforcement positions	17.2%	18.1%	<b>0.9%</b>	25.6%
Benchmark Law Enforcement positions excluding Detention Officer	9.0%	6.6%	<b>-2.4%</b>	15.1%
<b>Sheriff's Office Law Enforcement</b>				
All SO Law Enforcement positions	17.9%	18.8%	<b>0.9%</b>	24.8%
Benchmark SO Law Enforcement positions	18.5%	19.7%	<b>1.2%</b>	26.4%
Sheriff's Office Benchmark LE positions excluding Detention Officer	10.2%	7.3%	<b>-2.9%</b>	13.8%
Detention Officer positions	23.0%	26.5%	<b>3.5%</b>	33.6%
<b>DA, Constable, Fire Marshal &amp; Courts</b>				
All Non-SO Law Enforcement positions	4.1%	2.6%	<b>-1.5%</b>	11.4%
Benchmark Non-SO Law Enforcement positions	4.8%	4.5%	<b>-0.3%</b>	19.0%

2021 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. \*Projection as of April 2021.

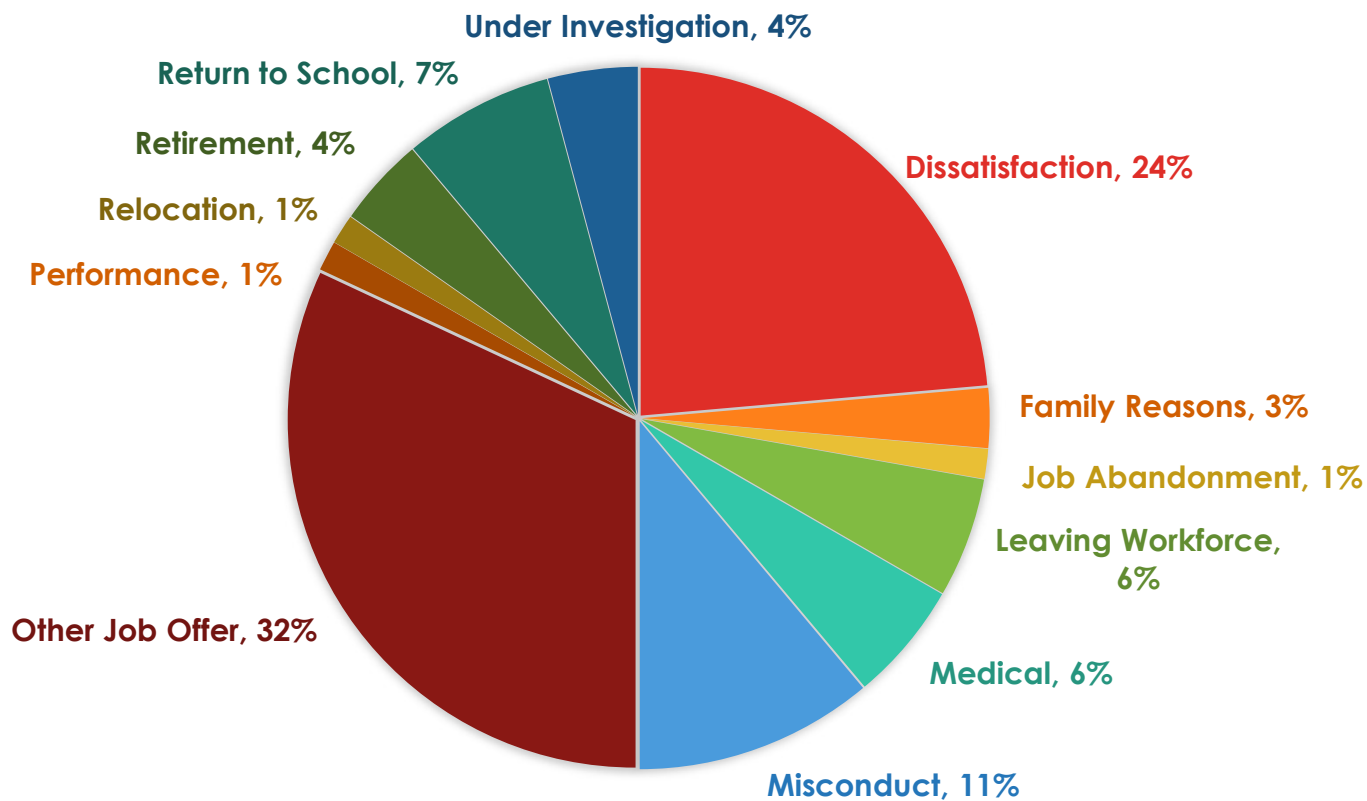
# BENCHMARK POSITION TURNOVER

Title	2019 Turnover %	2020 Turnover %	Change from 2019	2021 Proj Turnover %
<b>Sheriff's Office - Jail</b>				
Detention Officer	23.0%	26.5%	3.5%	33.6%
<b>Sheriff's Office - Operations</b>				
Deputy Sheriff	9.2%	4.8%	-4.4%	4.4%
Sergeant	0.0%	26.8%	26.8%	40.0%
<b>Sheriff's Office - Support Services</b>				
Dispatcher	18.7%	10.0%	-8.7%	31.4%

Title	2019 Turnover %	2020 Turnover %	Change from 2019	2021 Proj Turnover %
<b>Sheriff's Office - Management</b>				
Lieutenant	5.2%	0%	-5.2%	18.5%
Captain	27.0%	12.5%	-14.5%	21.4%
<b>Fire Marshal/Constable/Courts</b>				
Deputy Fire Marshal	0.0%	0%	0.0%	0.0%
Deputy Constable	10.0%	0%	-10.0%	15.9%
Court Officer	0.0%	9.5%	9.5%	23.8%

# BENCHMARK POSITION TURNOVER

The chart below represents FY 2020 turnover reasons for Detention Officer, Deputy Sheriff and Dispatcher.



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 2020:

- Law Enforcement 4.7% (-0.5% from last year)
- Correctional Officer 33.6% (+1.7% from last year)
- Public Safety 23.1% (+6.7% from last year)

TDCJ overall turnover was 27.5% (+0.9% 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 2020 Turnover	Change from 2019
City of Allen	5.5%	-0.5%
City of Carrollton	2.3%	**
City of Frisco	6.5%	-0.4%
City of Garland	9.6%	1.8%
City of Murphy	17.0%	-6.0%
City of Plano	8.3%	0.7%
City of Richardson	8.2%	-2.0%
City of Wylie	7.0%	-1.7%
<b>Average</b>	<b>8.0%</b>	<b>-1.2%</b>

\*Does not include civilian positions

\*\*2019 not provided

## SHERIFF'S OFFICE TURNOVER

Organization	FY 2020 Turnover	Change from 2019
<b>Collin County</b>	<b>16.4%</b>	<b>-1.5%</b>
Bexar County*	14.2%	**
Dallas County	10.3%	-1.0%
Denton County	18.8%	2.1%
Fort Bend County	7.9%	-1.6%
Tarrant County	11.4%	**
Travis County*	9.8%	1.9%
<b>Average</b>	<b>12.7%</b>	<b>-0.01%</b>



# 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 1.8%.
- CCSO's non-jail turnover decreased by 1.5%.

## JAIL ONLY TURNOVER

Organization	FY 2020 Turnover	Change from 2019
Collin County	23.0%	+1.8%
City of Allen	0.0%	-12.5%
City of Carrollton	0.8%	*
City of Garland	16.7%	-0.5%
City of Plano	20.6%	2.7%
City of Wylie	0.0%	*
Bexar County**	19.7%	-1.5%
Denton County	22.4%	3.3%
Fort Bend County	10.5%	5.5%
Tarrant County	13.0%	*
Travis County**	11.0%	*
Williamson County**	15.4%	3.2%
<b>Jail Only Average</b>	<b>12.8%</b>	<b>0.2%</b>

\*2019 not provided

\*\* Does not include civilian positions

## NON-JAIL TURNOVER

Organization	FY 2020 Turnover	Change from 2019
Collin County	8.1%	-1.5%
City of Allen	1.5%	-2.1%
City of Carrollton	9.6%	*
City of Garland	9.0%	2.0%
City of Plano	7.6%	0.6%
City of Wylie	7.0%	-1.7%
Bexar County**	4.5%	*
Denton County	8.1%	-1.4%
Fort Bend County	5.9%	1.7%
Tarrant County	8.2%	*
Travis County**	7.0%	*
Williamson County**	12.3%	-3.2%
<b>Non-Jail Average</b>	<b>7.4%</b>	<b>-0.7%</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	59%	9%	6%	27%	20%	(48 of 237)
Dispatcher	551	38%	5%	33%	24%	19%	(4 of 21)
Court Officer	554	5%	0%	10%	86%	43%	(9 of 21)
Deputy Constable	555	14%	19%	29%	38%	14%	(3 of 21)
Deputy Sheriff	556	24%	16%	25%	35%	25%	(20 of 80)
Deputy Sheriff – Recruit	555	100%	0%	0%	0%	0%	(0 of 4)
Deputy Fire Marshal	557	0%	50%	0%	50%	0%	(0 of 2)
Sergeant	558	13%	0%	38%	50%	50%	(4 of 8)
<b>Total Non-Exempt</b>		<b>44%</b>	<b>10%</b>	<b>13%</b>	<b>32%</b>	<b>22%</b>	<b>(88 of 394)</b>

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 Pay Grade Max
Lieutenant	570	5%	11%	21%	63%	0% (0 of 19)
Captain	572	0%	25%	0%	75%	0% (0 of 8)
<b>Total Exempt</b>		<b>4%</b>	<b>15%</b>	<b>15%</b>	<b>67%</b>	<b>0% (0 of 27)</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	Quartile 2	Quartile 3	Quartile 4
<b>550</b>	2	5	8	17
<b>551</b>	2	5	6	15
<b>554</b>	-	-	16	20
<b>555</b>	2	3	8	18
<b>556</b>	4	7	8	17
<b>557</b>	-	4	-	10
<b>558</b>	15	-	5	20
<b>570</b>	5	6	10	20
<b>572</b>	-	8	-	18

## RESPONSE TO ADEQUATE COMPENSATION QUESTION

- 50% of law enforcement employees who terminated in 2020 completed an exit interview.
- 79% 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	2	1	1	-
Captain	1	1	1	-
Commander	2	2	1	1
Court Officer	2	1	1	-
Criminal Investigator	1	1	1	-
Deputy Sheriff	4	2	-	2
Deputy Sheriff Recruit	1	-	-	-
Detention Officer	66	31	27	4
Dispatcher	2	1	1	-
Inmate Program Coordinator	1	1	-	1
Sergeant	2	1	-	1
<b>Total</b>	<b>84</b>	<b>42</b>	<b>33</b>	<b>9</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
Longevity Pay	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
Special Teams Pay	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
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-Exempt)	Yes (Exempt & Non-Exempt)	Yes	No	Yes (Non-Exempt)	No	No	Yes (Non-Exempt)	Yes	No
Training Officer Pay	Yes	Yes	Yes	No	Yes	No	Yes	Yes	Yes	Yes
Equipment Allowance	Yes	Yes	No	No	No	No	No	No	No	No
Retention Pay	Yes	No	No	No	No	No	No	No	No	No
Referral Program	Yes	No	No	No	No	No	No	No	Yes	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
<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>	DRT, Honor Guard, TAC Team, TAC Dispatch	No	No	Narcotics/HAZMAT	No	No	No	No	No	No	No	No
<b>Education Pay</b>	No	No	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Yes	No
<b>TCOLE Certification Pay</b>	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
<b>Shift Differential</b>	Yes (Exempt & Non)	No	Yes	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
<b>Equipment Allowance</b>	Yes	Yes	Yes	No	No	Yes	No	No	No	No	No	No
<b>Retention Pay</b>	Yes	No	No	No	Yes	No	No	No	No	No	No	No
<b>Referral Program</b>	Yes	No	Yes	No	No	No	No	No	No	No	Yes	No



# SUPPLEMENTAL PAY SUMMARY

- All entities are required to provide a minimum longevity amount for sworn law enforcement.
- Average values of supplemental pay at entities who provide them are below (monthly rates listed).
- Equipment Allowance is not included. Some entities pay annually while others have 1 time payment.  
Collin County pays a one time payment of \$800.00 at time of hire or assignment.

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	-	\$93	\$59	\$78	52%
	Bachelor's	-	\$164	\$111	\$145	
	Master's	-	\$160	\$158	\$159	
TCOLE Certification Pay	Intermediate	\$55	\$66	\$86	\$75	95%
	Advanced	\$80	\$113	\$122	\$117	
	Master	\$125	\$165	\$164	\$165	
Training Officer Pay		\$100	\$150	\$130	\$140	86%
Shift Differential Pay		\$130	\$200	\$114	\$126	38%
Retention Pay		\$3,000	\$1,350	\$3,000	\$2,175	10%
Referral Program		\$250	\$363	\$375	\$369	19%

# TURNOVER AND INCENTIVES

## Retention Pay Program

- \$130,000 paid in retention pay to Detention Officers.\*
- 117 Detention Officers received at least one retention payment.
- 20% of these Detention Officers are no longer employed with the Sheriff's Office.

## Referral Program

- \$1,156 paid out in the referral payments (3 employees).\*

## Contracted Recruiting Agencies

- \$3,400 paid in total to recruiting agencies (2 agencies).
- 1 of the 2 Detention Officers recruited remain employed by the Sheriff's Office.

Program	Effective Date
Certification Pay	FY 2018
Equipment Allowance (Leather Gear)	FY 2018
Special Unit Pay	FY 2018
Referral Program	FY 2020
Retention Program	FY 2021
External Recruiters	FY 2021

Fiscal Year	All SO LEO Turnover	Jail Turnover	Deputy Turnover
2017	19.2%	24.6%	8.0%
2018	18.4%	20.4%	10.6%
2019	17.9%	21.2%	9.2%
2020	18.8%	23%	4.8%

\*Total amount paid between October 2020 – May 2021. No referral payments were paid in FY2020.

# SALARY RANKINGS - FY 2021

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	4 of 14	4 of 14
<b>Support Services</b>		
Dispatcher	3 of 9	5 of 9
<b>Operations</b>		
Deputy Sheriff	8 of 18	7 of 18
Sergeant	6 of 9	6 of 9
<b>Management</b>		
Lieutenant	8 of 12	5 of 12
Captain	4 of 6	3 of 6
<b>Constable, Courts, Fire Marshal</b>		
Deputy Constable	2 of 10	3 of 10
Court Officer	5 of 11	6 of 11
Deputy Fire Marshal	2 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 2017	FY 2018	FY 2019	FY 2020	FY 2021	5 year total	5 year average
Range Movement	1%	4%	2%	4%	3%	14%	2.8%
PFP Increase (avg)	4%	3%	3%	3%	2%	15%	3.0%

Non-Exempt	FY 2017	FY 2018	FY 2019	FY 2020	FY 2021	5 year total	5 year average
Range Movement	4%	4%	2%	4%	3%	16%	3.2%
PFP Increase (avg)	4%	3%	3%	3%	2%	15%	3.0%



# SALARY ADJUSTMENTS

- In January 2021, wage movement adjustments were applied to law enforcement 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.
- 2021 Wage Movement was for Law Enforcement positions only.
- Sheriff's Office Law Enforcement received approximately \$755,454 in adjustments, representing about 82% of the total budgeted adjustments.
- Projections for the upcoming year will be provided in a separate presentation.



# DETENTION OFFICER GRADE 550

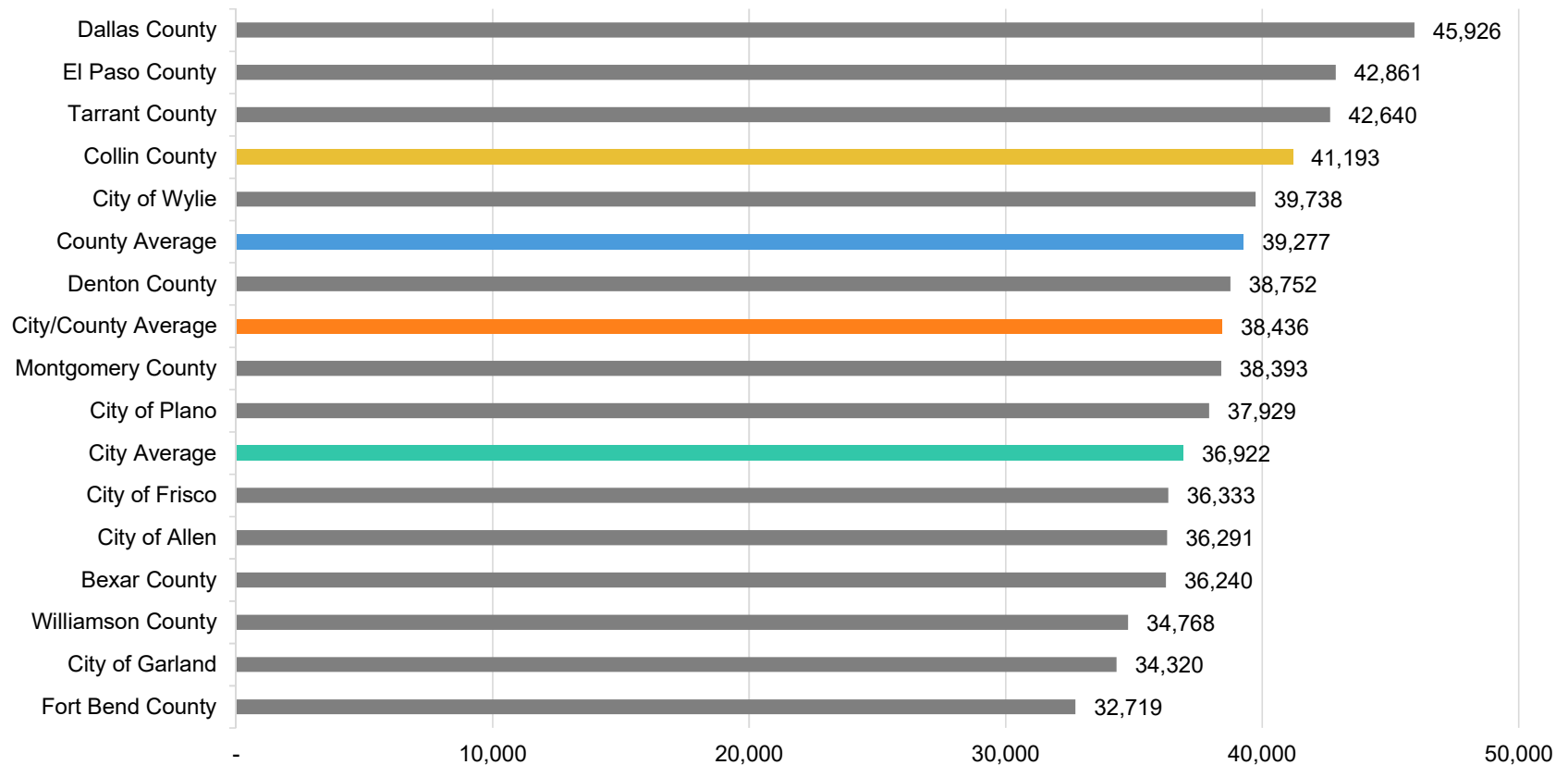


# DETENTION OFFICER

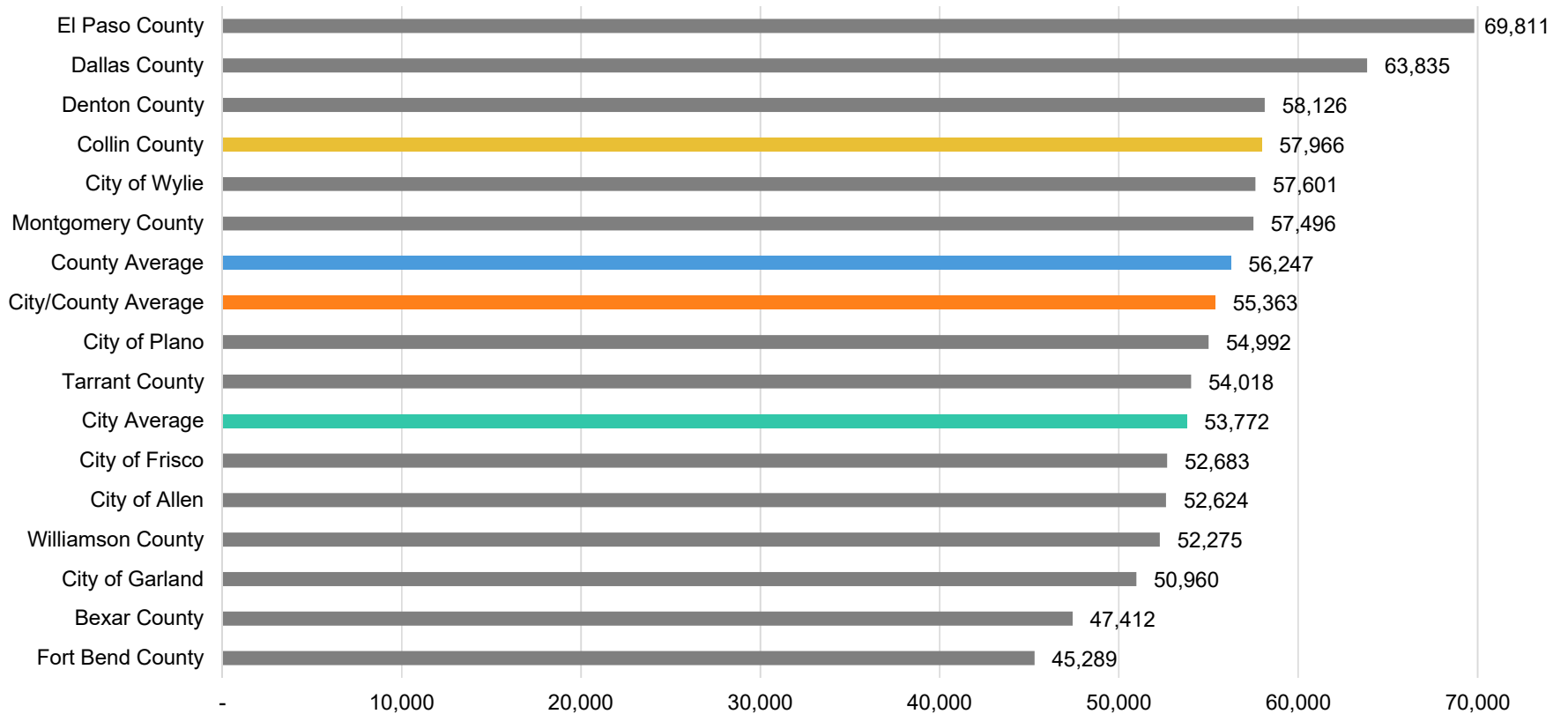
- 273 FT Detention Officer positions.
  - 237 incumbents.
- 16 PT Detention Officer positions.
  - 0 incumbents.
- The average length of service is six (6) years.
- The pay range for this position is \$41,193 to \$57,966.
- 63 incumbents (27%) are in the top quartile of the pay range.
  - 48 incumbents (20%) are currently at the pay grade maximum.
- Collin County ranked 4<sup>th</sup> out of 14 for minimum pay. We are 7% over the city/county average for minimum pay.
- Collin County ranked 4<sup>th</sup> out of 14 for maximum pay. We are 5% over the city/county average for maximum pay.



# DETENTION OFFICER MINIMUMS FY 2021



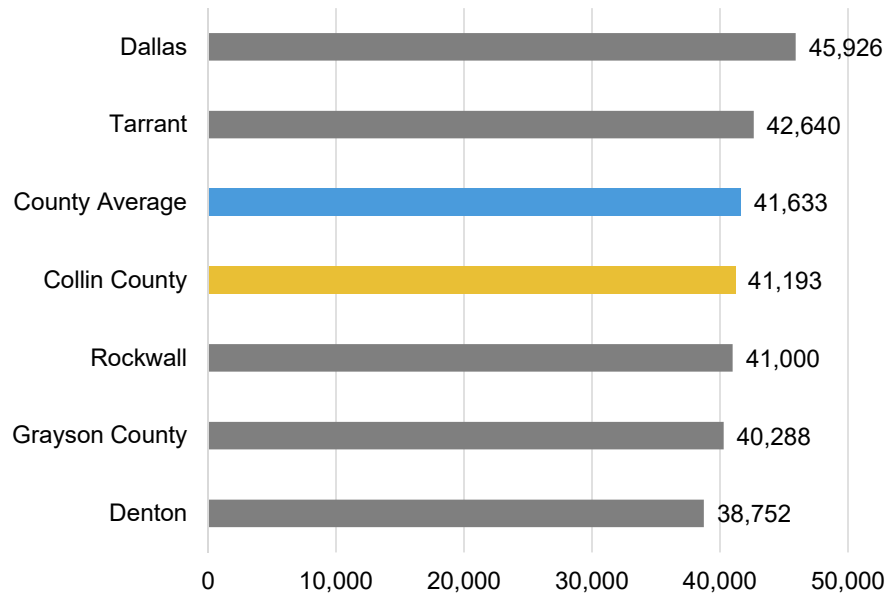
# DETENTION OFFICER MAXIMUMS FY 2021



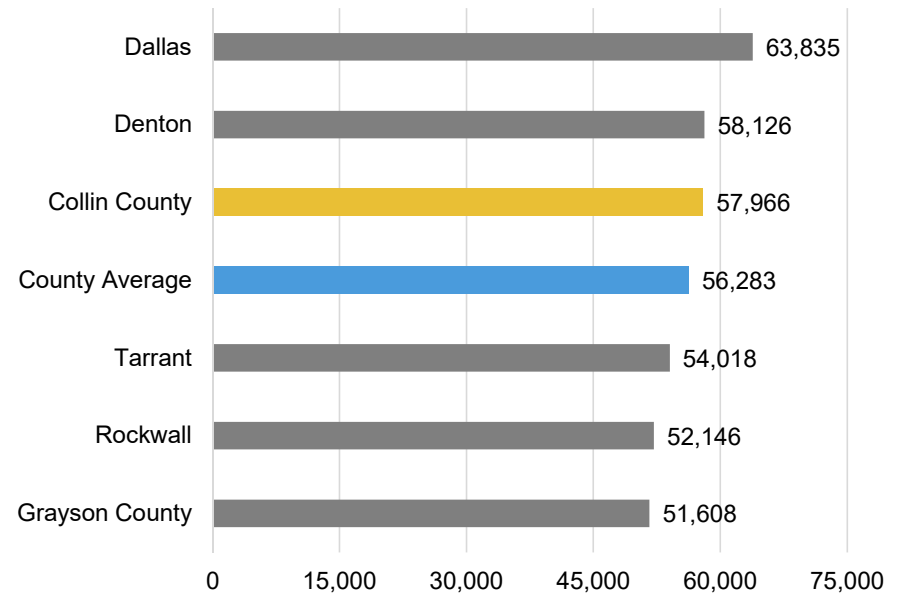
# DETENTION OFFICER

## CONTIGUOUS COUNTIES

Minimum Salary



Maximum Salary





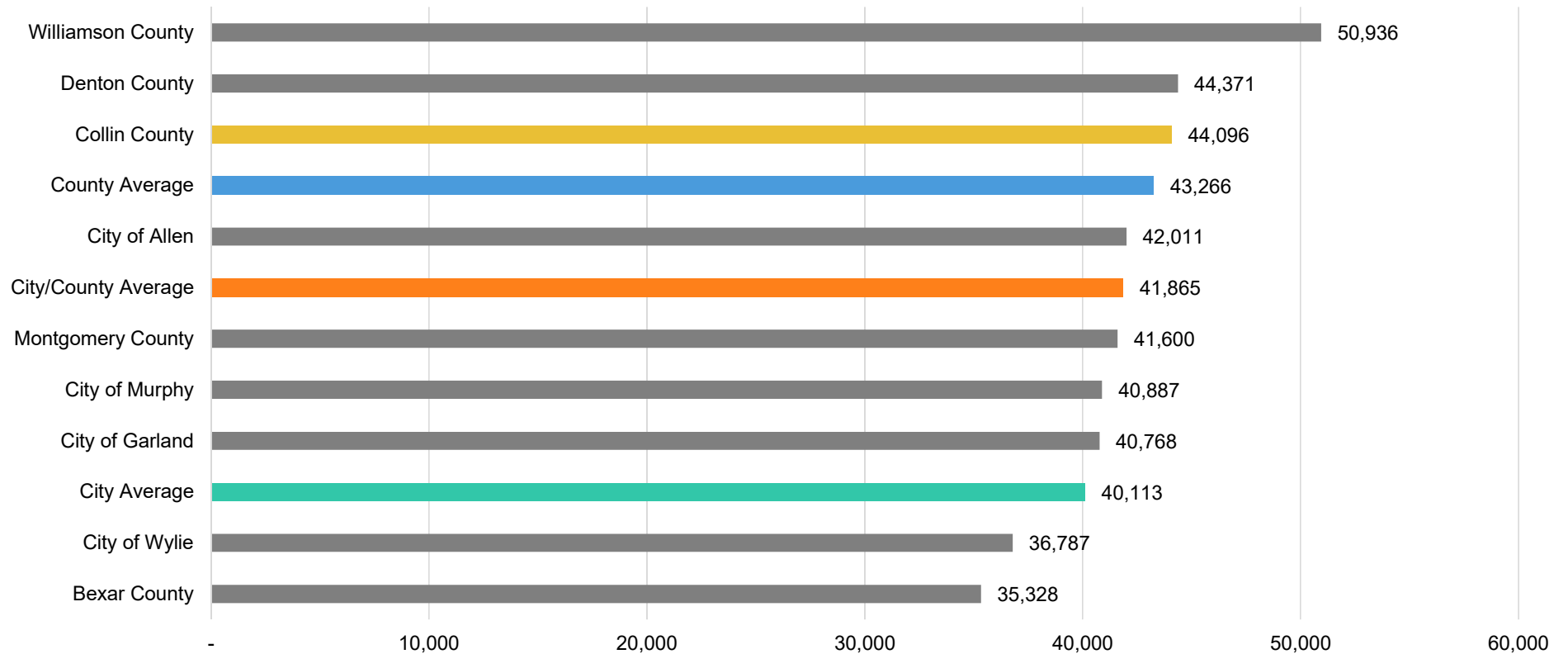
# DISPATCHER GRADE 551



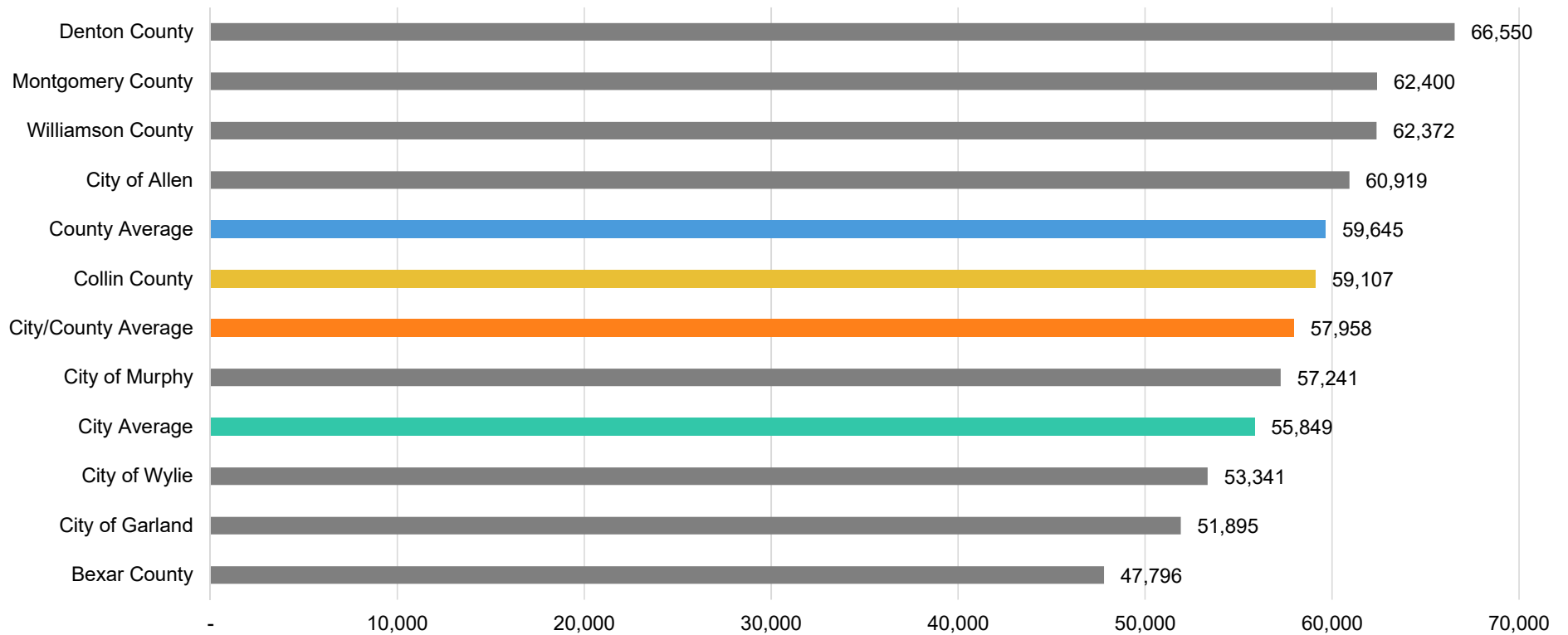
# DISPATCHER

- 25 Dispatcher positions.
  - 21 incumbents
- The average length of service is six and a half (6.5) years.
- The pay range for this position is \$44,096 to \$59,107.
- Five (5) incumbents (24%) are in the top quartile of the pay range.
  - Four (4) incumbents (19%) are currently at the pay grade maximum.
- Collin County ranked 3<sup>rd</sup> out of nine (9) for minimum salary. We are 5% over the city/county average for minimum pay.
- Collin County ranked 5<sup>th</sup> out of nine (9) for maximum salary. We are 2% over the city/county average for maximum pay.

# DISPATCHER MINIMUMS FY 2021



# DISPATCHER MAXIMUMS FY 2021







# DEPUTY SHERIFF GRADE 556



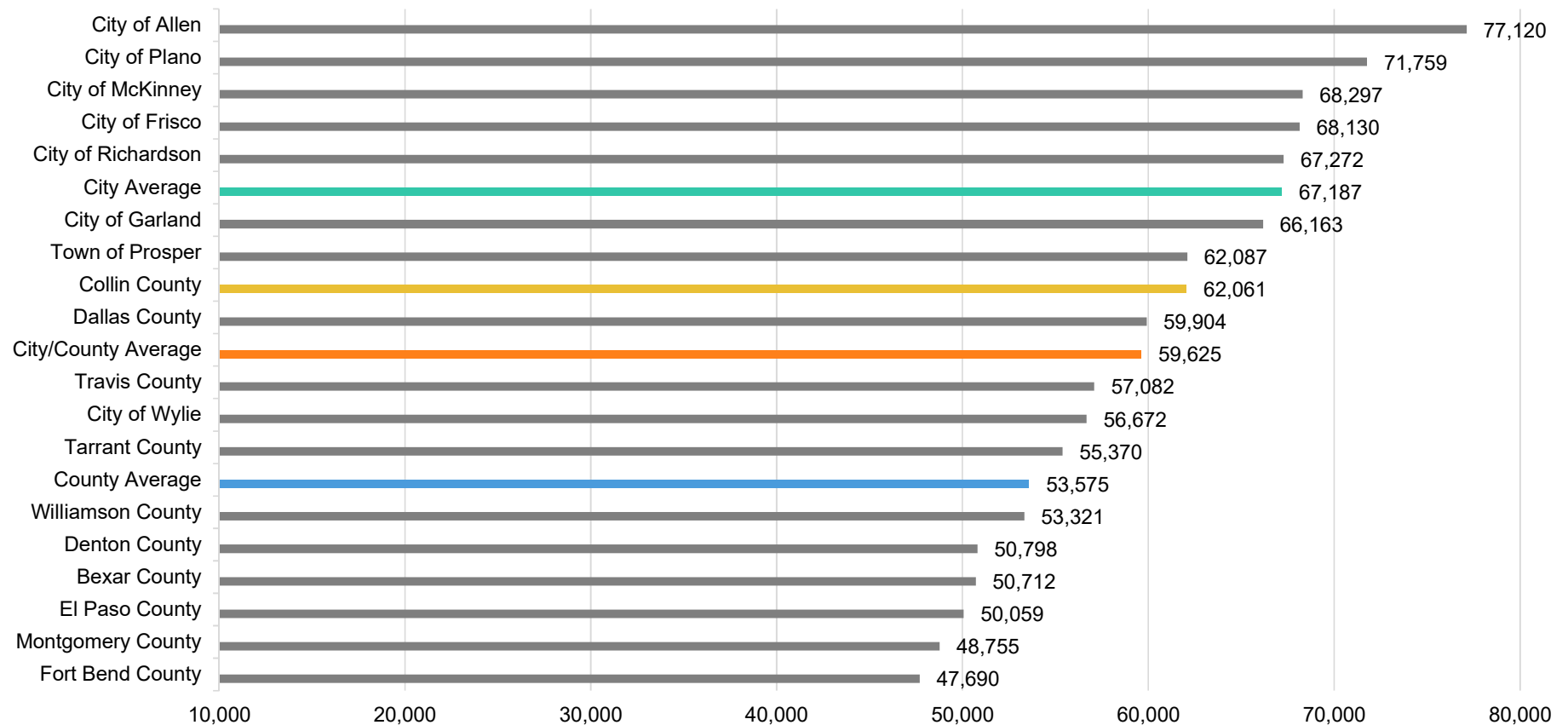
# DEPUTY SHERIFF

- 85 licensed Deputy Sheriff positions.
  - 80 licensed incumbents.
  - Incumbents are assigned to various groups
    - Patrol (47), Criminal Investigations (13), Support Services (11), Professional Standards (7), Crimes Against Children (4) and Child Exploitation Unit (3).
- The average length of service is ten (10) years.
- The pay range for this position is \$62,061 to \$83,148.
- 28 incumbents (35%) are in the top quartile of the pay range.
  - 20 (25%) 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 average for minimum pay.
- Collin County ranked 7<sup>th</sup> out of 18 for maximum salary. We are 4% above the city/county average for maximum pay.

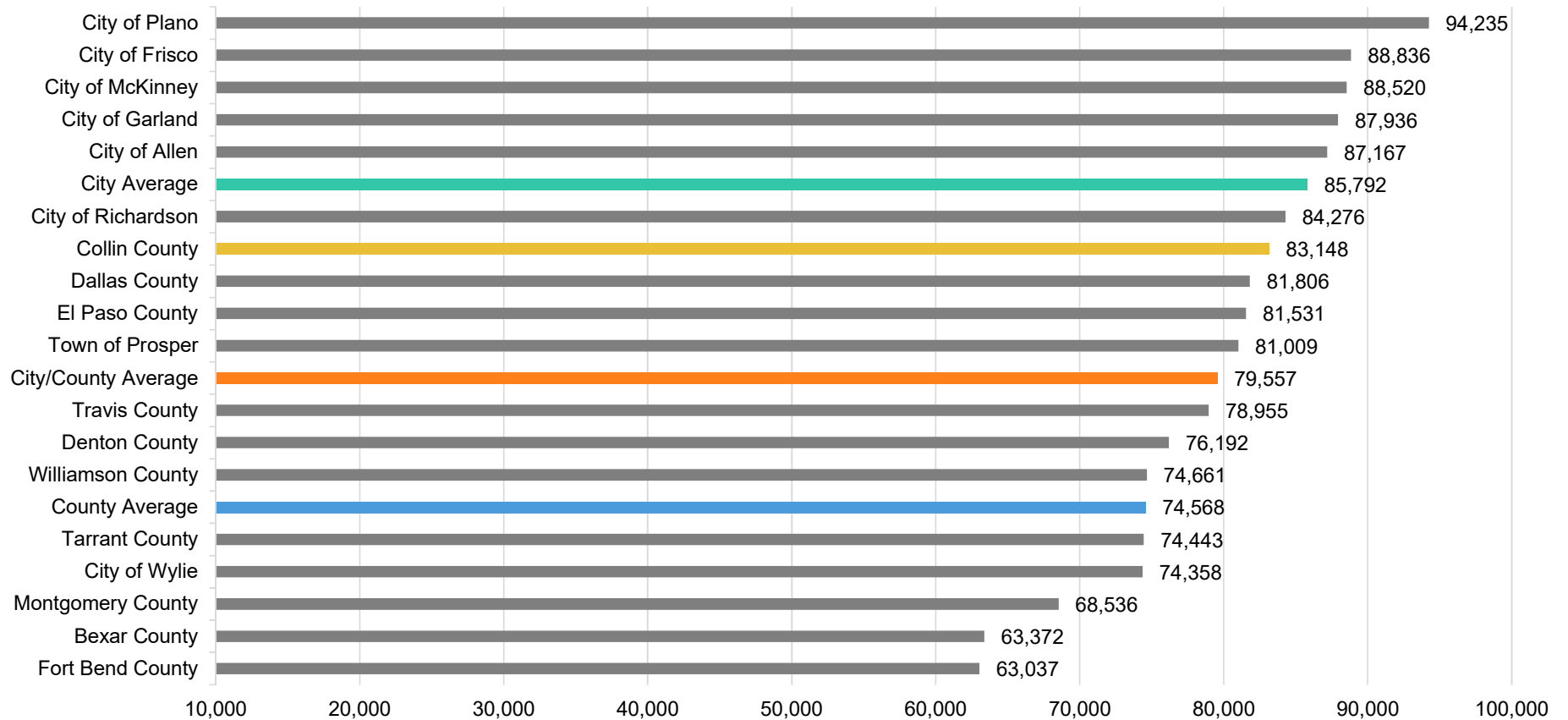
## **Deputy Sheriff – Recruit**

- Positions are budgeted within the 85 Deputy Sheriff positions and remain in grade 556 as Deputy Sheriff unless an unlicensed candidate is hired.
  - Four (4) of the Deputy Sheriff positions have been temporarily reclassified to Deputy Sheriff Recruit until the incumbents earn their license.

# DEPUTY SHERIFF MINIMUMS FY 2021



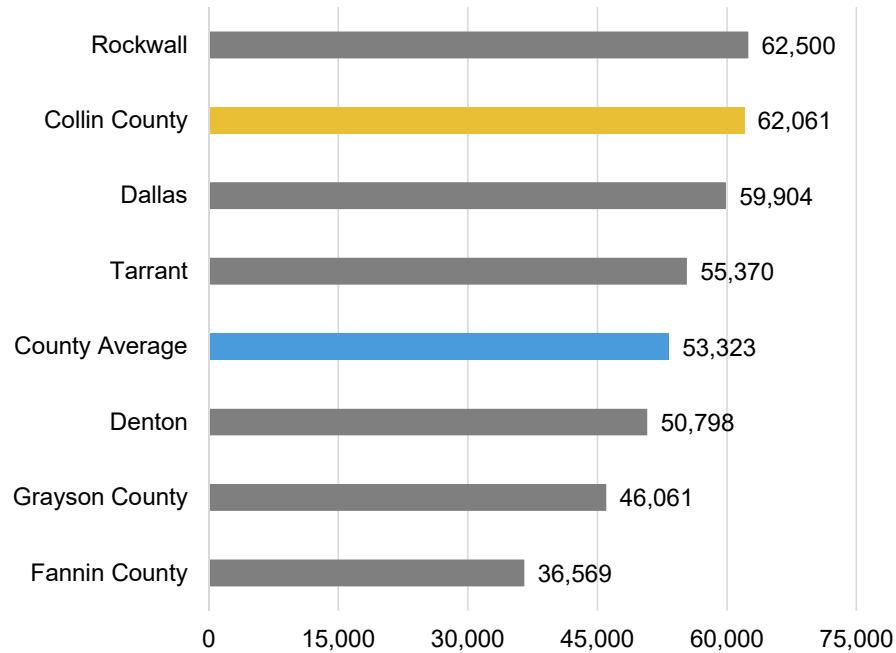
# DEPUTY SHERIFF MAXIMUMS FY 2021



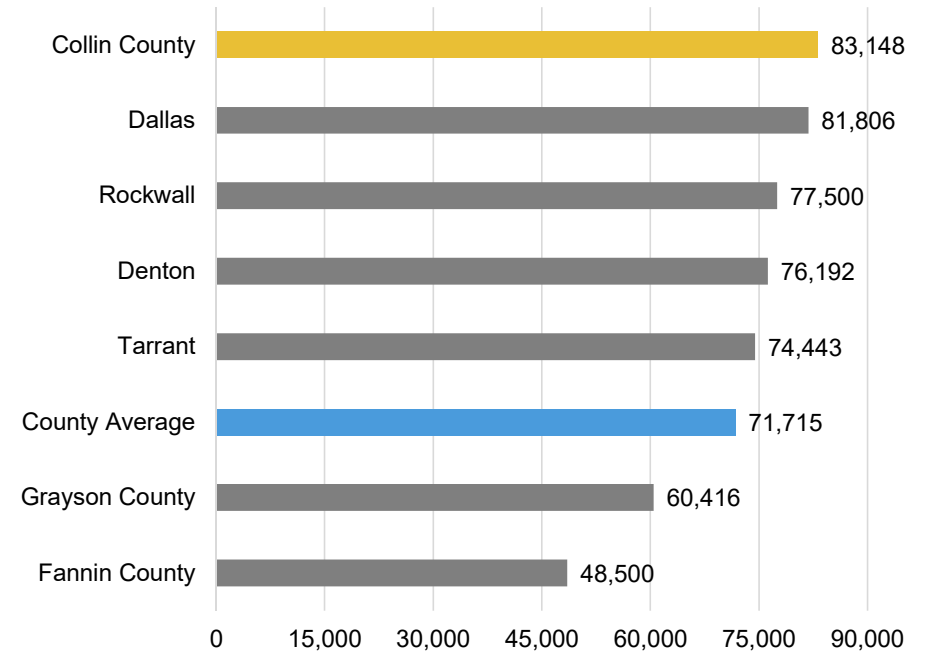
# DEPUTY SHERIFF

## CONTIGUOUS COUNTIES

Minimum Salary



Maximum Salary





SERGEANT  
GRADE 558

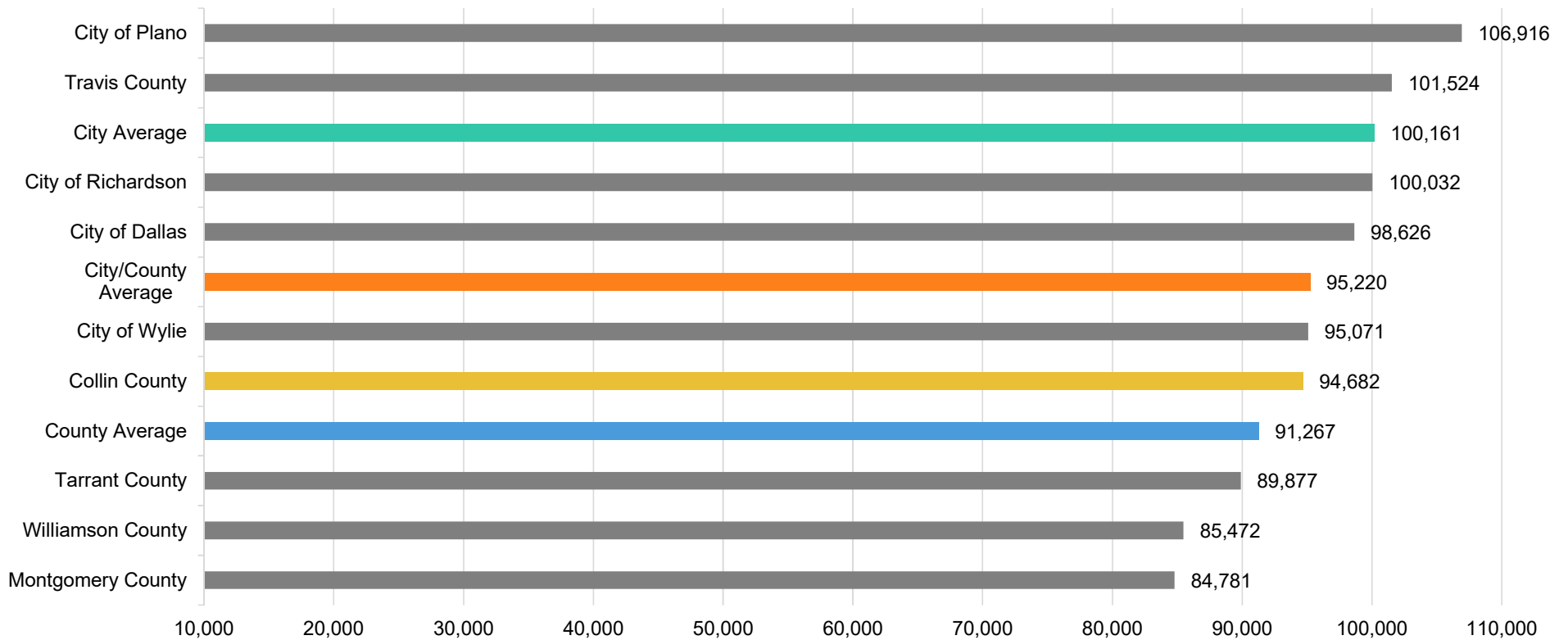


# SERGEANT

- Nine (9) Sergeant positions.
  - Eight (8) incumbents.
- The average length of service is 14 years.
- The pay range for this position is \$70,636 to \$94,682.
- Four (4) incumbents (50%) are in the top quartile of the pay range.
  - Four (4) incumbents (50%) are currently at the pay grade maximum.
- Collin County ranks 6<sup>th</sup> out of 9 for maximum pay. We are 1% below the city/county average for maximum pay.
  - Sergeants are typically promoted from within, so minimum pay is generally not applicable.



# SERGEANT MAXIMUMS FY 2021





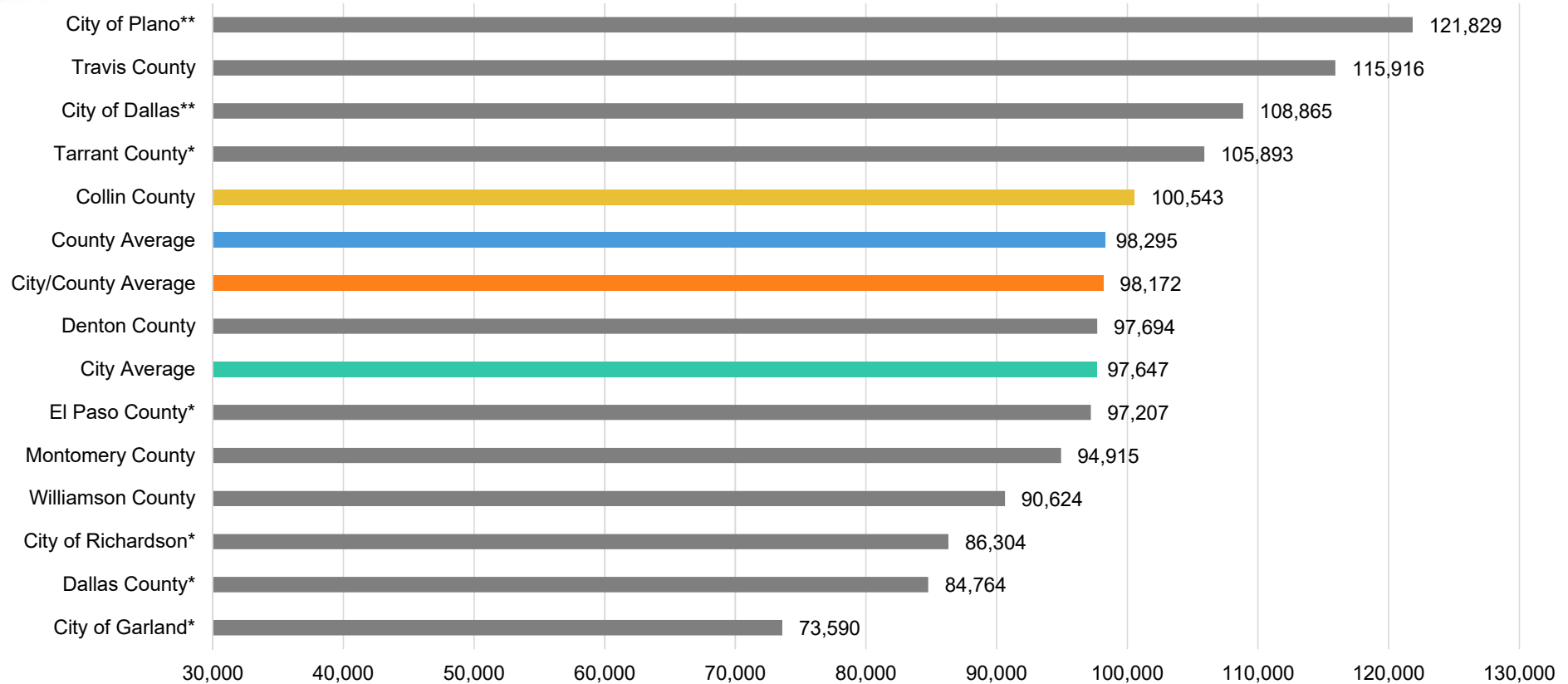
LIEUTENANT  
GRADE 570



# LIEUTENANT

- 21 Lieutenant positions assigned to a variety of areas within the Sheriff's Office
  - Jail, Patrol, Investigations, Support Services, Courthouse, Community Services, Fusion, and Training.
  - We do not differentiate Lieutenant pay based on area of assignment.
- The average length of service for Lieutenant is 16 years.
- The pay range for this position is \$75,010 to \$100,543.
- 12 incumbents (63%) are in the top quartile of the pay range.
  - None are at pay grade maximum.
- Collin County ranks 5<sup>th</sup> out of 12 for maximum pay. We are 3% above the city/county average for maximum pay.
  - Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

# LIEUTENANT MAXIMUMS FY 2021



\*Jail only match

\*\*Patrol only match

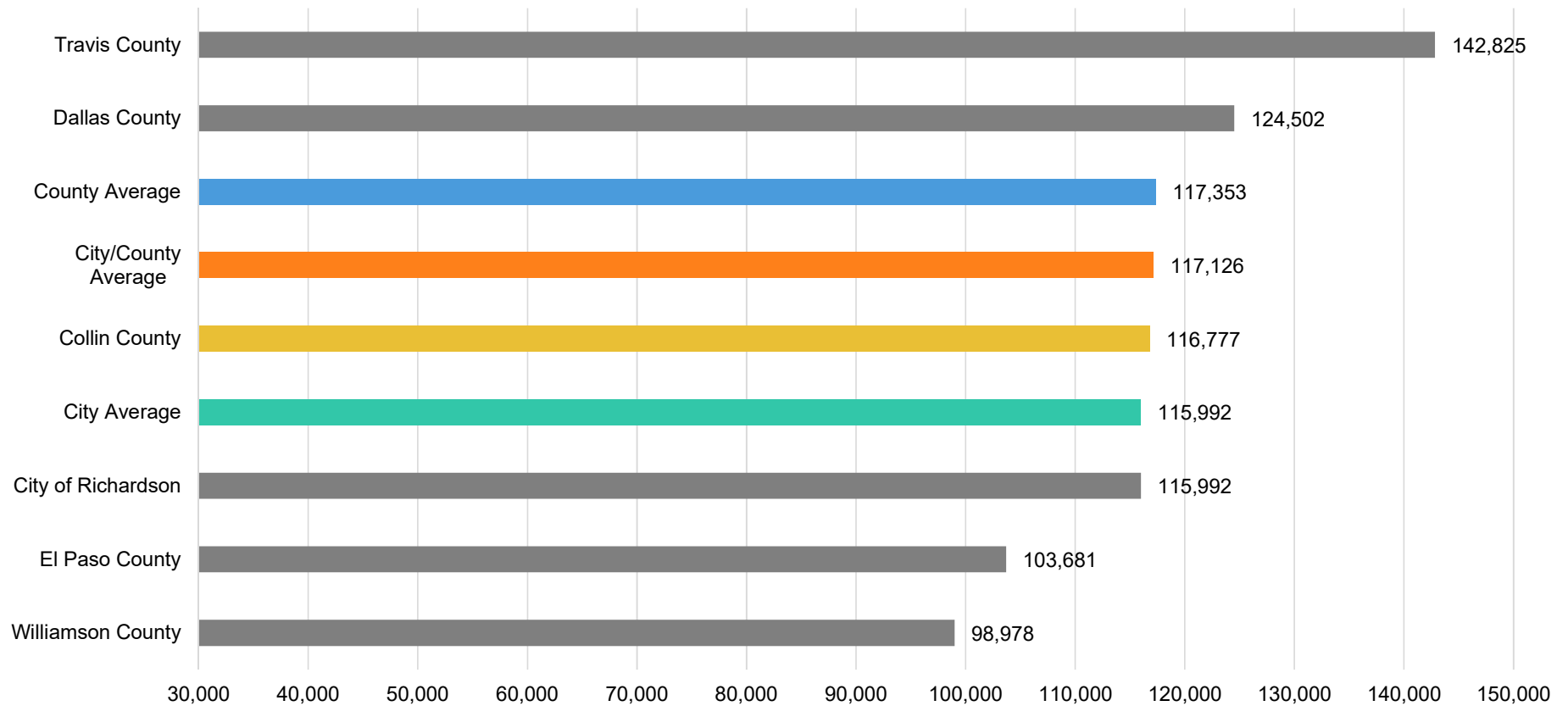



CAPTAIN  
GRADE 572

# 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 16 years.
- The pay range for this position is \$87,130 to \$116,777.
- Six (6) incumbents (75%) are in the top quartile of the pay range.
  - None are at pay grade maximum.
- Collin County ranks 3<sup>rd</sup> out of six (6) for the pay grade maximum. We are less than 1% under the city/county average for maximum pay (\$349 difference).
  - Comparison set includes Travis County, which has a significantly higher maximum than the rest of the comparison set.
  - Removing Travis, we rank 2<sup>nd</sup> out of five (5) for pay range maximum and are 4% above the city/county average for maximum pay.
- Captains are typically promoted from within, so minimum pay is generally not applicable.

# CAPTAIN MAXIMUMS FY 2021





# DEPUTY CONSTABLE GRADE 555

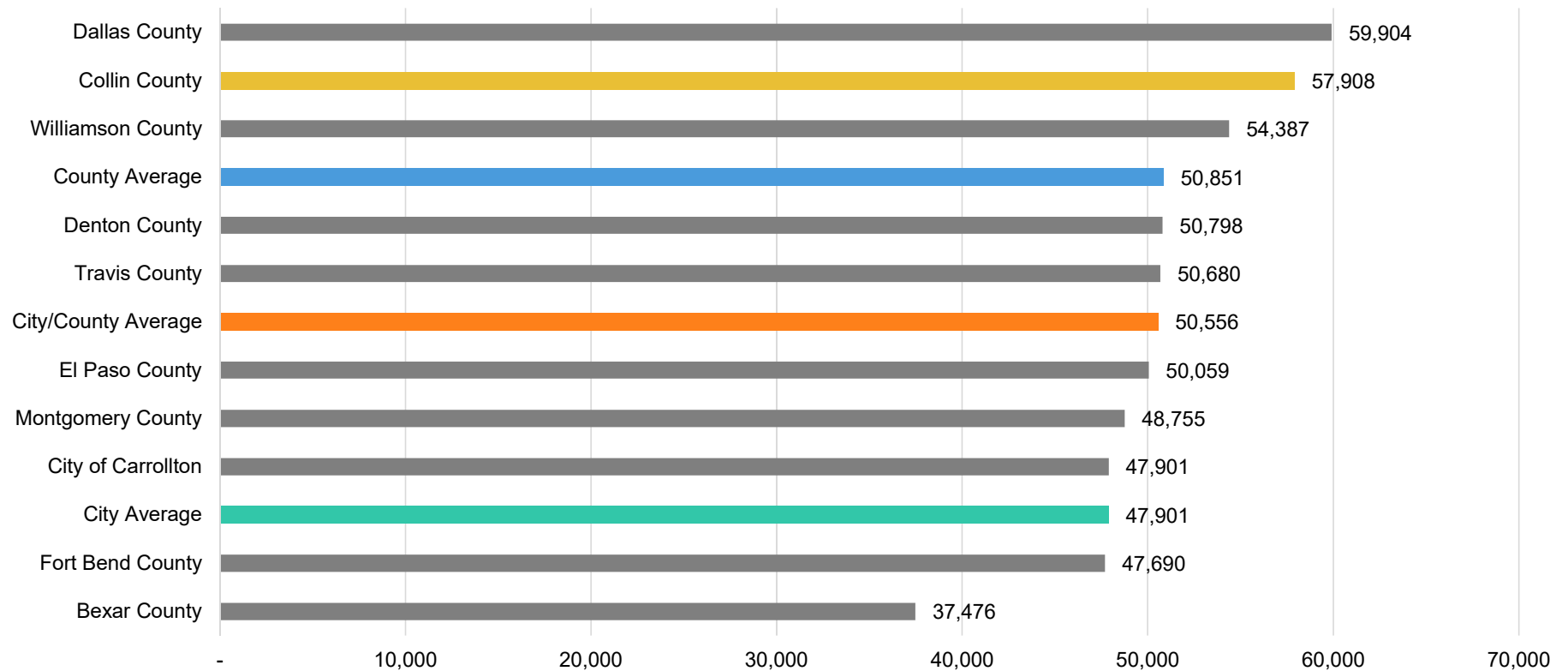




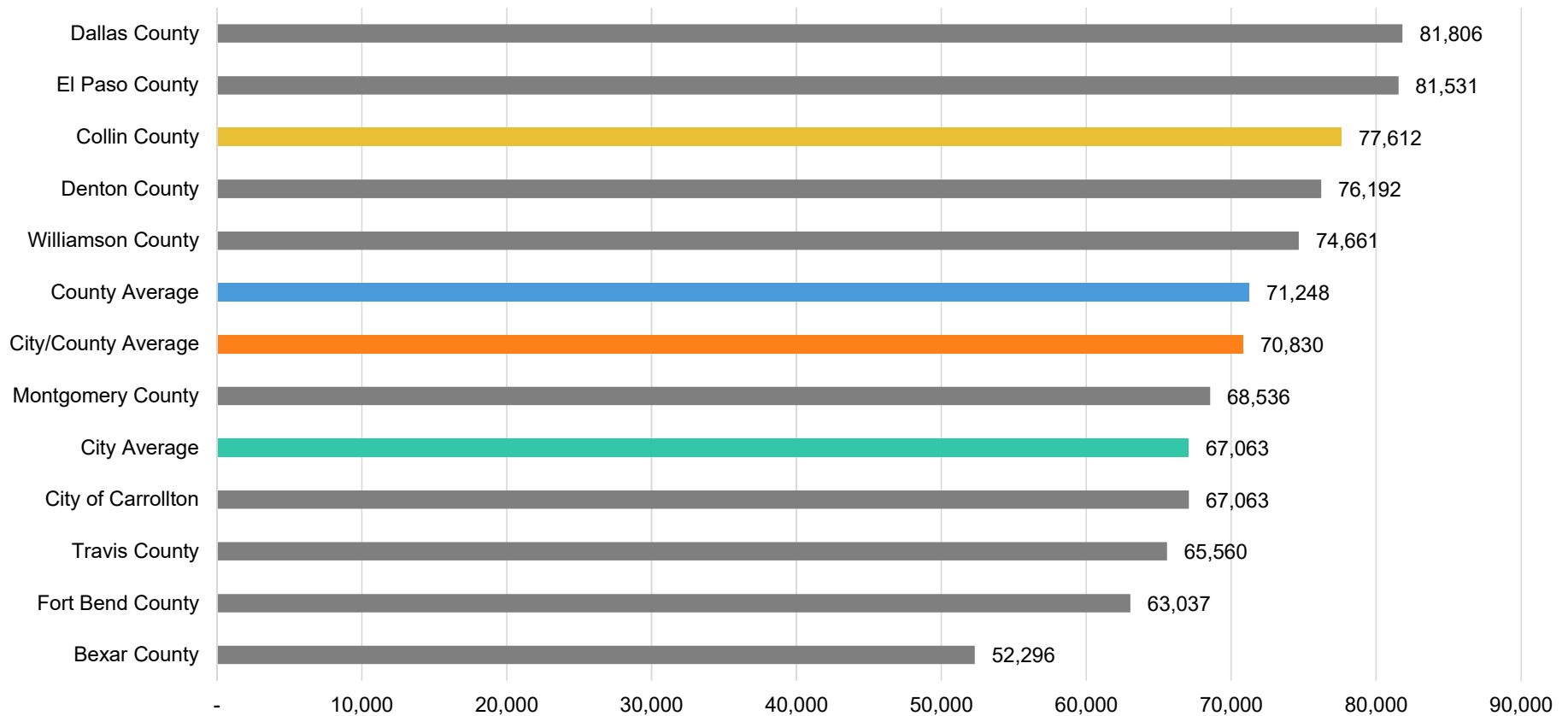
# DEPUTY CONSTABLE

- 23 Deputy Constable positions.
  - 21 incumbents.
- The average length of service is 10 years.
- The pay range for this position is from \$57,908 to \$77,612.
- Eight (8) incumbents (38%) are in the top quartile of pay.
  - Three (3) incumbents (14%) are currently at the pay grade maximum.
- Collin County ranks 2<sup>nd</sup> out of 10, and is 15% over the city/county average for minimum pay.
- Collin County ranks 3<sup>rd</sup> out of 10 and is 10% over the city/county average for maximum pay.

# DEPUTY CONSTABLE MINIMUMS FY 2021



# DEPUTY CONSTABLE MAXIMUMS FY 2021





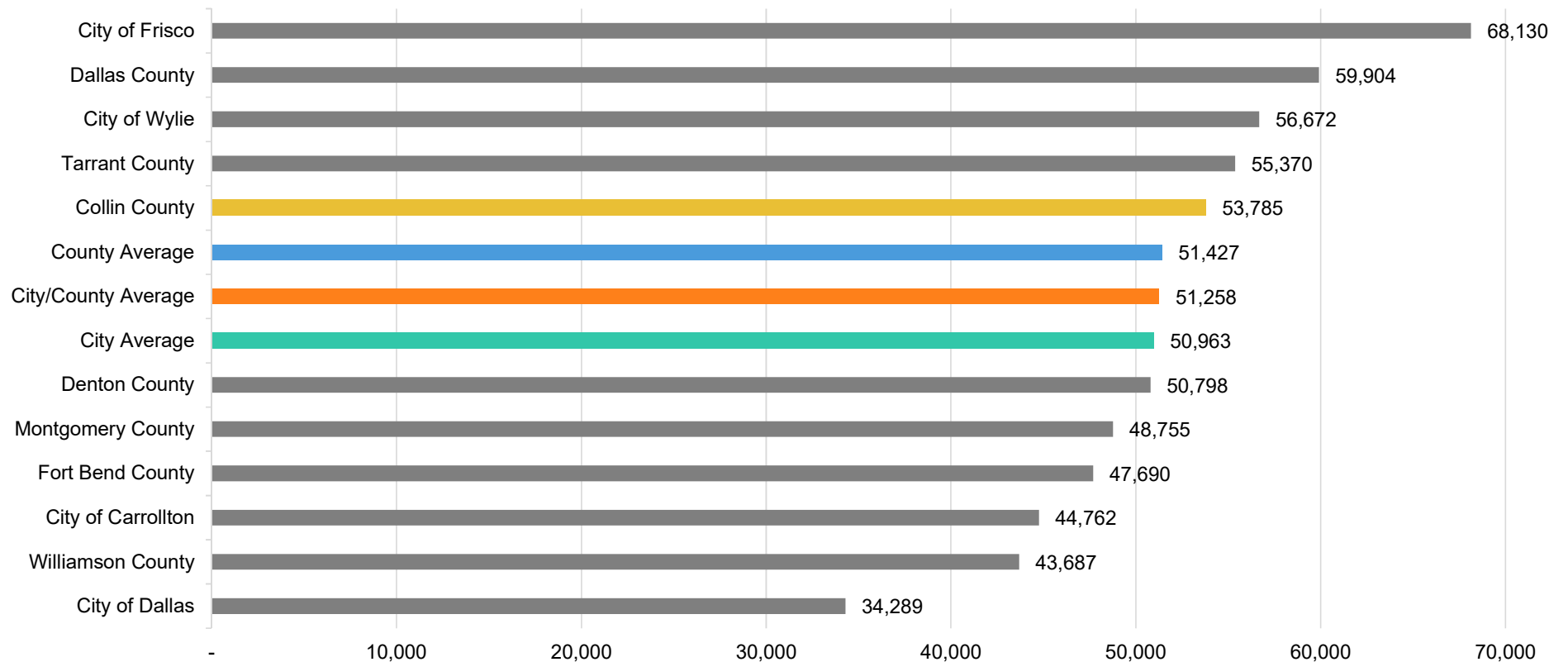
# COURT OFFICER GRADE 554



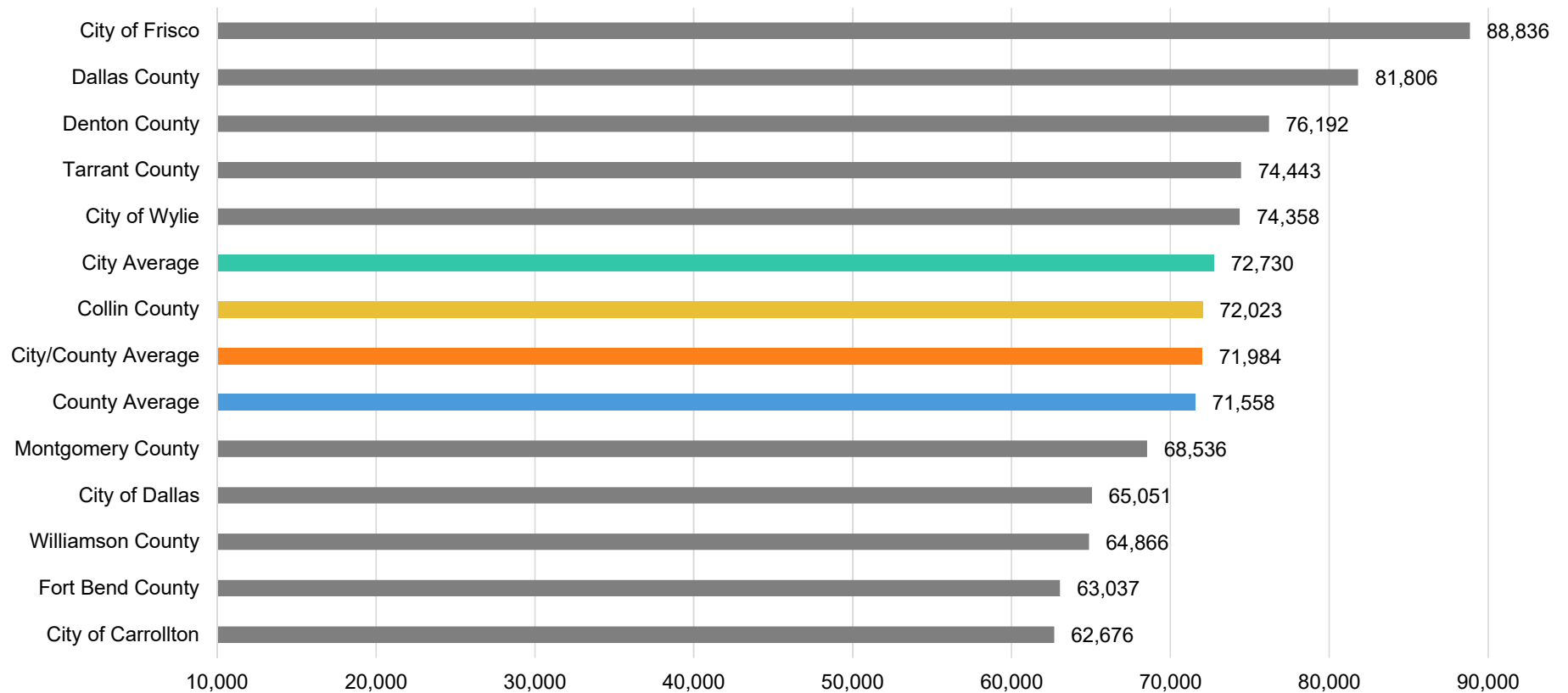
# COURT OFFICER

- 22 Court Officer positions.
  - 21 incumbents.
- The average length of service for this position is 18 years.
- The pay range for this position is \$53,785 to \$72,023.
- 18 incumbents (86%) are in the top quartile of the pay range.
  - Nine (9) incumbents (43%) are currently at the pay grade maximum.
- Collin County's minimum salary is ranked 5<sup>th</sup> out of 11.
  - We are 5% over the city/county average for minimum pay.
- Collin County's maximum salary is ranked 6<sup>th</sup> out of 11.
  - We are less than 1% above the city/county average for maximum pay (\$39 difference).

# COURT OFFICER MINIMUMS FY 2021



# COURT OFFICER MAXIMUMS FY 2021





# DEPUTY FIRE MARSHAL GRADE 557

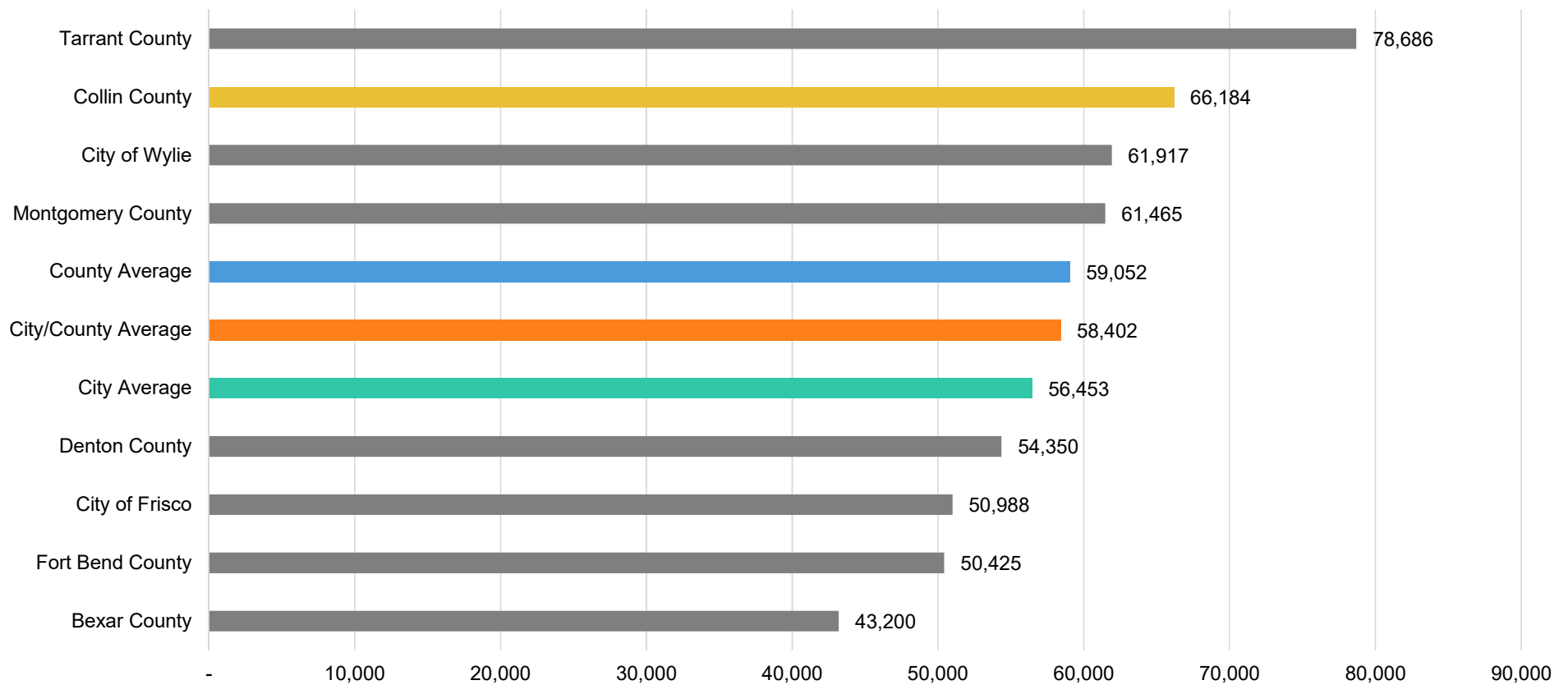




# DEPUTY FIRE MARSHAL

- Two (2) Deputy Fire Marshal positions.
  - Two (2) incumbents.
- The average length of service for this position is five (5) years.
- The pay range for this position is \$66,184 to \$88,713.
- One (1) incumbent (50%) is in the top quartile of the pay range.
  - None are at the maximum of the pay grade.
- Collin County's minimum salary is ranked 2<sup>nd</sup> out of 8.
  - We are 13% over the city/county average for minimum pay.
- Collin County's maximum salary is ranked 3<sup>rd</sup> out of 8.
  - We are 7% over the city/county average for maximum pay.

# DEPUTY FIRE MARSHAL MINIMUMS FY 2021



# DEPUTY FIRE MARSHAL MAXIMUMS FY 2021

