



OFFICE OF THE SHERIFF COLLIN COUNTY, TEXAS

JIM SKINNER, SHERIFF

The County needs to hire a Jail Administrator for the CCDF. The SO has requested that the Commissioners Court offer Johnny Jaquess \$125,000, or just over \$5,000 over midpoint for the 574 pay grade. Five percent over the 574 minimum is \$107,206, which HR recommends.

The SO asks the Commissioners to assess and approve a mechanism to pay the Jail Administrator \$125,000, including (1) reclassifying or otherwise changing the Jail Administrator's pay grade (currently 574), (2) using a stipend or similar supplement to increase the Jail Administrator's compensation, or (3) using any other permissible means to increase the Jail Administrator's compensation.

Alternatively, the SO asks the Commissioners to grant an exception to the practice or tradition of offering persons, who have no experience in the specific position (Jail Administrator) or who have not held the formal title regardless of actual experience (Jail Administrator), no more than 5% above minimum for the position's current pay grade. The SO asks that the exception be sufficient to offer \$125,000.

As a second alternative, the SO asks the Commissioners to set terms or standards for the Jail Administrator to meet during FY22, after which the Jail Administrator's compensation would increase to the total of (1) \$125,000, plus (2) any increase or adjustment that the Commissioners may enact for the Jail Administrator's pay grade for FY 2023, starting Oct. 1, 2022.