



# LAW ENFORCEMENT COMPENSATION



# GENERAL INFORMATION

Salary increase recommendations will be made in a separate presentation.  
Information in this presentation is as of January 2023, unless otherwise noted.

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

These areas were compared against the following organizations:

Bexar County	Rockwall County	City of Garland
Dallas County	Tarrant County	City of McKinney
Denton County	Travis County	City of Murphy
Fannin County*	Williamson County	City of Plano
Fort Bend County	City of Allen	Town of Prosper
Grayson County*	City of Carrollton	City of Richardson
Hunt County*	City of Dallas	City of Wylie
Montgomery County	City of Frisco	

# SHERIFF'S OFFICE ORGANIZATIONAL & POSITION CHANGES

The Sheriff's Office has had several organizational changes in FY 2019 through FY 2023.

## 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.
- Added one (1) Deputy Sheriff, one (1) Inventory Control Clerk PT, and two (2) Detention Officer – Magistration positions.

## November 2018

- Changed a Lieutenant Position to Captain.

## December 2018

- 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) unfunded full-time Detention Officer positions to 16 part-time Detention Officer positions. Eight (8) of the part-time Detention Officer positions were funded in October 2019.

## July 2019

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

## October 2019

- Retitled one (1) Criminal Investigator position to Deputy Sheriff.
- Added four (4) Jail Sergeant positions.

## January 2020

- Changed one (1) Deputy Sheriff position to 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.

## October 2021

- Converted 16 part-time Detention Officer positions to eight (8) full-time positions.
- Added a Captain position to Jail Operations department.
- Retitled and reclassified a Dispatcher position to an Assistant Communications Supervisor.

## October 2022

- Added one (1) Criminal Justice Information Specialist, two (2) Deputy Sheriffs, two (2) Dispatchers, one (1) Lead Clerk, and one (1) Open Records Tech.

## February 2023

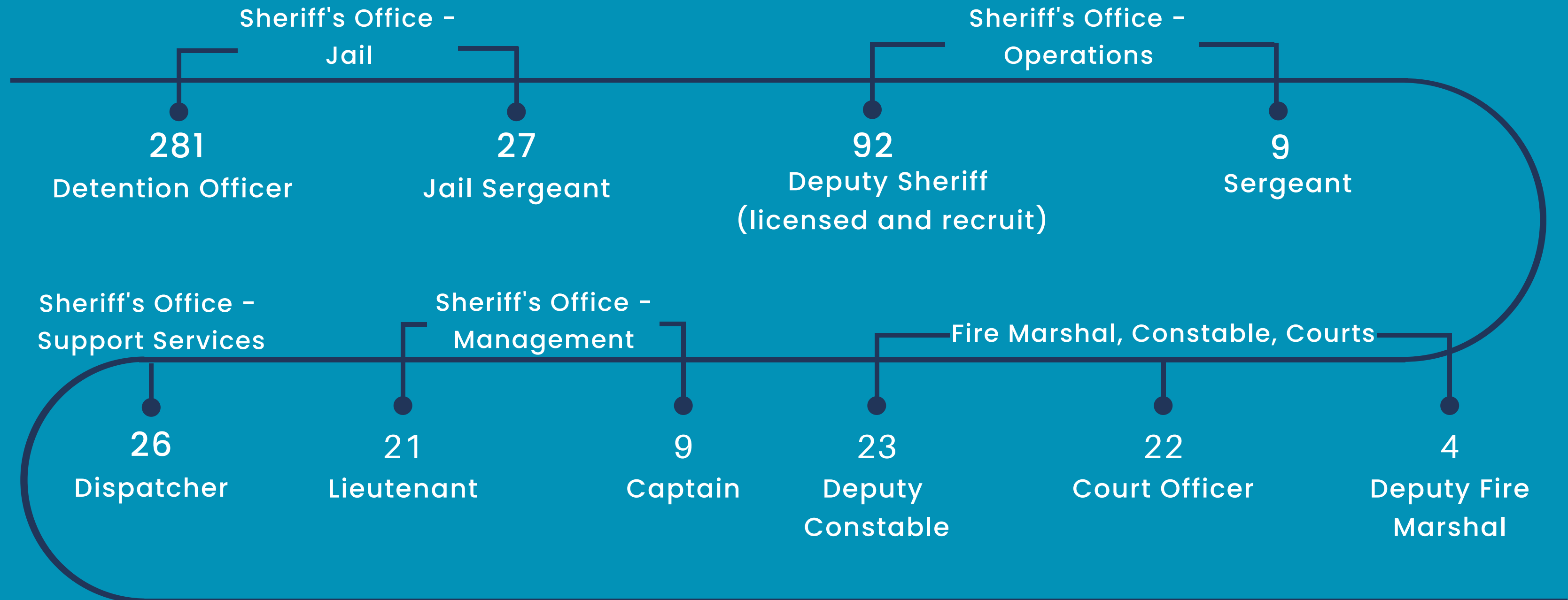
- Retitled one (1) Criminal Investigator to Deputy Sheriff.
- Added two (2) Deputy Sheriffs

# 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:



# TURNOVER SUMMARY

Category	FY 2021 Turnover	FY 2022 Turnover	Change from FY 2021*	FY 2023 Projected
<b>Collin County (all departments)</b>	17%	17%	0%	14%
<b>Collin County Law Enforcement</b>				
All Law Enforcement positions	23%	20%	-3%	16%
Law Enforcement positions*, excluding Detention Officer	13%	10%	-3%	13%
<b>Sheriff's Office Law Enforcement</b>				
All SO Law Enforcement positions	26%	22%	-4%	16%
Sheriff's Office LE positions*, excluding Detention Officer	27%	23%	-4%	17%
Detention Officer positions	37%	32%	-5%	22%
<b>DA, Constable, Fire Marshal &amp; Courts</b>				
All Non-SO Law Enforcement positions*	13%	6%	-7%	19%

2023 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. Projection as of April 2023. Difference is rounded to the nearest whole number.

\*Only includes benchmarked positions.

# BENCHMARK POSITION TURNOVER

Title	2020 Turnover %	2021 Turnover %	2022 Turnover %	2023 Projected Turnover %
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Title	2020 Turnover %	2021 Turnover %	2022 Turnover %	2023 Projected Turnover %
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Sheriff's Office - Jail				
Detention Officer	27%	37%	32%	22%
Jail Sergeant	0%	8%	7%	6%

Sheriff's Office - Management				
Lieutenant	0%	11%	0%	0%
Captain	13%	13%	11%	17%

Sheriff's Office - Operations				
Deputy Sheriff*	6%	7%	11%	6%
Sergeant	25%	23%	0%	0%

Fire Marshal / Constable / Courts				
Deputy Fire Marshal	0%	0%	0%	0%
Deputy Constable	0%	14%	9%	27%
Court Officer	9%	14%	5%	15%

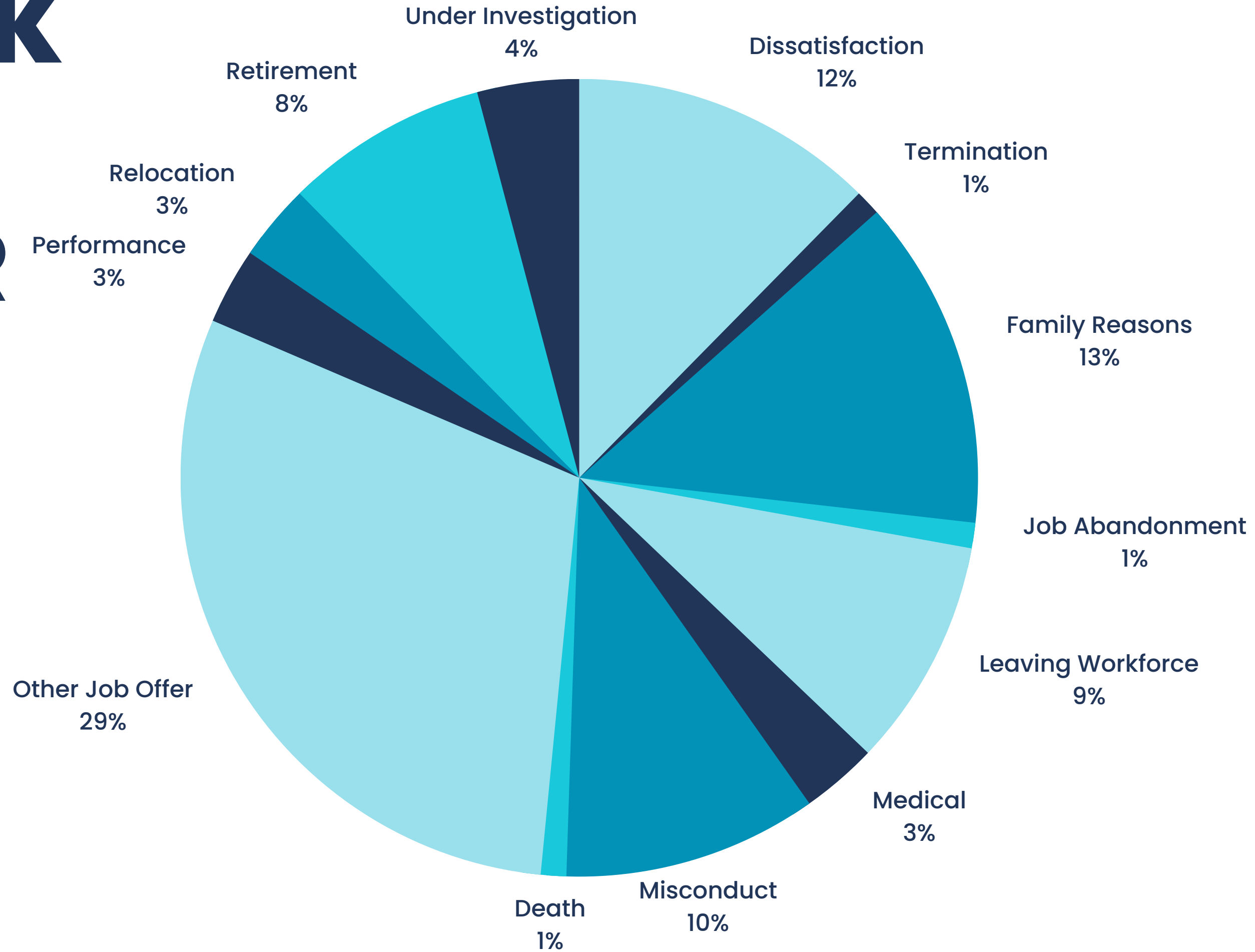
Sheriff's Office - Support Services				
Dispatcher	11%	27%	29%	44%

Difference is rounded to the nearest whole number.

\*Includes recruits.

# BENCHMARK POSITION TURNOVER

This chart represents  
FY 2022 turnover reasons  
for Detention Officer,  
Deputy Sheriff, and  
Dispatcher.



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

# COMPARISON ENTITY TURNOVER

Police Department	FY 2022 Turnover	Change from 2021
City of Allen*	8%	2%
City of Carrollton	18%	5%
City of Dallas**	8%	n/a
City of Frisco	8%	-7%
City of Garland	13%	10%
City of McKinney**	4%	n/a
City of Murphy	31%	5%
City of Plano*	5%	-5%
City of Richardson**	12%	n/a
City of Wylie	10%	-3%
<b>Average</b>	<b>12%</b>	<b>3%</b>

\*Does not include civilian positions.

\*\* Did not provide turnover in 2021.

Percentages are rounded to nearest tenth.

The Texas State Auditor's Office reported the following occupational turnover rates for 2022:

- Law Enforcement 4% (-1% from last year)
- Correctional Officer 39% (-1% from last year)
- Public Safety 26% (-1% from last year)

TDCJ overall turnover was 33% (Same as last year)

The charts below show overall turnover for the Police Department or Sheriff's Office used in our benchmarking (for those able to provide this data). Overall average is 13% for 2022.

Sheriff's Office	FY 2022 Turnover	Change from 2021
Collin County	22%	-4%
Bexar County*	20%	12%
Dallas County*	9%	0%
Denton County	18%	-5%
Fort Bend County	14%	2%
Montgomery County**	8%	n/a
Rockwall County**	13%	n/a
Tarrant County	17%	-1%
Williamson County**	18%	-12%
<b>Average</b>	<b>15%</b>	<b>&lt;1%</b>



# COMPARISON ENTITY TURNOVER

## Jail Only Turnover

Organization	FY 2022 Turnover	Change from 2021
City of Allen*	25%	13%
City of Carrollton	44%	17%
City of Dallas	15%	n/a
City of Garland	2%	1%
City of Richardson	19%	n/a
City of Wylie	13%	13%
<b>Collin County</b>	<b>26%</b>	<b>-5%</b>
Bexar County	35%	33%
Denton County	31%	-1%
Fort Bend County	17%	-1%
Montgomery County	2%	n/a
Rockwall County	14%	n/a
Tarrant County	21%	7%
Williamson County	22%	-8%
<b>Average</b>	<b>20%</b>	<b>9%</b>

## Non-Jail Turnover

Organization	FY 2022 Turnover	Change from 2021
City of Allen*	8%	1%
City of Carrollton	14%	-6%
City of Dallas	8%	n/a
City of Garland	11%	9%
City of McKinney	4%	n/a
City of Murphy	31%	n/a
City of Richardson	8%	n/a
City of Wylie	9%	-5%
<b>Collin County</b>	<b>10%</b>	<b>-2%</b>
Bexar County	5%	-1%
Denton County	2%	-7%
Fort Bend County	13%	3%
Montgomery County	6%	n/a
Rockwall County	9%	n/a
Tarrant County	9%	5%
Williamson County	14%	-18%
<b>Average</b>	<b>10%</b>	<b>1%</b>

\*Does not include civilian positions.  
\*\*City of Wylie Jail opened in FY2021.

# 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	Number At Pay Grade Max
Detention Officer	551	59%	15%	3%	23%	17%	(41 of 243)
Dispatcher	551	52%	10%	0%	38%	10%	(2 of 21)
Court Officer	554	0%	5%	0%	95%	62%	(13 of 21)
Deputy Constable	555	26%	9%	22%	43%	9%	(2 of 23)
Deputy Sheriff - Recruit	555	100%	0%	0%	0%	0%	(0 of 5)
Deputy Sheriff	556	26%	17%	14%	44%	24%	(19 of 78)
Jail Sergeant	556	48%	37%	7%	7%	7%	(2 of 27)
Deputy Fire Marshal	557	50%	0%	25%	25%	0%	(0 of 4)
Sergeant	558	0%	11%	22%	67%	44%	(4 of 9)
<b>Total Non-Exempt</b>		<b>46%</b>	<b>15%</b>	<b>7%</b>	<b>32%</b>	<b>19%</b>	<b>(83 of 431)</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	10%	10%	10%	71%	48% (10 of 21)
Captain	572	22%	0%	22%	56%	33% (3 of 9)
<b>Total Exempt</b>		<b>13%</b>	<b>7%</b>	<b>13%</b>	<b>67%</b>	<b>43% (13 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 Grades	Quartile 1	Quartile 2	Quartile 3	Quartile 4
551	1	4	6	14
554	-	2	-	20
555	1	3	8	16
556	5	9	9	17
557	1	-	6	7
558	-	17	4	18
570	8	10	10	21
572	4	-	11	22

Responses to the Exit Interview Inquiry: I Was Provided an Adequate Rate of Pay for My Job.

# RESPONSE TO ADEQUATE COMPENSATION QUESTION

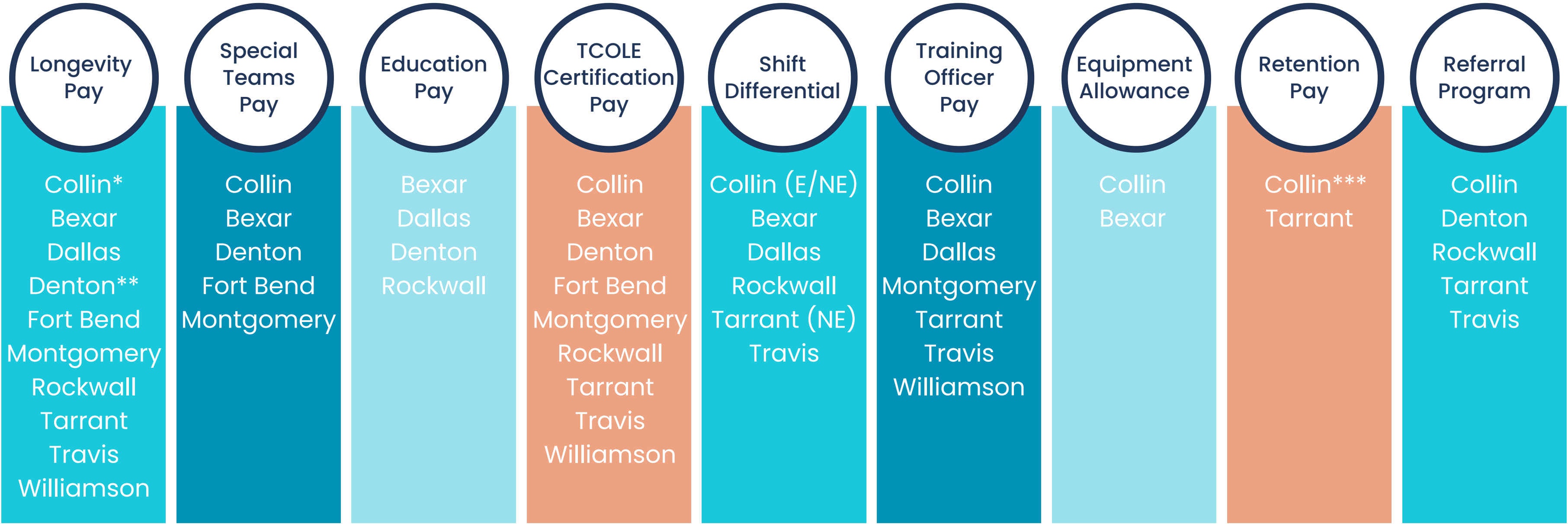
33% of law enforcement employees who terminated in FY 2022 completed an exit interview.

61% of survey respondents either agreed or strongly agreed that compensation was adequate for their position.

Position	Terminated Employees	Exit Interview Completed	Agree or Strongly Agree	Disagree or Strongly Disagree
Captain	1	1	1	-
Corporal	1	1	1	-
Court Officer	1	0	-	-
Deputy Constable	2	0	-	-
Deputy Constable II	1	1	-	1
Deputy Sheriff	8	2	1	1
Detention Officer	75	26	15	11
Dispatcher	6	1	1	-
Felony Investigator	2	1	1	-
Jail Sergeant	2	0	-	-
<b>Total</b>	<b>99</b>	<b>33</b>	<b>20</b>	<b>13</b>

# SUPPLEMENTAL PAY

## COUNTIES



\* 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.






\*\*Denton County employees hired prior to September 2002 are eligible for County longevity.

\*\*\* Collin County no longer offers retention pay after 8/9/2021. However, Commissioners Court chose to honor the commitment made to those hired before this date.

# SUPPLEMENTAL PAY – COUNTIES

## SPECIAL TEAMS PAY



	<b>COLLIN COUNTY</b>	DRT, Honor Guard, TAC Team, TAC Dispatch
	<b>BEXAR COUNTY</b>	ERT, SERT, SWAT, Negotiators, Supervisor Duty, Various Assignments
	<b>DENTON COUNTY</b>	SWAT and SORT
	<b>FORT BEND COUNTY</b>	Motorcycle
	<b>MONTGOMERY COUNTY</b>	SWAT, Motorcycle, Canine

# SUPPLEMENTAL PAY

## CITIES



- Longevity Pay – All entities listed pay state-mandated longevity, except City of Garland and City of McKinney. These cities pay city longevity pay.
- Special Teams Pay – City of Dallas special teams are Narcotics/HAZMAT.
- Shift Differential – City of Dallas pays shift differential to all uniformed police ranks.
- Collin County offers each of these supplemental pays, except education pay and retention pay.



# 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 one time payment. Collin County pays a one time payment of \$800.00 at the time of hire or assignment.

Average Values		Collin County	City Average	County Average	Combined Average	% of Entities that Provided
Special Teams Pay		\$125	\$100	\$304	\$270	29%
Education Pay	Associate's	-	\$86	\$50	\$72	57%
	Bachelor's	-	\$153	\$94	\$133	
	Master's	-	\$150	\$125	\$142	
TCOLE Certification Pay	Intermediate	\$55	\$66	\$80	\$72	95%
	Advanced	\$80	\$113	\$119**	\$116**	
	Master	\$125	\$165	\$167	\$166	
Training Officer Pay		\$100	\$181	\$127	\$159	86%
Shift Differential Pay		\$130	\$200	\$149	\$164	43%
Retention Pay		\$3,000*	\$2,175	\$2,250*	\$2,213	19%
Referral Program		\$250	\$775	\$490	\$571	33%

\* Collin County no longer offers retention pay after 8/9/2021. However, Commissioners Court chose to honor the commitment made to those hired before this date.

\*\*Average supplemental pay amounts are rounded to the nearest dollar.

Rockwall County and City of Dallas pay shift differential as a percentage of officer pay.

# TURNOVER AND INCENTIVES

## Retention Pay Program -

- In FY 2022, \$74,500 paid in retention pay to Detention Officers.
- 67 Detention Officers received at least one retention payment.
- 27% of these Detention Officers are no longer employed with the Sheriff's Office.
- Retention Pay Program ended August 2021. Employees hired prior to August 10, 2021 continue to receive retention pay.

## Referral Program -

- FY 2020 - No referral payments paid.
- FY 2021 - \$1,926 total paid out in 3 referral payments to employees. (Rounded to the nearest dollar)
- FY 2022 - \$385 paid in 1 referral payment to an employee. (Rounded to the nearest dollar)
- FY 2023 - \$770.54 paid in 2 referral payments to employees.

## Contracted Recruiting Agencies -

- \$3,400 paid in total to recruiting agencies (2 agencies).
- 1 of the 2 Detention Officers recruited has remained employed by the Sheriff's Office.
- Recruiting agency contracts ended on 5/30/2021.

FISCAL YEAR	ALL SO LEO TURNOVER	DETENTION TURNOVER	DEPUTY TURNOVER
2019	18%	23%	9%
2020	19%	27%	5%
2021	26%	37%	8%
2022	22%	32%	11%

FISCAL YEAR	INCENTIVES
2020	Referral Program
2021	External Recruiters & Retention Pay
2022	Detention Officer Position reclassified to 551 Salary Grade & Talent Acquisition Coordinator position created to recruit for Sheriff's Office positions

# SALARY RANKINGS FY 2023

Pay range minimum and maximum rankings against entities with comparable positions.

Job Title	Minimum Ranking	Maximum Ranking
<b>Jail / Housing</b>		
Detention Officer	6 of 14	6 of 14
Jail Sergeant	3 of 11	4 of 11
<b>Support Services</b>		
Dispatch	3 of 10	6 of 10
<b>Operations</b>		
Deputy Sheriff	8 of 18	9 of 18
Sergeant	6 of 9	4 of 9
<b>Management</b>		
Lieutenant	6 of 13	5 of 13
Captain	3 of 5	4 of 5
<b>Constable, Courts, Fire Marshal</b>		
Deputy Constable	2 of 9	4 of 9
Court Officer	7 of 13	10 of 13
Deputy Fire Marshal	2 of 8	2 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

<b>Exempt</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>5 Year Total</b>	<b>5 Year Average</b>
Range Movement	2%	4%	3%	3%*	5%	17%	3.4%
PFP Increase (avg)	3%	3%	2%	3%	3%	14%	2.8%

<b>Non-Exempt</b>	<b>FY 2019</b>	<b>FY 2020</b>	<b>FY 2021</b>	<b>FY 2022</b>	<b>FY 2023</b>	<b>5 Year Total</b>	<b>5 Year Average</b>
Range Movement	2%	4%	3%	3%*	5%	17%	3.4%
PFP Increase (avg)	3%	3%	2%	3%	3%	14%	2.8%

\*Does not include 7% adjustment to Detention Officer salaries.

# SALARY ADJUSTMENTS

## FY 2023

Wage movement adjustments were applied to law enforcement salaries for current employees and vacant positions in the amount of approximately \$1,804,208. 84% of the total increases for law enforcement positions and salaries were in the Sheriff's Office.

## FY 2022

Wage movement adjustments were applied to law enforcement salaries for current employees and vacant positions in the amount of approximately \$1,305,750. 89% of the total increases for law enforcement positions and salaries were in the Sheriff's Office. (In addition, a 7% salary grade adjustment was applied to Detention Officer employee salaries that totaled \$664,310 in increased cost.)



### Wage Movement Adjustments –

Evaluated on a pay scale; helps prevent compression issues and keeps employee wage competitive with job market. Actual amounts applied varied by pay scale and performance score.



Projections for the upcoming year will be provided in a separate presentation.

# DETENTION OFFICER

## GRADE 551\*

\*FY 2022 - Detention Officers moved from pay range 550 to 551.

**\$** Pay Range: \$47,690 - \$63,924

- 56 incumbents (23%) are in the top quartile of the pay range.
- 41 incumbents (17%) are at the pay grade maximum.

Minimum Pay

6th out of 14

8% over the  
city/county average

Maximum Pay

6th out of 14

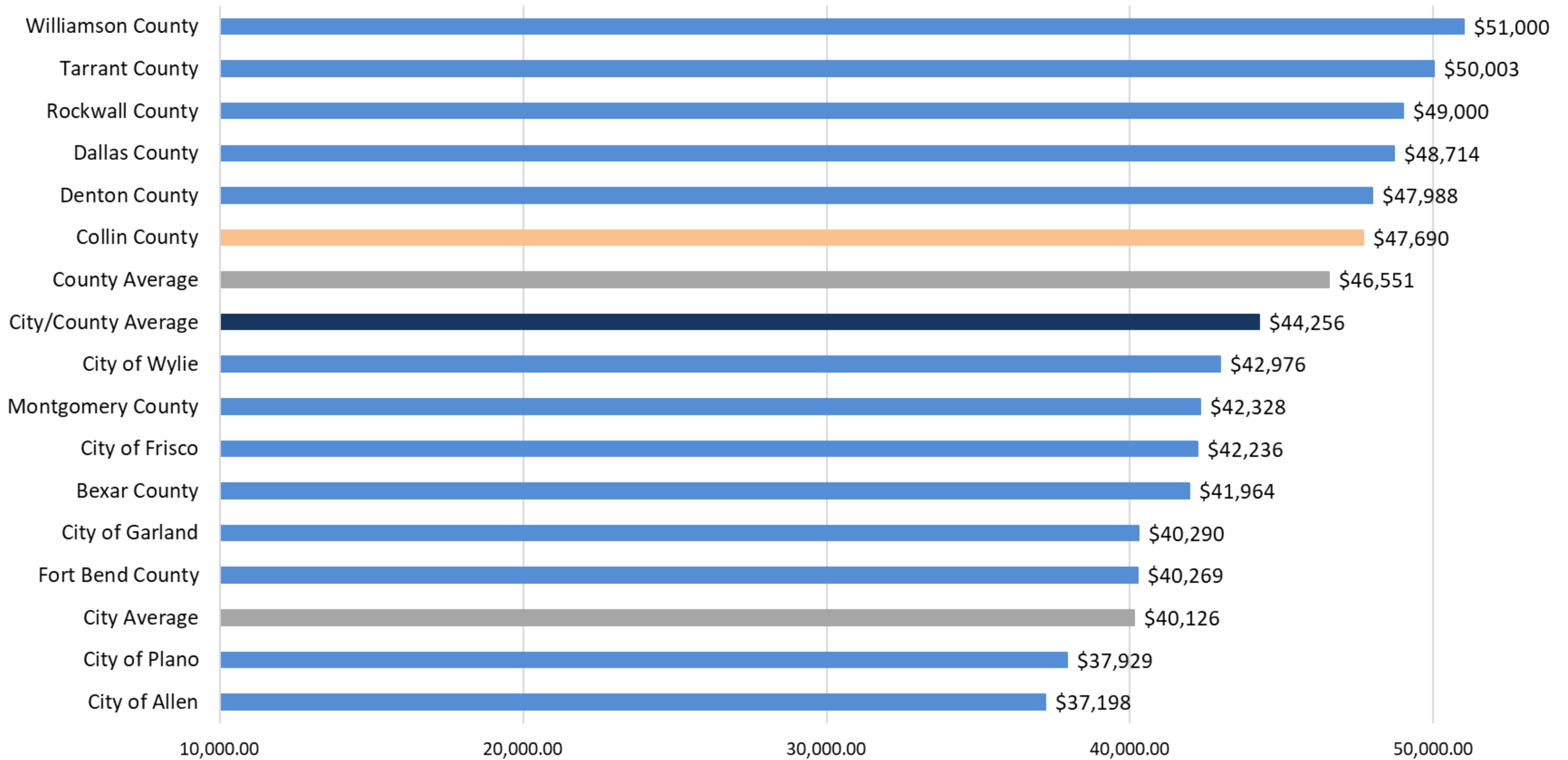
1% over the  
city/county average

281  
Full Time  
Positions

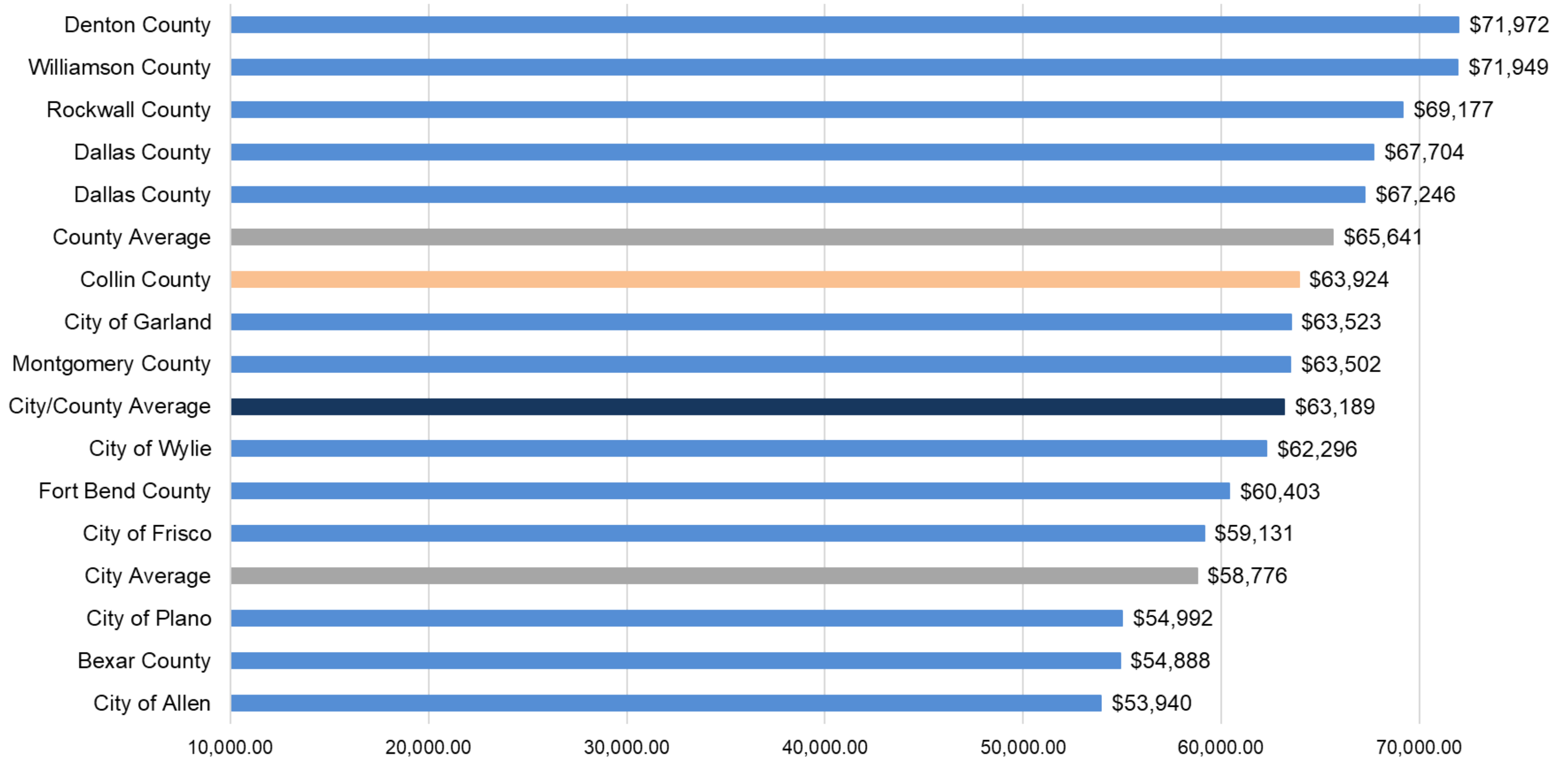
243  
Incumbents

Average Length  
of Service:  
5 Years

# DETENTION OFFICER MINIMUMS FY 2023



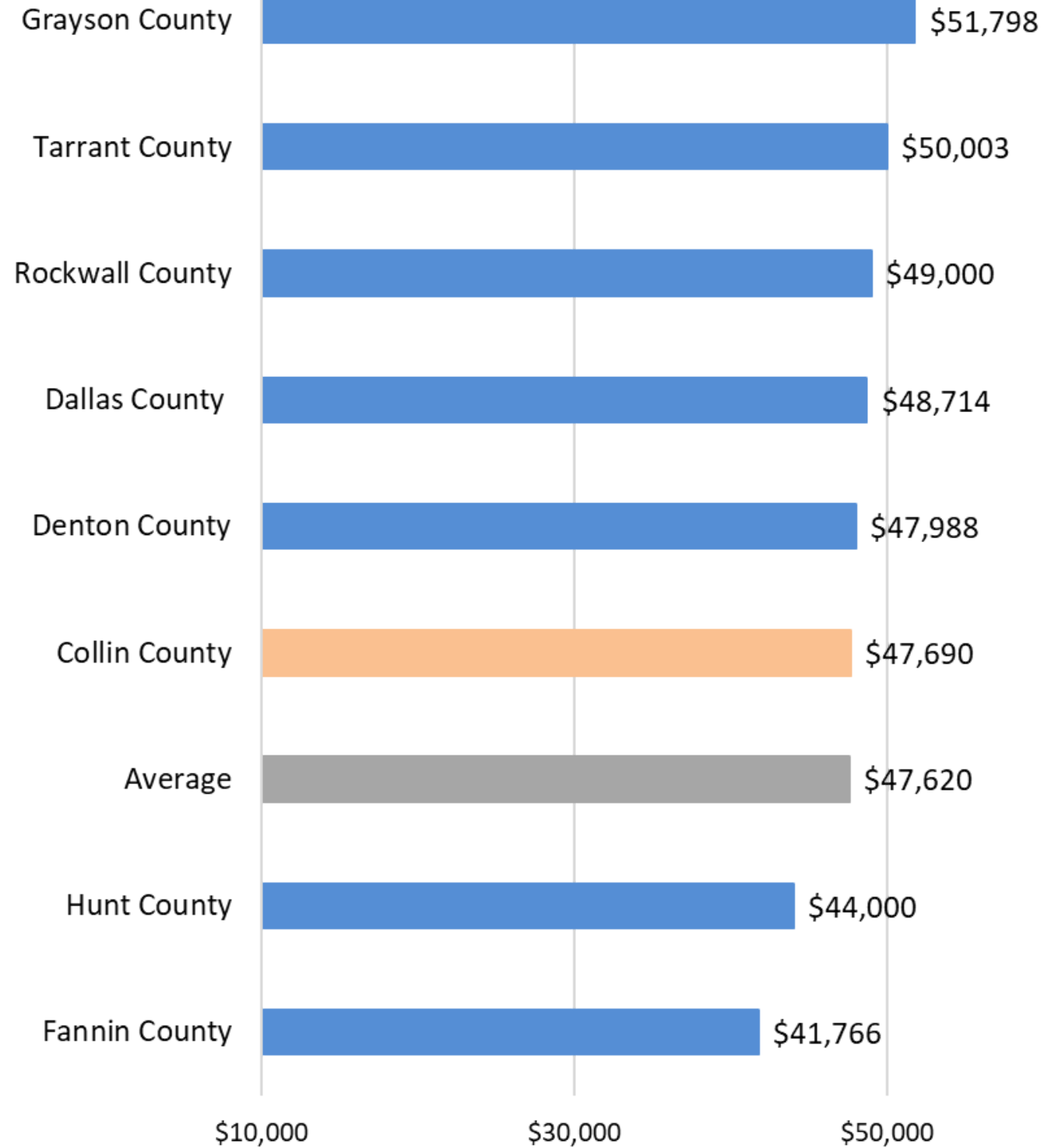
# DETENTION OFFICER MAXIMUMS FY 2023



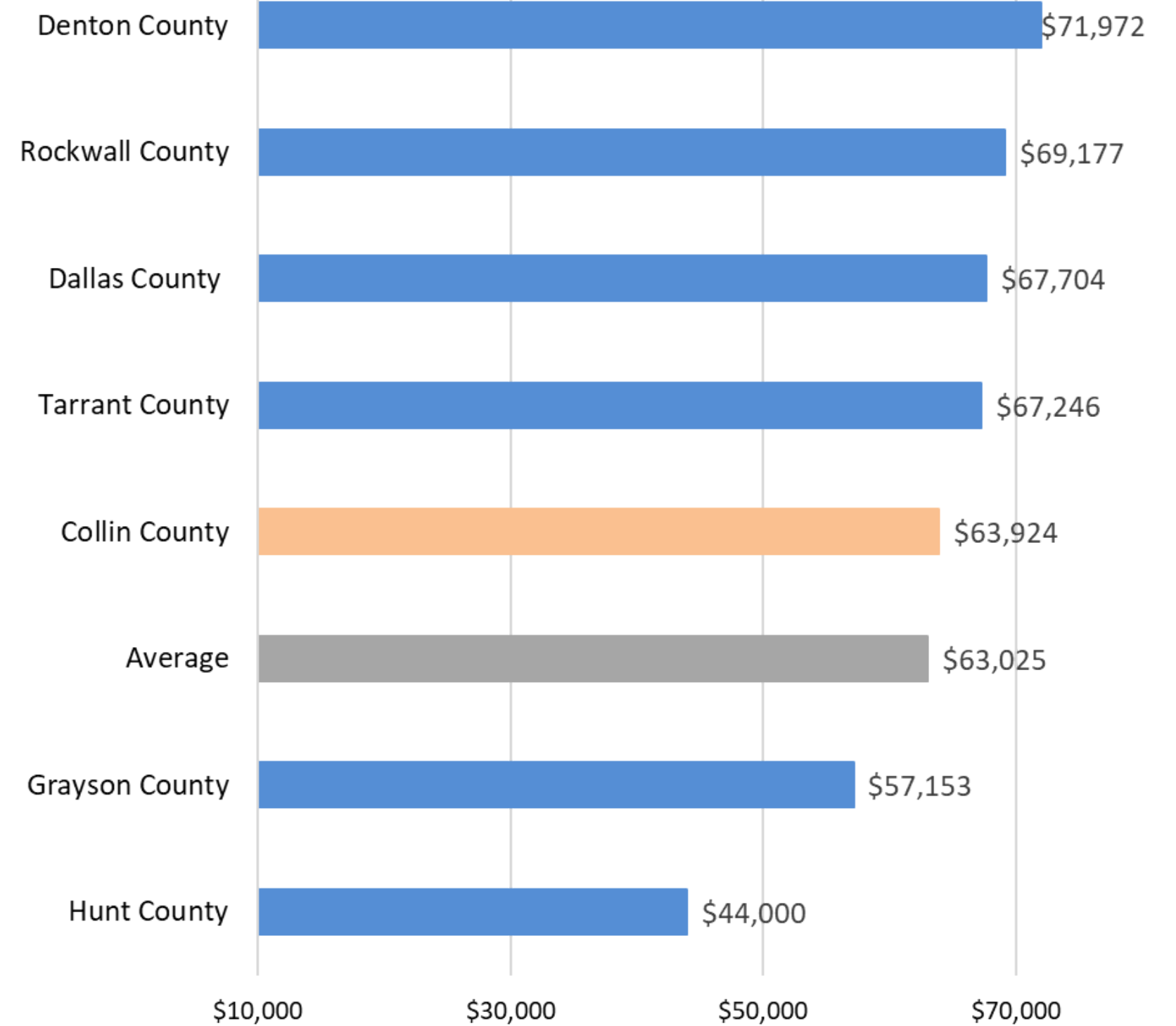


# DETENTION OFFICER CONTIGUOUS FY 2023

## MINIMUM SALARY



## MAXIMUM SALARY



Fannin County contracts for Detention Officers. Starting salary is \$41,766. How their compensation is handled after hire could not be determined.

# DISPATCHER GRADE 551



- Average Length of Service: Five (5) Years
- Pay Range: \$47,690 - \$63,924



- Eight (8) incumbents (38%) are in the top quartile of the pay range.
- Two (2) incumbents (10%) are at the pay grade maximum.

26

Positions



21

Incumbents

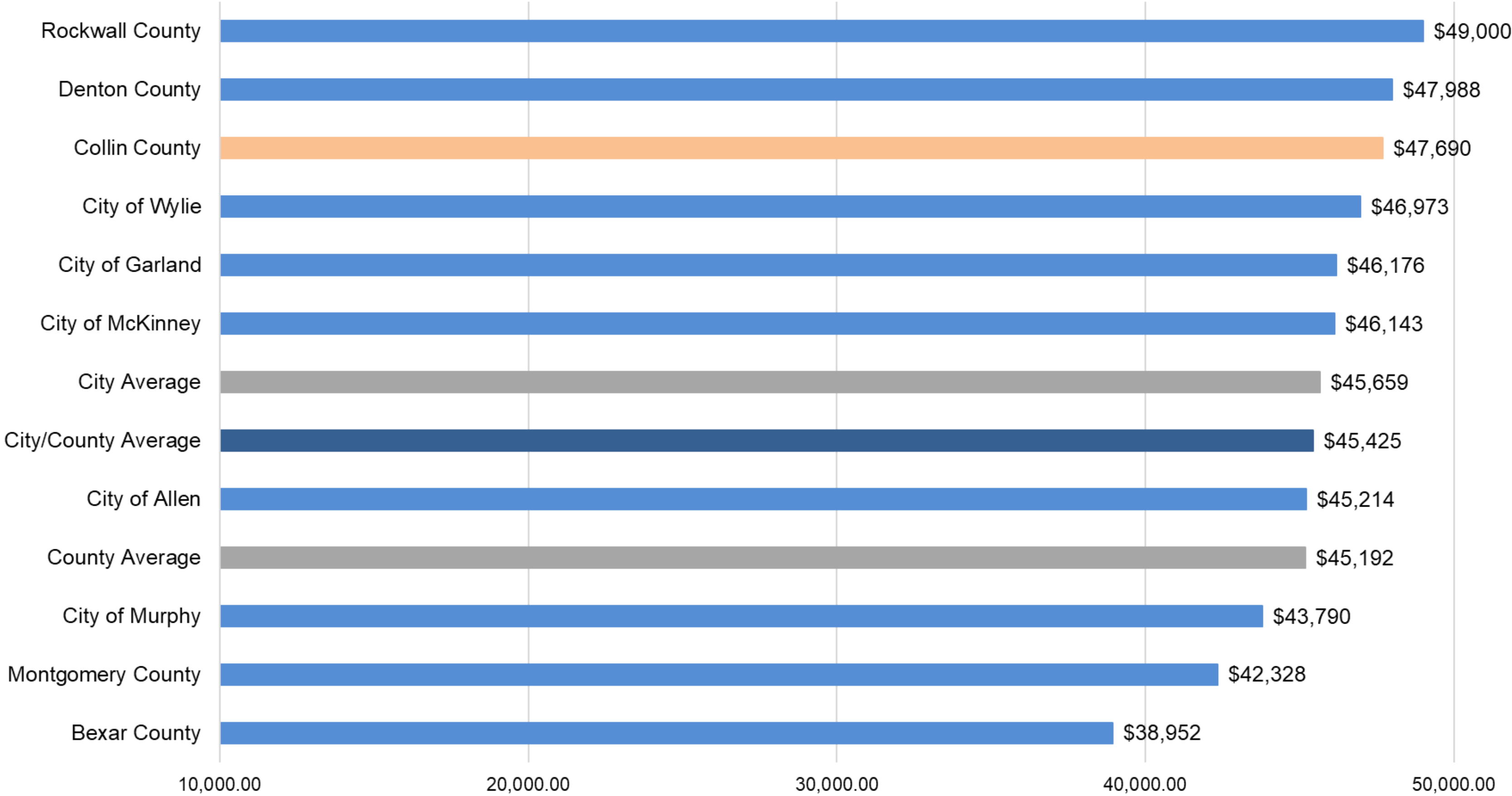
Minimum Salary

3rd out of 10  
5% over the  
city/county average

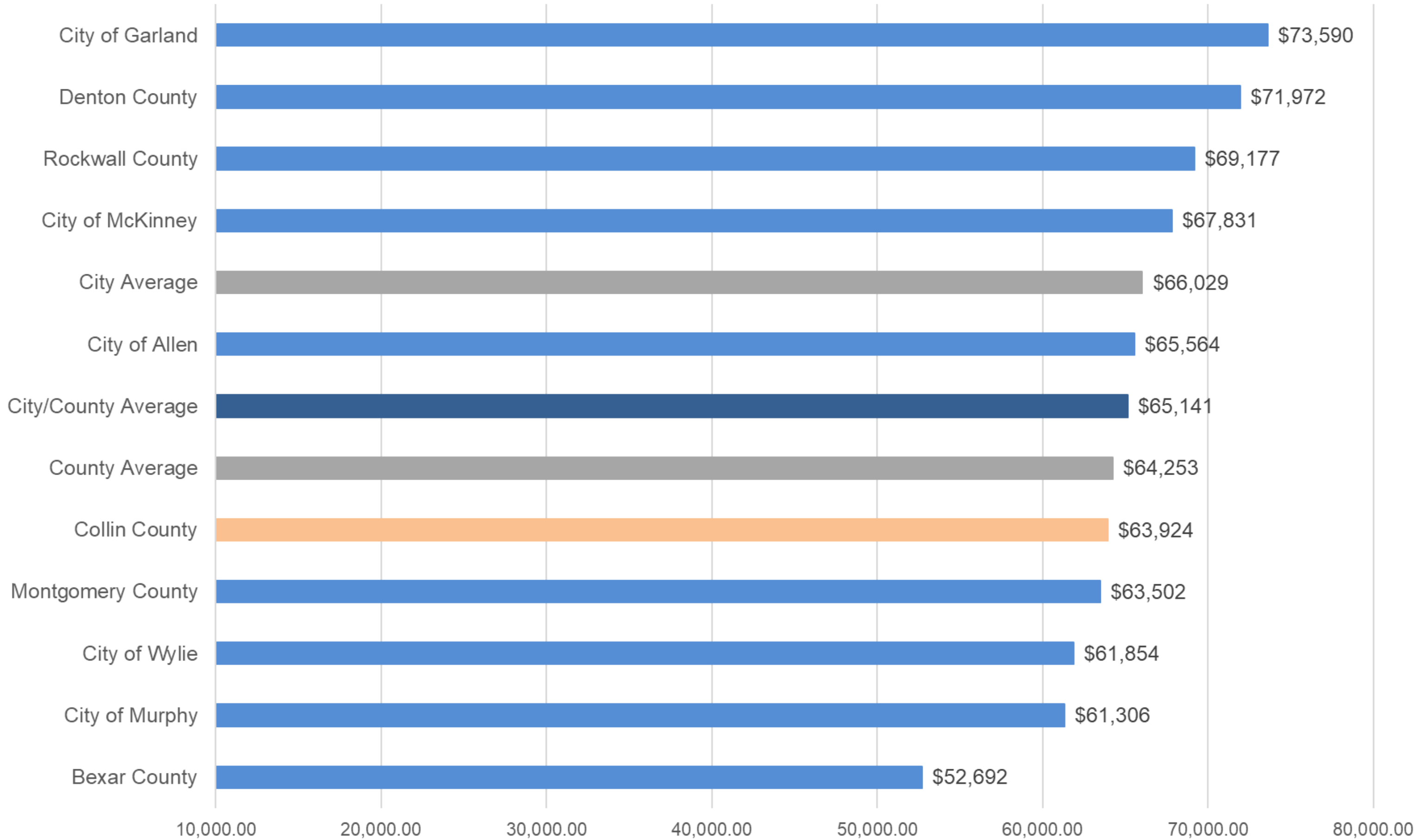
Maximum Salary

6th out of 10  
2% under the  
city/county average

# DISPATCHER MINIMUMS FY 2023



# DISPATCHER MAXIMUMS FY 2023



# JAIL SERGEANT GRADE 556



Positions

- 27 incumbents
- 13 incumbents (48%) are in the first quartile of the pay range.
- Two (2) incumbents (7%) are at the pay grade maximum.

Minimum Salary

3rd out of 11  
9% above city/county average

Maximum Salary

4th out of 11  
3% above city/county average

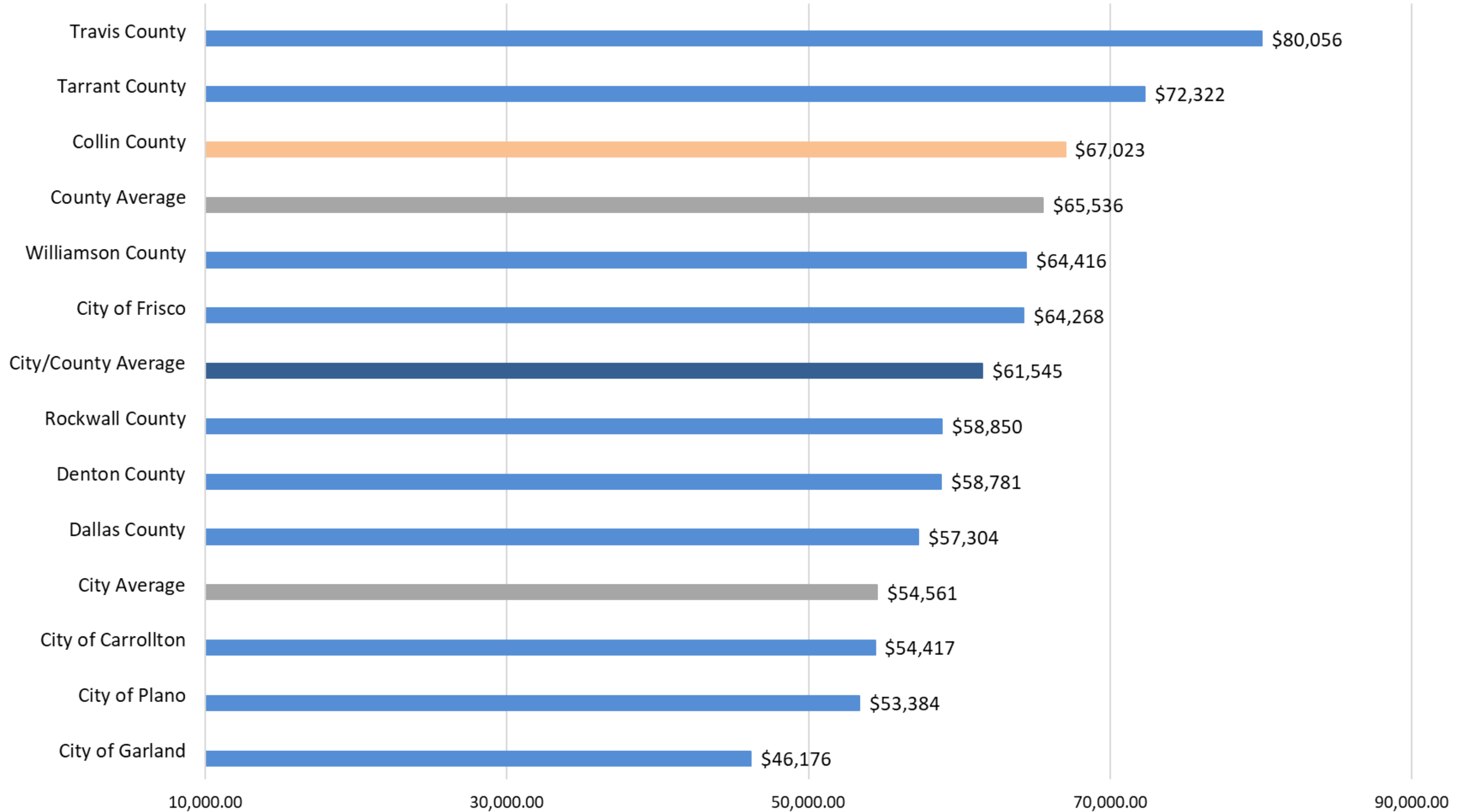


Average Length of Service: Nine (9) Years

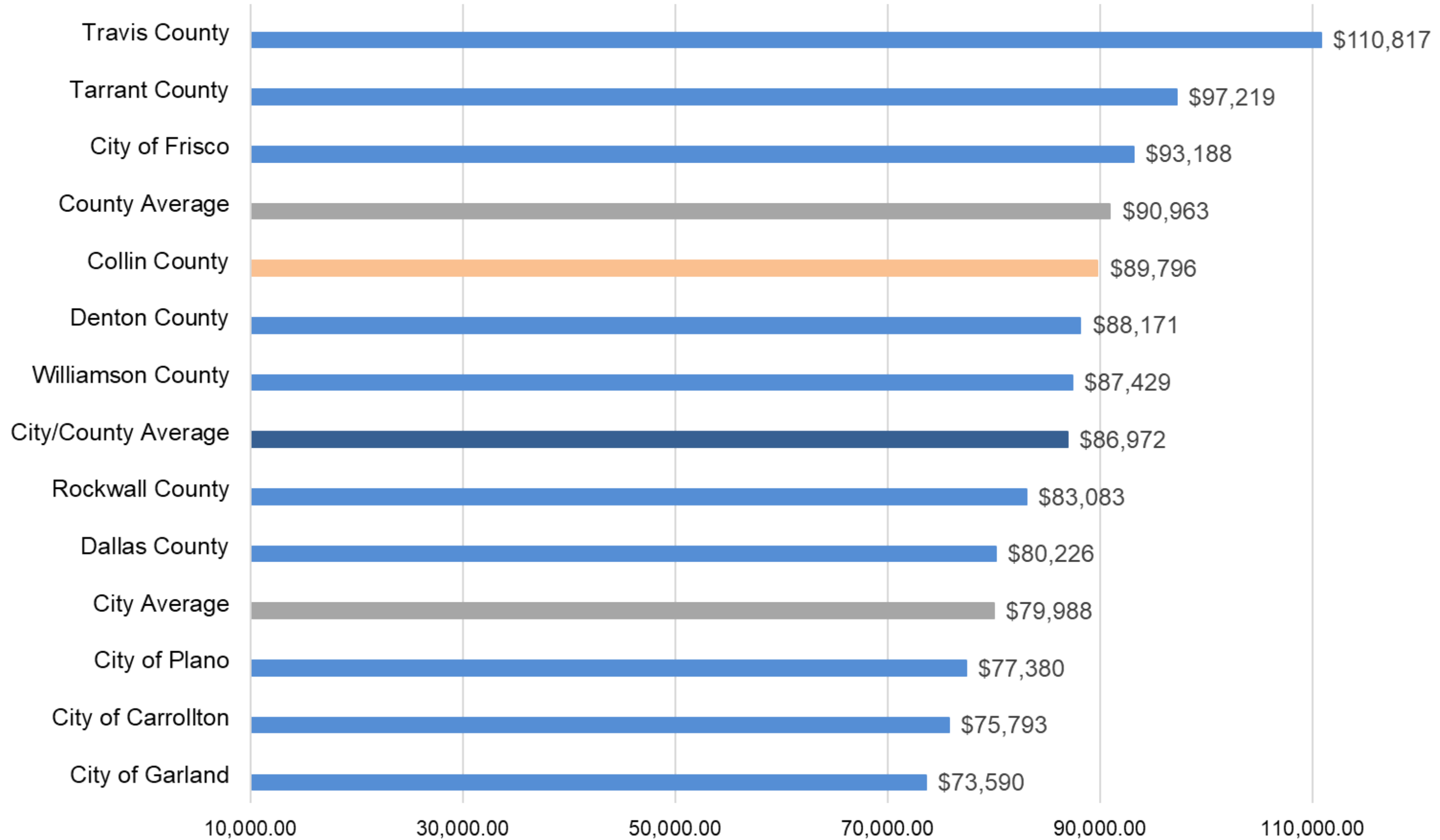


Pay Range: \$67,023 to \$89,796

# JAIL SERGEANT MINIMUMS FY 2023



# JAIL SERGEANT MAXIMUMS FY 2023



# DEPUTY SHERIFF – GRADE 556

92  
Licensed Positions

78  
Licensed  
Incumbents

Licensed Incumbents are assigned to various groups:  
Patrol (41), Criminal Investigations (10), Support Services (15), Professional Standards (6), Crimes Against Children (3), and Child Exploitation Unit (3).

Average Length of Service:

Eleven (11)  
Years

### Minimum Salary

8th out of 18  
0% above the  
city/county average

### Maximum Salary

9th out of 18  
1% above the  
city/county average

Pay Range:

\$67,023  
to  
\$89,796

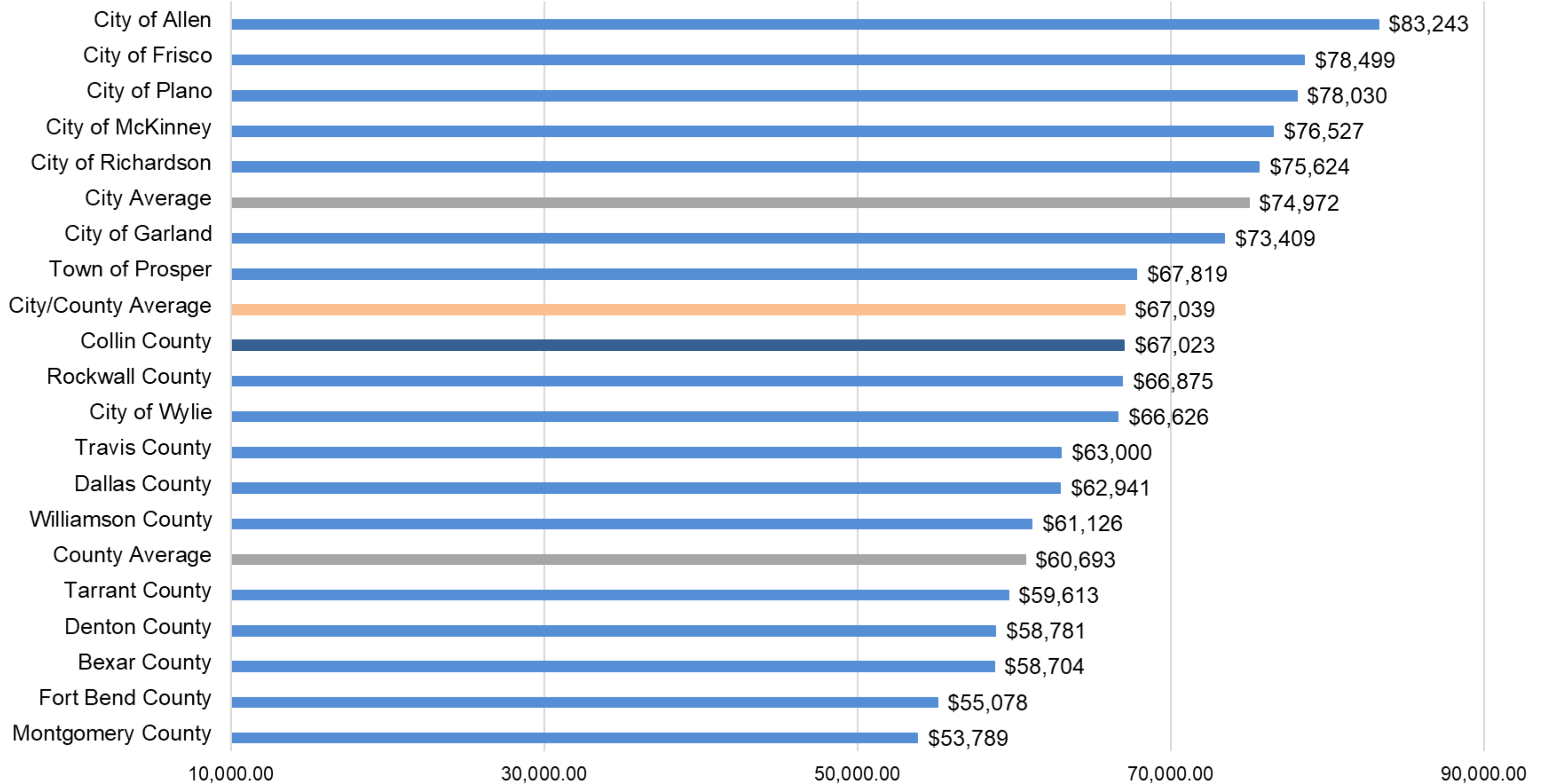
### Deputy Sheriff – Recruit

- Positions are budgeted within the 92 Deputy Sheriff positions and remain in grade 556 as Deputy Sheriff unless an unlicensed candidate is hired.
- Seven (7) of the Deputy Sheriff positions have been temporarily reclassified to Deputy Sheriff Recruit until the incumbents earn their license. (May 2023)

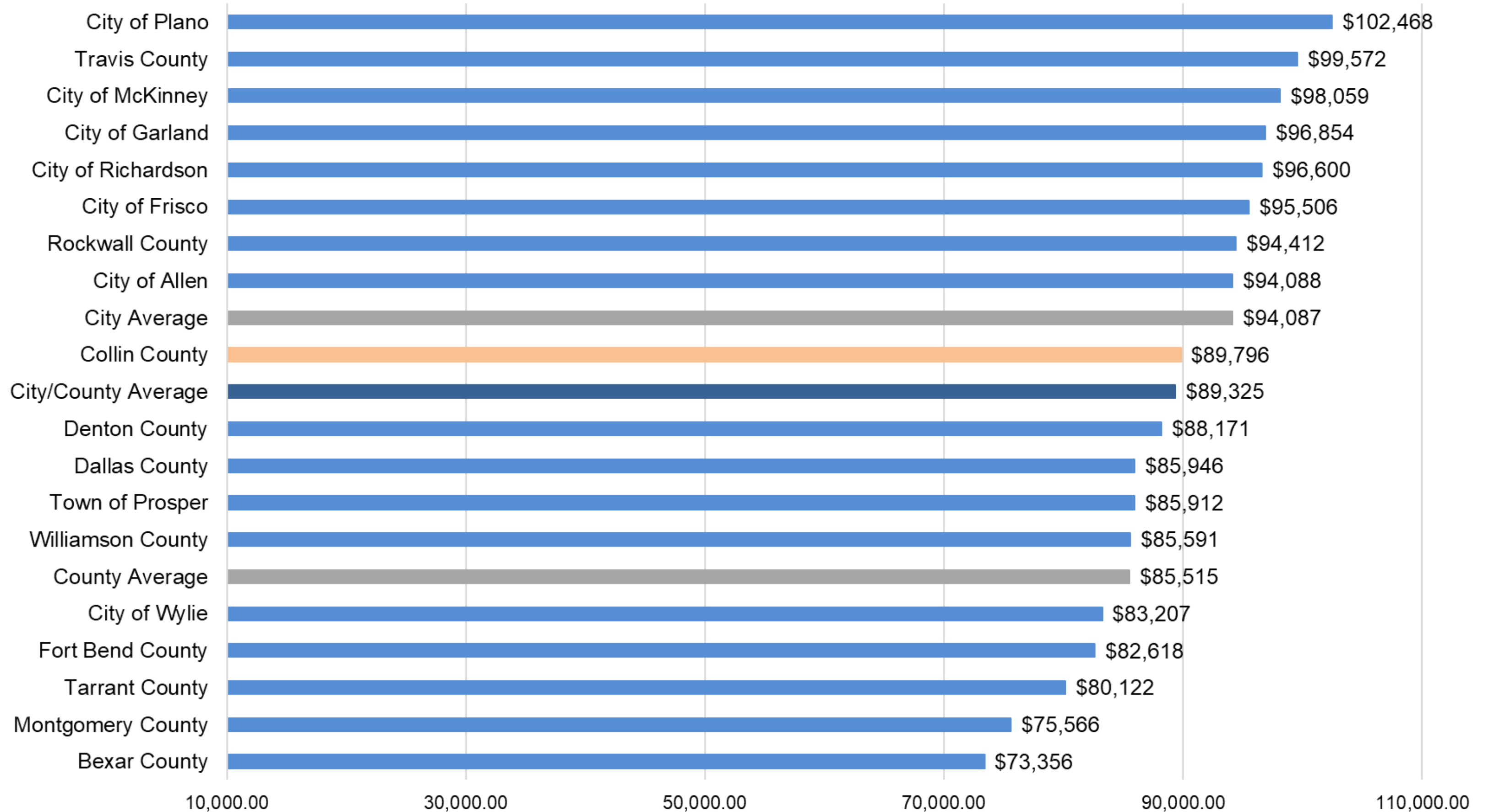
- 34 incumbents (44%) are in the top quartile of the pay range.
- 19 (24%) Deputy Sheriffs are at the pay grade maximum.



# DEPUTY SHERIFF MINIMUMS FY 2023

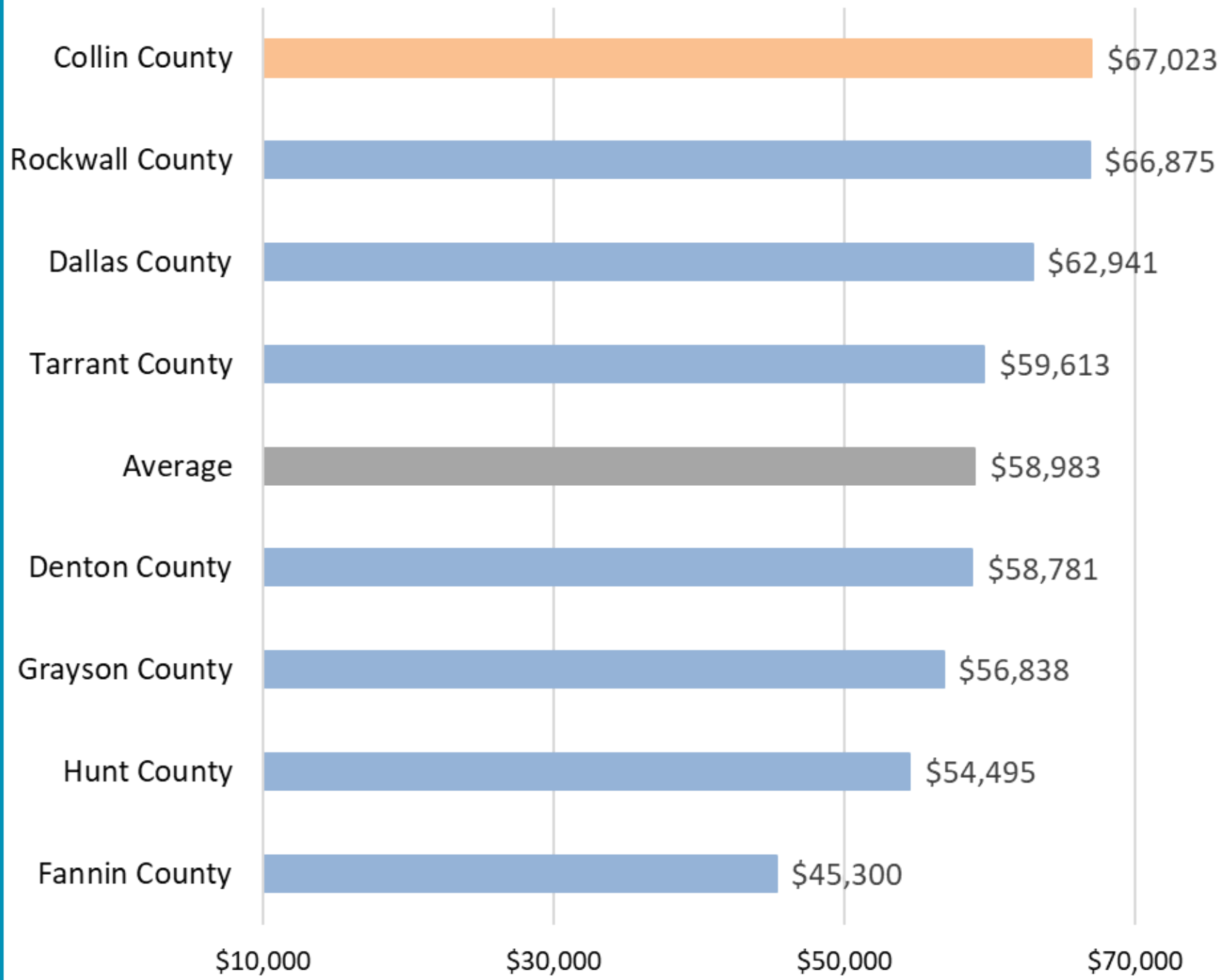


# DEPUTY SHERIFF MAXIMUMS FY 2023

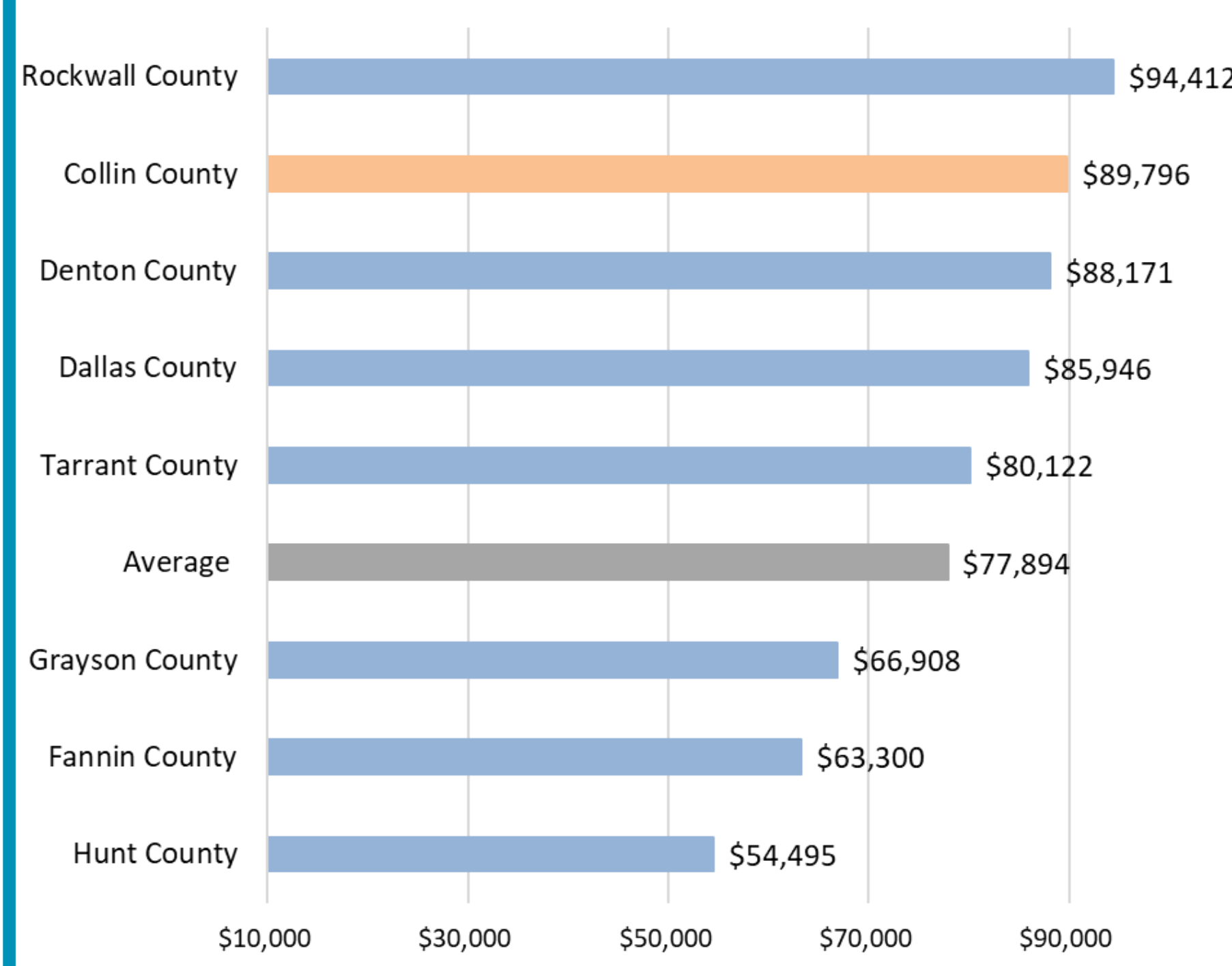


# DEPUTY SHERIFF CONTIGUOUS FY 2023

## MINIMUM SALARY



## MAXIMUM SALARY



# SERGEANT – GRADE 558

Nine (9)  
Positions

Nine (9)  
Incumbents

Pay Range: \$76,429 to \$102,447  
Average Length of Service: 15 Years

- Six (6) incumbents (67%) are in the top quartile of the pay range.
- Four (4) incumbents (44%) are currently at the pay grade maximum.

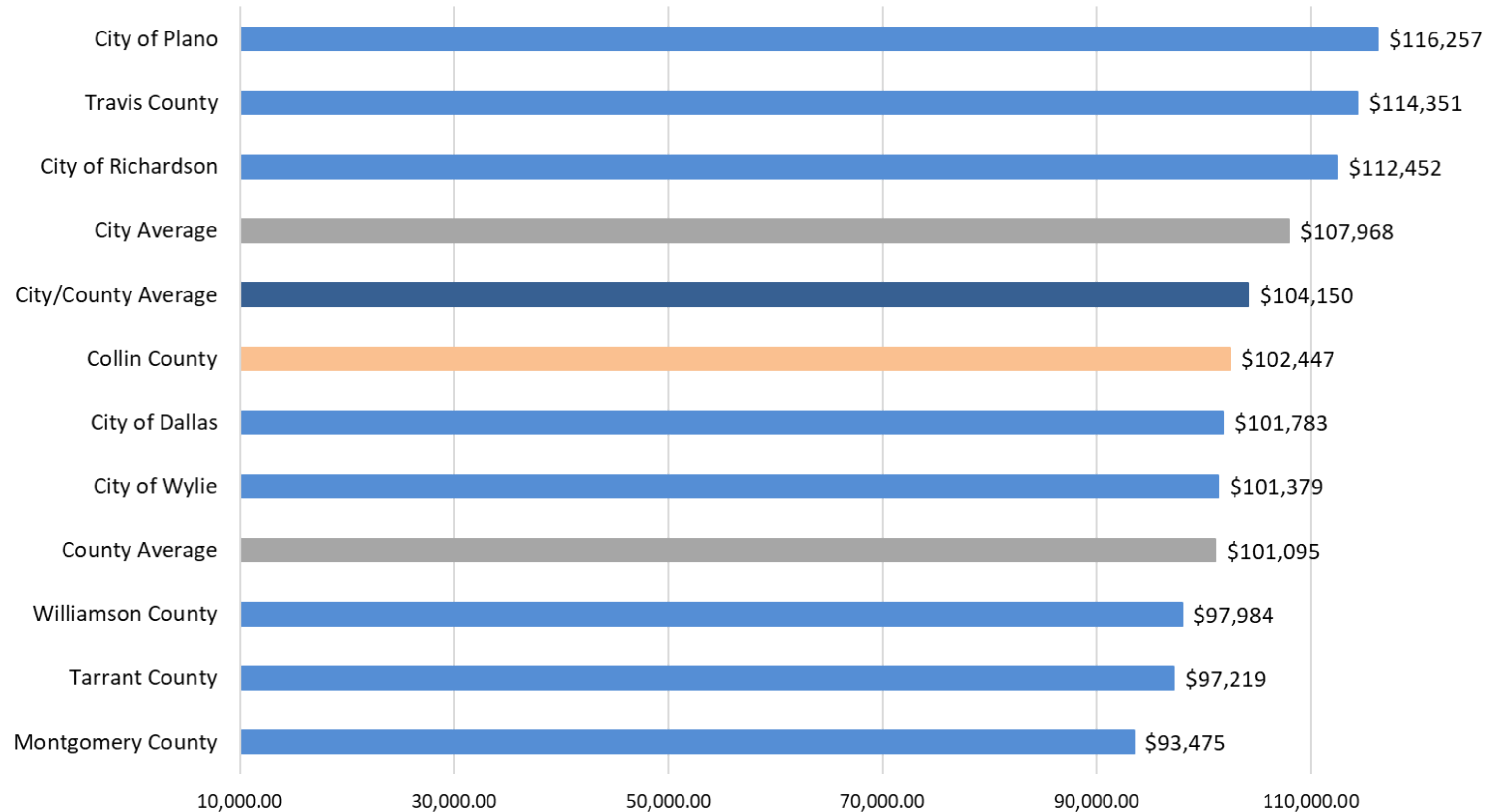
## Maximum Pay

4th out of 9

1% above the city/county average

Sergeants are typically promoted from within, so minimum pay is generally not applicable.

# SERGEANT MAXIMUMS FY 2023



# LIEUTENANT – GRADE 570

21

Lieutenant positions assigned to a variety of areas within the Sheriff's Office

- ◆ Jail
- ◆ Patrol
- ◆ Investigations
- ◆ Support Services
- ◆ Courthouse
- ◆ Community Services
- ◆ Fusion
- ◆ Training

We do not differentiate Lieutenant pay based on area of assignment.



Average Length of Service: 18 Years



Pay Range: \$81,123 to \$108,737



21 incumbents

- 15 incumbents (71%) are in the top quartile of the pay range.
- 10 of 21 (48%) incumbents are at the pay grade maximum.

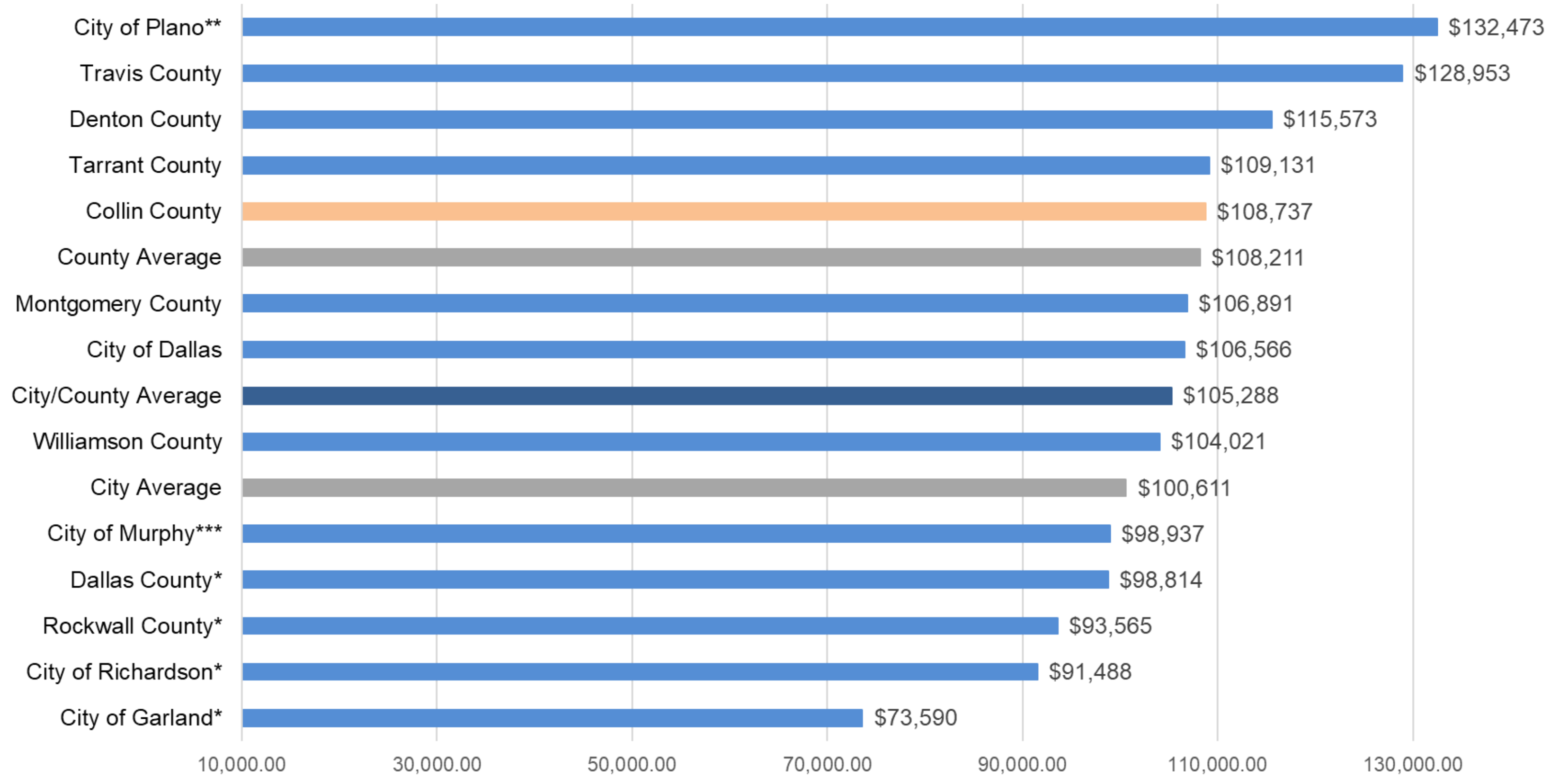
Maximum Pay

5th out of 13

3% above the city/county average

Lieutenants are typically promoted from within, so minimum pay is generally not applicable.

# LIEUTENANT MAXIMUMS FY 2023



\*Jail only match  
 \*\*Patrol only match  
 \*\*\*Training only match

# CAPTAIN – GRADE 572



📊 Average Length of Service: 16 Years

💰 Pay Range: \$94,141 to \$126,174

★ Five (5) out of nine (9) incumbents are in the top quartile of the pay range (56%).

★ Three (3) of nine (9) are at pay grade maximum (33%).

### Maximum Pay

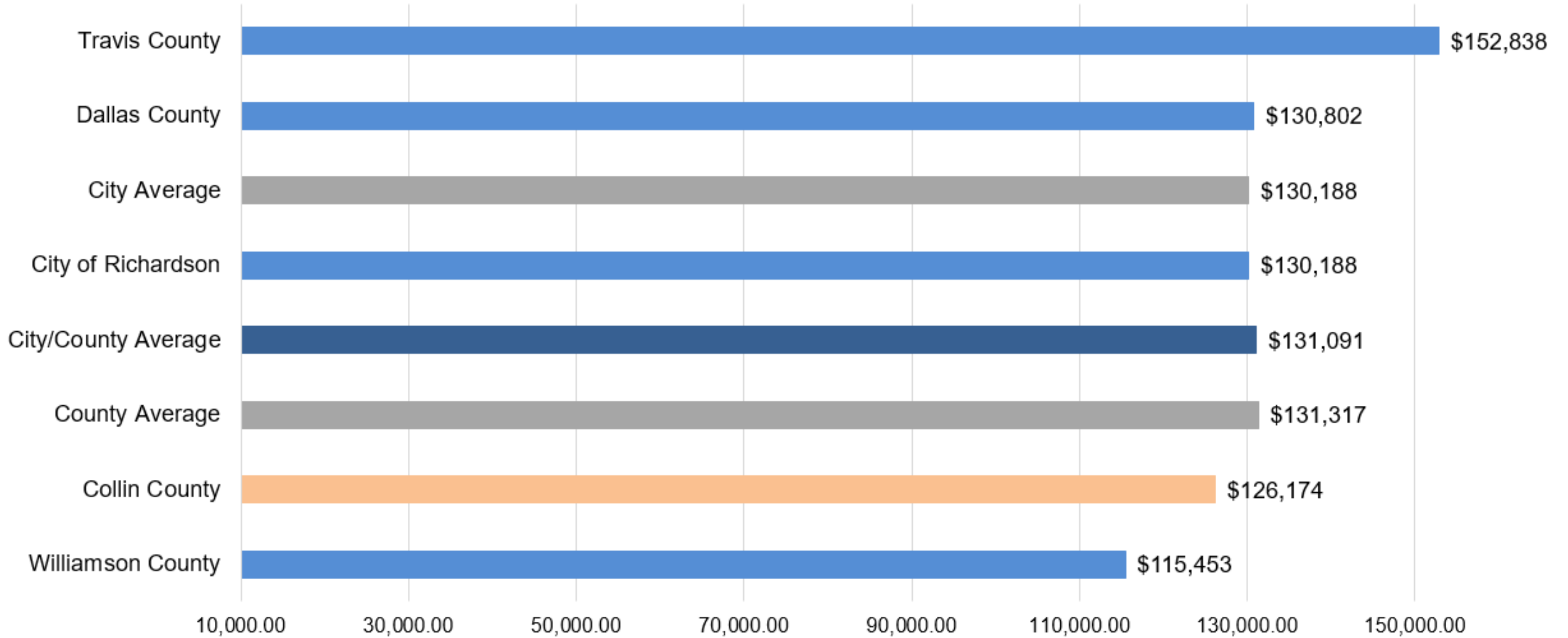
4th out of 5  
4% below the  
city/county average

Captains are typically promoted from within, so minimum pay is generally not applicable.

- Comparison set includes Travis County, which has a significantly higher maximum than the rest of the comparison set.
- Removing Travis, we rank 3 out of four (4) and are <1% above the city/county average.



# CAPTAIN MAXIMUMS FY 2023



# DEPUTY CONSTABLE – GRADE 555

**23**

Positions

**23**

Incumbents

 Average Length of Service: 9 Years

 Pay Range: \$62,568 to \$83,857

Minimum Pay

2nd out of 9  
10% over the city/county average

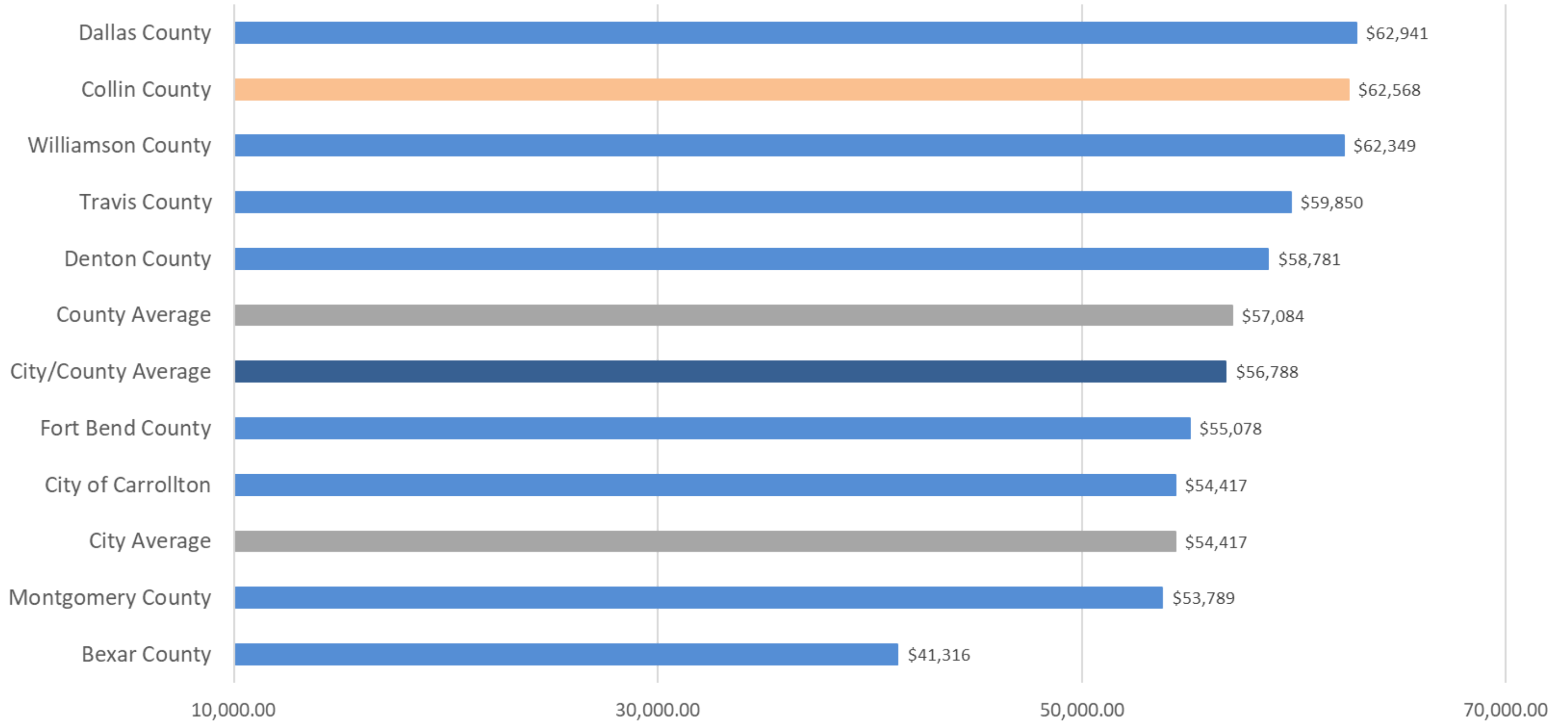
Maximum Pay

4th out of 9  
5% over the city/county average

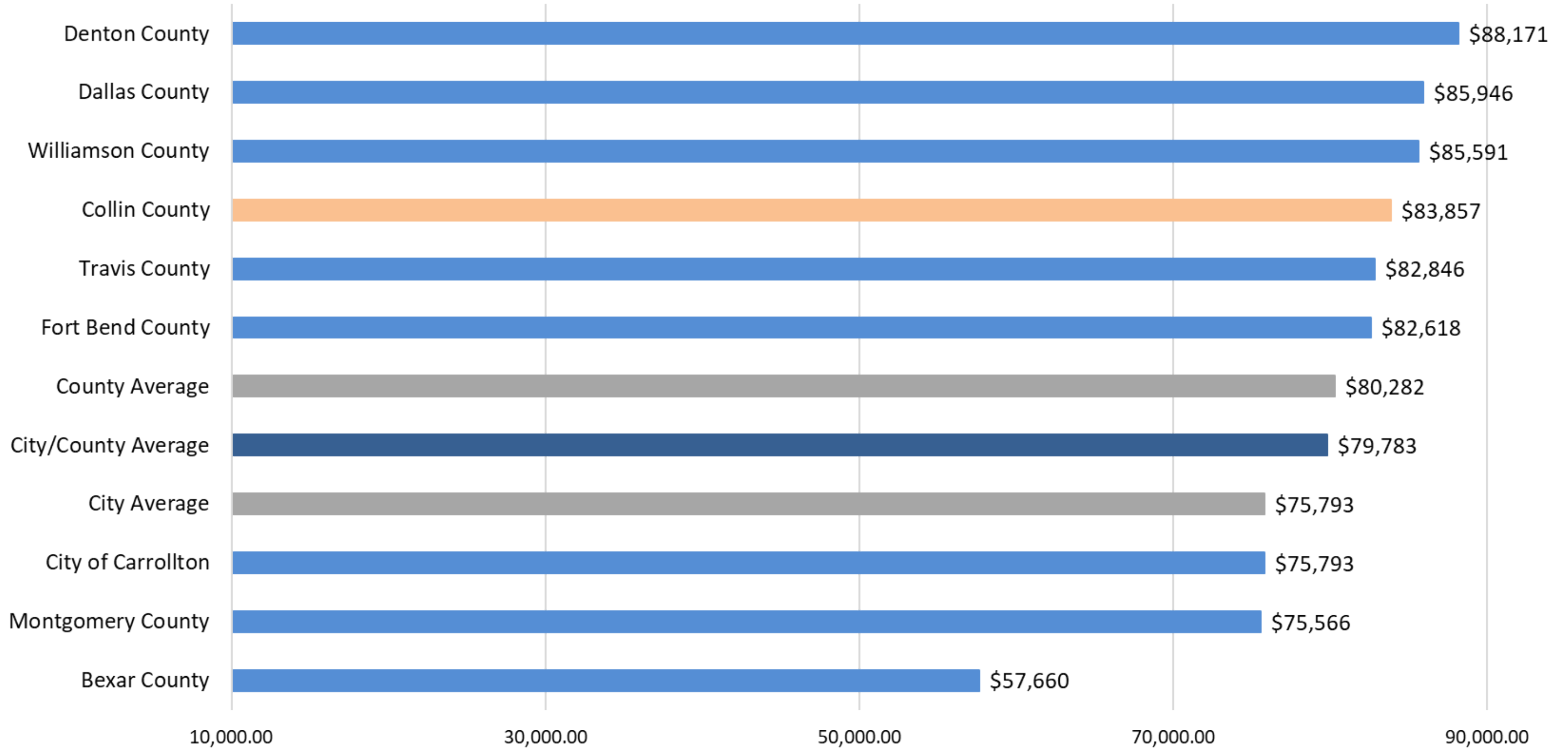
- Ten (10) incumbents (43%) are in the top quartile of pay.
- Two (2) incumbents (9%) are currently at the pay grade maximum.



# DEPUTY CONSTABLE MINIMUMS FY 2023

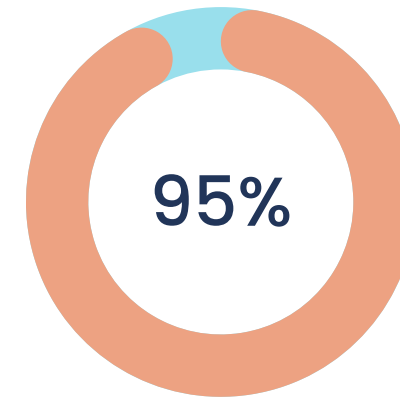
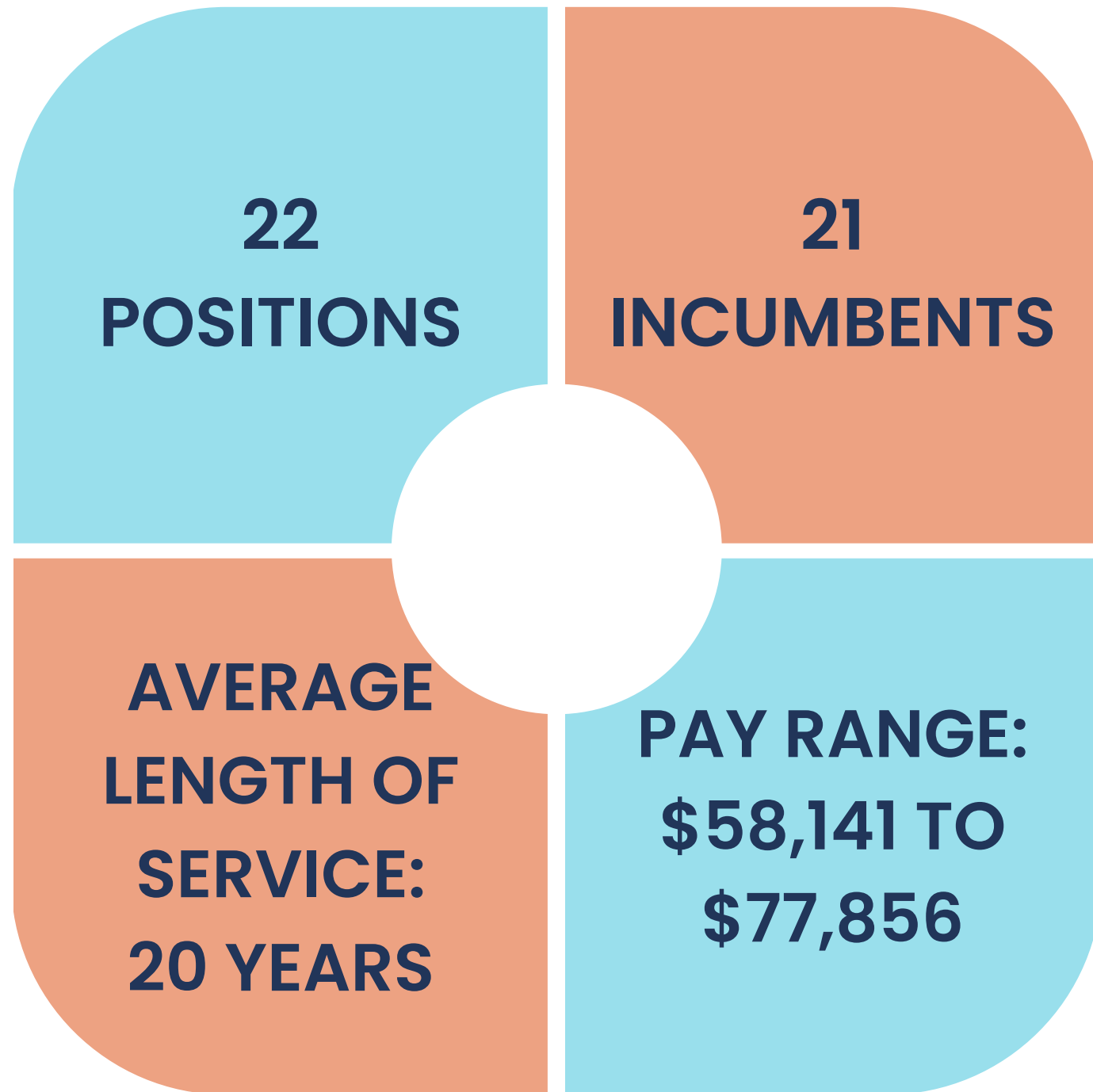


# DEPUTY CONSTABLE MAXIMUMS FY 2023

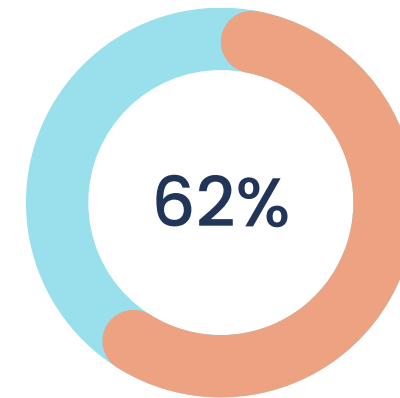


# COURT OFFICER – GRADE 554

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20 incumbents (95%) are in the top quartile of the pay range.



Thirteen (13) incumbents (62%) are currently at the pay grade maximum.

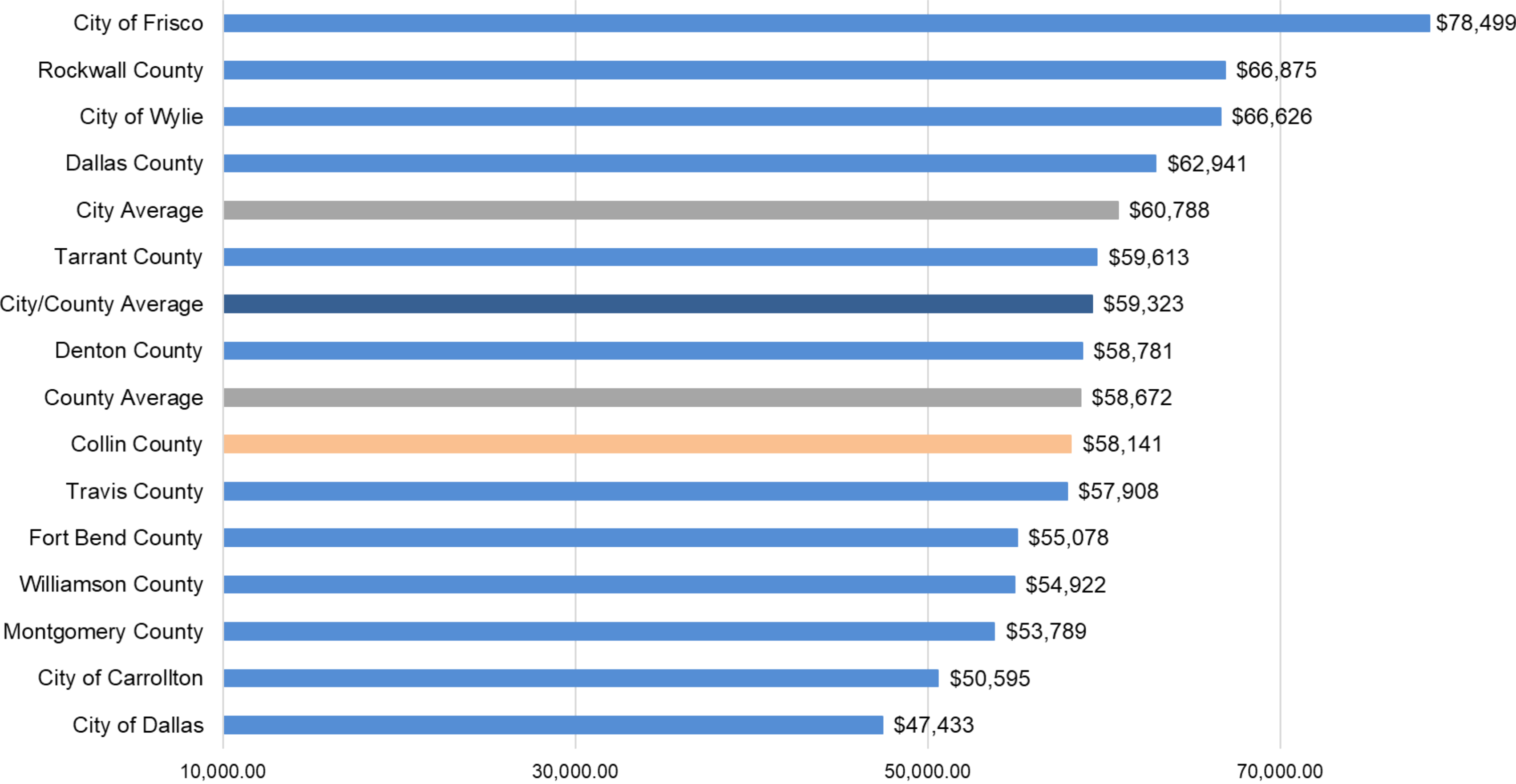
**Minimum Salary**

**7th out of 13**  
**2% below the city/county average**

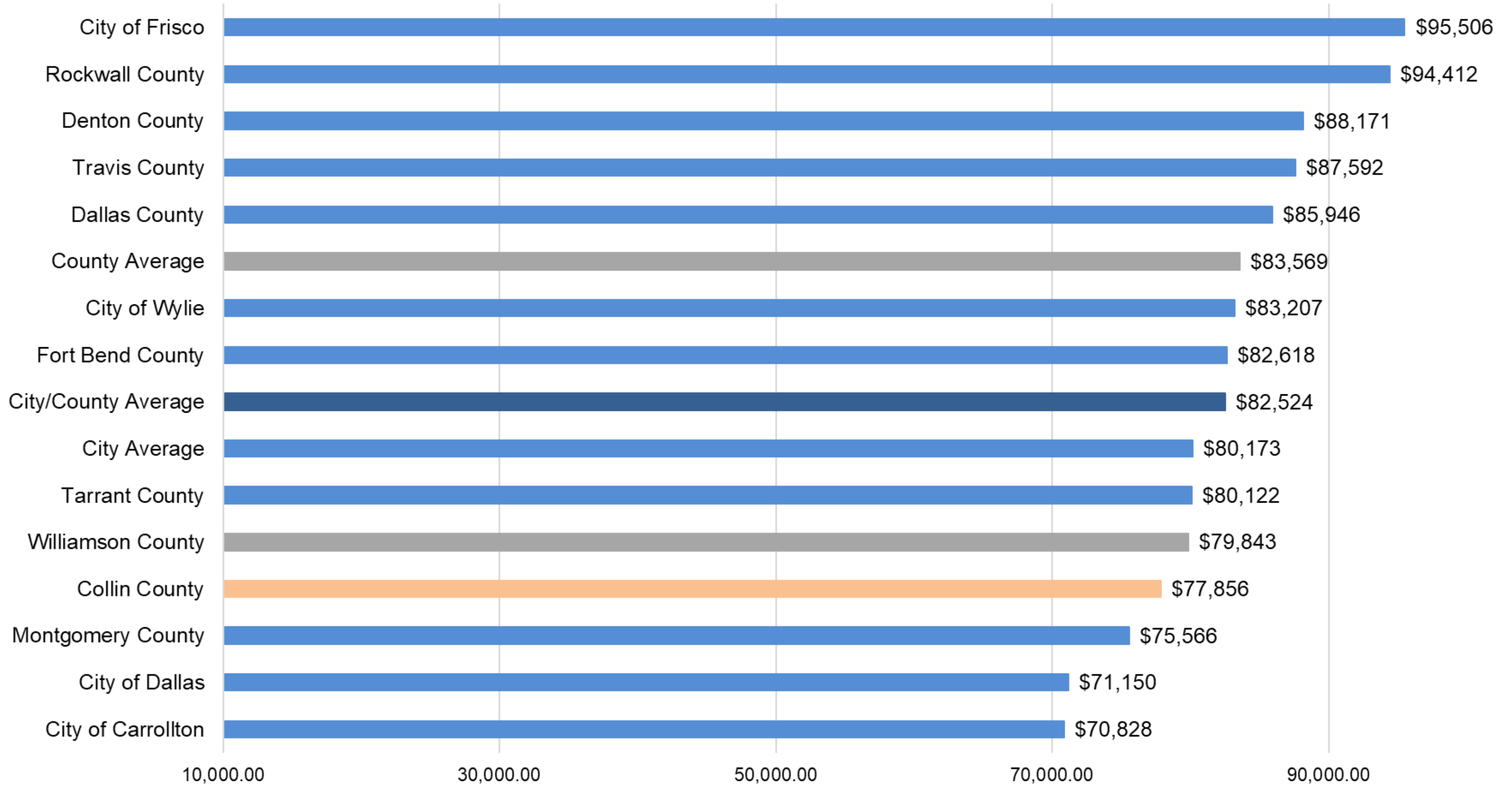
**Maximum Salary**

**10th out of 13**  
**6% below the city/county average**

# COURT OFFICER MINIMUMS FY 2023



# COURT OFFICER MAXIMUMS FY 2023



# DEPUTY FIRE MARSHAL- GRADE 557

**Four (4) Positions**

Average Length of Service:  
Four (4) Years

Pay Range:  
\$71,544 to \$95,897

One (1) incumbent (25%) is  
in the top quartile of the pay  
range.



## MINIMUM SALARY

2nd out of 8\*

9% over the  
city/county average

## MAXIMUM SALARY

2nd out of 8\*

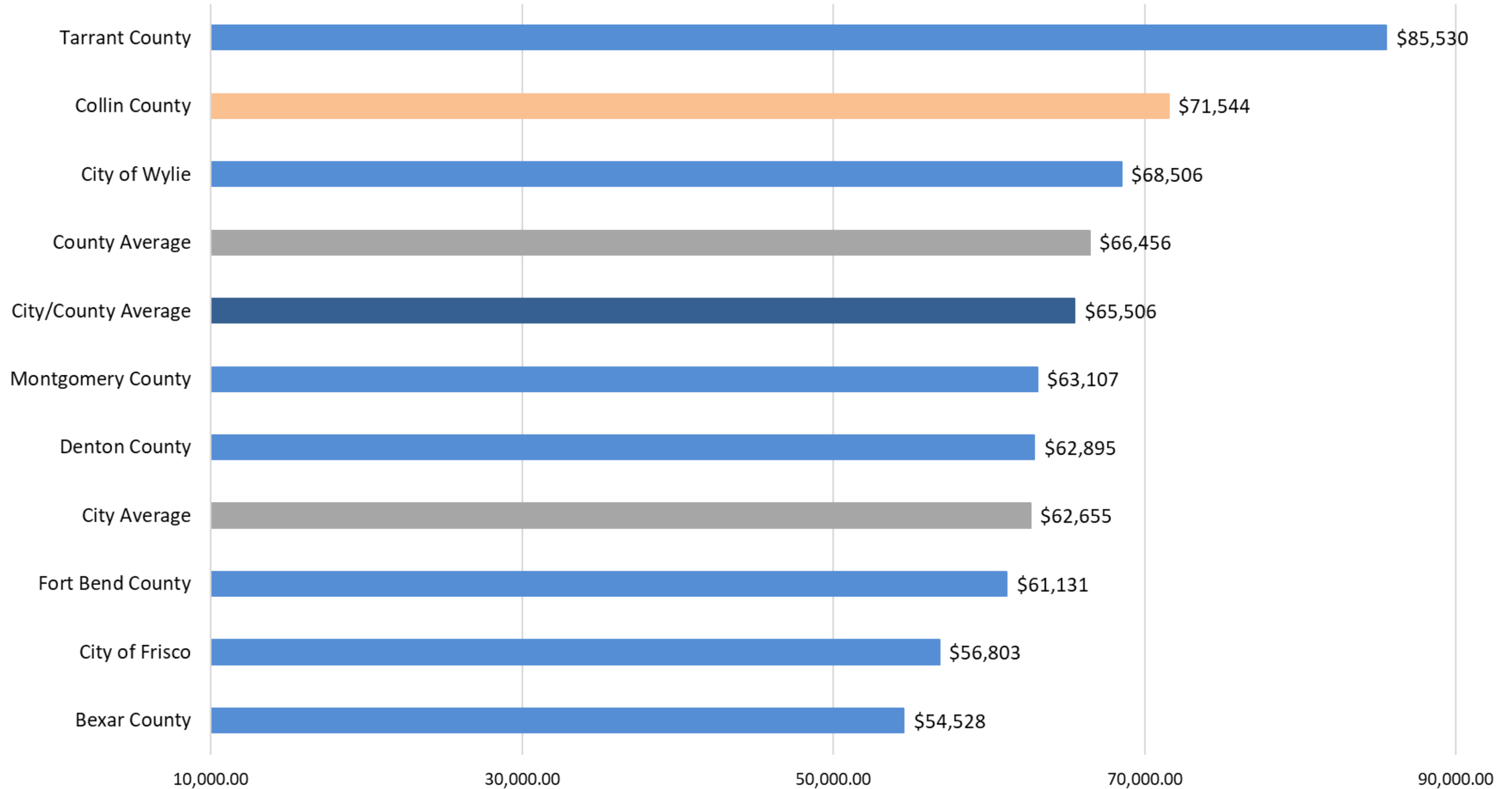
6% over the  
city/county average

**Four (4) Incumbents**

\*Comparison set includes Tarrant County, which has a significantly higher minimum and maximum than the rest. Removing Tarrant, we rank 1st out of seven (7).



# DEPUTY FIRE MARSHAL MINIMUMS FY 2023



# DEPUTY FIRE MARSHAL MAXIMUMS FY 2023

