



OFFICE OF THE SHERIFF
COLLIN COUNTY, TEXAS

JIM SKINNER, SHERIFF

December 20, 2023

Hon. Chris Hill, County Judge
Hon. Susan Fletcher, Commissioner
Hon. Cheryl Williams, Commissioner
Hon. Darrell Hale, Commissioner
Hon. Duncan Webb, Commissioner
Administration Building
2300 Bloomdale Road
McKinney, TX 75071
972.424.1460

Re: FY2024 Starting Pay for Detention Officers (552)

Dear County Judge Hill and Commissioners Fletcher, Williams, Hale, and Webb:

I—and 535 people in my office, including 269 detention officers (552)—understood that the FY 2024 starting pay for detention officers (552) was **\$55,683**. Yesterday, however, Human Resources indicated that the starting pay might be **\$53,245**, or a \$2,438 difference. I assume that this change shocks and surprises you as much as it does us and that the starting pay will remain \$55,683.

FY 2024 Budget Workshop

Between August 14 and 17, 2023, the County held the FY 2024 Budget Workshop. On August 16, Judge Hill presented a chart with detention-officer compensation from various counties, a line for Collin County pay grade 551, plus 9%, and a line for Collin County pay grade 552, plus 9%.¹ The chart, entitled “Detention Officers: *Minimum*,” stated that Collin (552 + 9%) was **\$55,683**.²

After discussing the costs of increasing the pay of detention officers to improve recruiting and retention, one of you made a motion to move to the 552 pay grade, and you passed the motion 5–0.³ You also passed, 5–0, a motion to move to the 75th percentile for compensation.⁴

¹ Minutes of Commissioners Court Special Session, Aug. 14–17, 2023, at 20, https://eagenda.collincountytx.gov/docs/2023/CC/20230814_2875/2915%5FCCommissioners%20Court%20Minutes%2008%2D14%2D2023%20Budget%20Workshop.pdf.

² Detention Officers: Minimum (All Other Counties: expected 2024 compensation figures) (emphasis added) (file name: 19 - CTH Presentation Detention Officers.pdf) (attached).

³ Minutes, at 20.

⁴ Minutes, at 46.

In light of the workshop, the chart, the motion, and the minutes, I understood that the FY24 starting pay for detention officers (552) was **\$55,683**.

Law Enforcement Compensation Fiscal Year 2024 – 75th Percentile

On Monday, December 18, Human Resources circulated a packet entitled, “Law Enforcement Compensation Fiscal Year 2024 – 75th Percentile.” A page entitled, “Collin County Compensation Plan 2024,” lists the minimum pay for Detention Officer, grade 552, at **\$53,245**.

I don’t see that the packet included an explanation of the difference between \$55,683 and \$53,245. A page entitled, “General Information,” states:

- Spread was increased from 34% to 40%
- Increase calculations will be from midpoint.”

What is the spread—the spread between what numbers or measures? What does the increase in spread mean? Is this change related to the difference between \$53,245 and \$55,683?

Why did HR increase the spread? How was this decision made? For how many fiscal years did the County use a 34% spread? Put another way, what were the annual spreads for FY17–FY23?

I understand that the FY 2024 Compensation Plan in the packet states, “Payment Plan with *Proposed* Changes for 2024.” (Emphasis added). So, this packet appears subject to change.

Conclusion

Your outstanding work at the FY 24 Budget Workshop will improve public safety in Collin County. Moreover, the profound effect of your work—especially the substantial pay raise for front-line detention officers—on the morale of the Sheriff’s Office cannot be overstated. We trust that you will not permit an inadvertent misstep in calculating the move to the 75th percentile or in changing the “spread” to damage the great work you’ve achieved in the FY24 Budget Workshop.

Sincerely,



Sheriff Jim Skinner

Detention Officers: Minimum

All Other Counties: expected 2024 compensation figures

