



2024 PRESENTATION FOR FY2025 BUDGET

LAW ENFORCEMENT COMPENSATION

GENERAL INFORMATION

Salary increase recommendations will be made in a separate presentation.
Information in this presentation is as of January 2024, 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
Dallas County
Denton County
Fannin County*
Fort Bend County
Grayson County*
Hunt County*
Rockwall County

Tarrant County
Travis County
Williamson 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

*Contiguous counties were used only for comparison information when surveying for the Detention Officer and Deputy Sheriff position only.

SHERIFF'S OFFICE ORGANIZATIONAL & POSITION CHANGES

The Sheriff's Office has had several organizational changes in FY 2019 through FY 2024.

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

October 2023

- Eliminated nine (9) Food Service Tech positions, one (1) Food Service Supervisor position, and one (1) Secretary position.
- Changed one (1) Deputy Sheriff position to an Assistant Chief position, two (2) Deputy Sheriff positions to two (2) Sergeant positions, one (1) Corporal position to a Sergeant position, and one (1) AFIS Tech to a Criminalist.
- Added two (2) Lieutenant positions, seven (7) Deputy Sheriff positions, one (1) Sergeant position, 14 Detention Officer positions (active 4/1/2024), and two (2) Jail Sergeant positions (active 8/1/2024).

December 2023

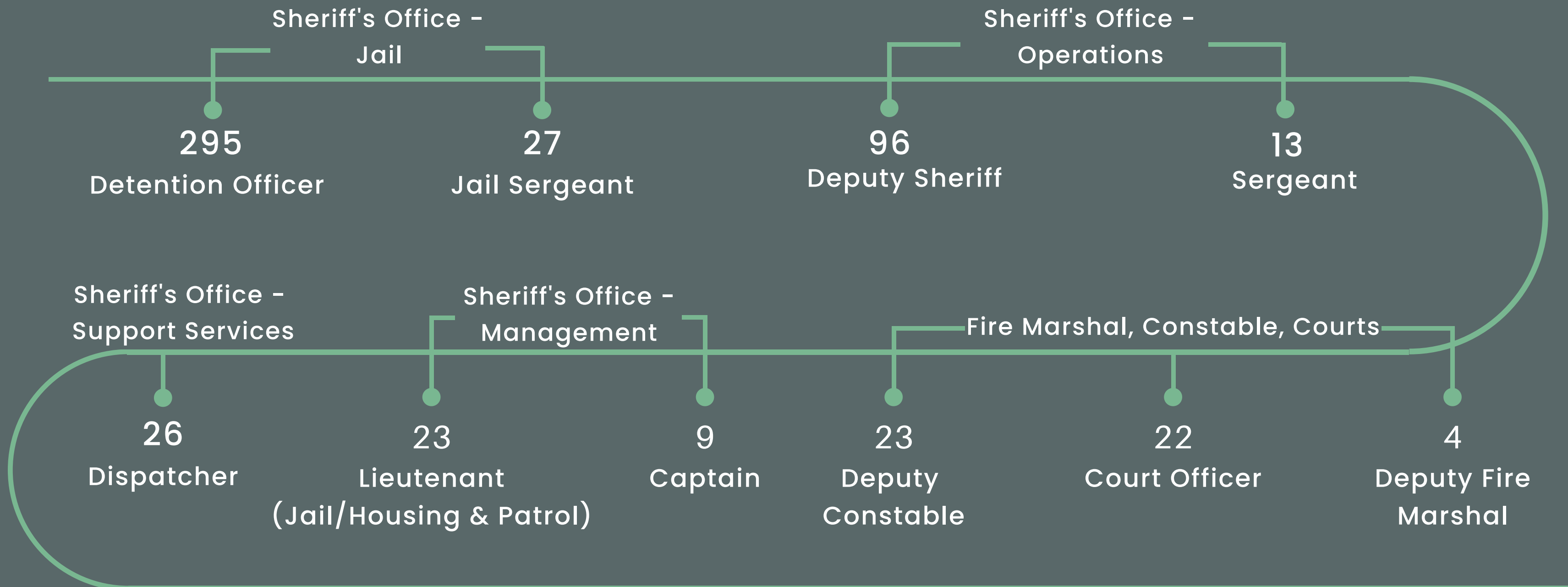
- Eliminated one (1) Courthouse Deputy position.

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 2022 Turnover	FY 2023 Turnover	Change from FY 2022*	FY 2024 Projected
Collin County (all departments)	17%	15%	-2%	10%
Collin County Law Enforcement				
All Law Enforcement positions	20%	17%	-3%	10%
Law Enforcement positions*, excluding Detention Officer	10%	9%	1%	7%
Sheriff's Office Law Enforcement				
All SO Law Enforcement positions	22%	18%	-4%	10%
Sheriff's Office LE positions*, excluding Detention Officer	23%	19%	-4%	11%
Detention Officer positions	32%	27%	-5%	15%
DA, Constable, Fire Marshal & Courts				
All Non-SO Law Enforcement positions*	6%	15%	9%	10%

2024 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. Projection as of May 2024. Difference is rounded to the nearest whole number.

*Only includes benchmarked positions.

BENCHMARK POSITION

TURNOVER

Title	2021 Turnover %	2022 Turnover %	2023 Turnover %	2024 Projected Turnover %
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Title	2021 Turnover %	2022 Turnover %	2023 Turnover %	2024 Projected Turnover %
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Sheriff's Office - Jail				
Detention Officer	37%	32%	27%	15%
Jail Sergeant	8%	7%	4%	0%

Sheriff's Office - Management				
Lieutenant - Patrol	0%	0%	0%	0%
Lieutenant - Jail	16%	0%	0%	9%
Captain	13%	11%	11%	14%

Sheriff's Office - Operations				
Deputy Sheriff	7%	11%	5%	1%
Sergeant	23%	0%	0%	20%

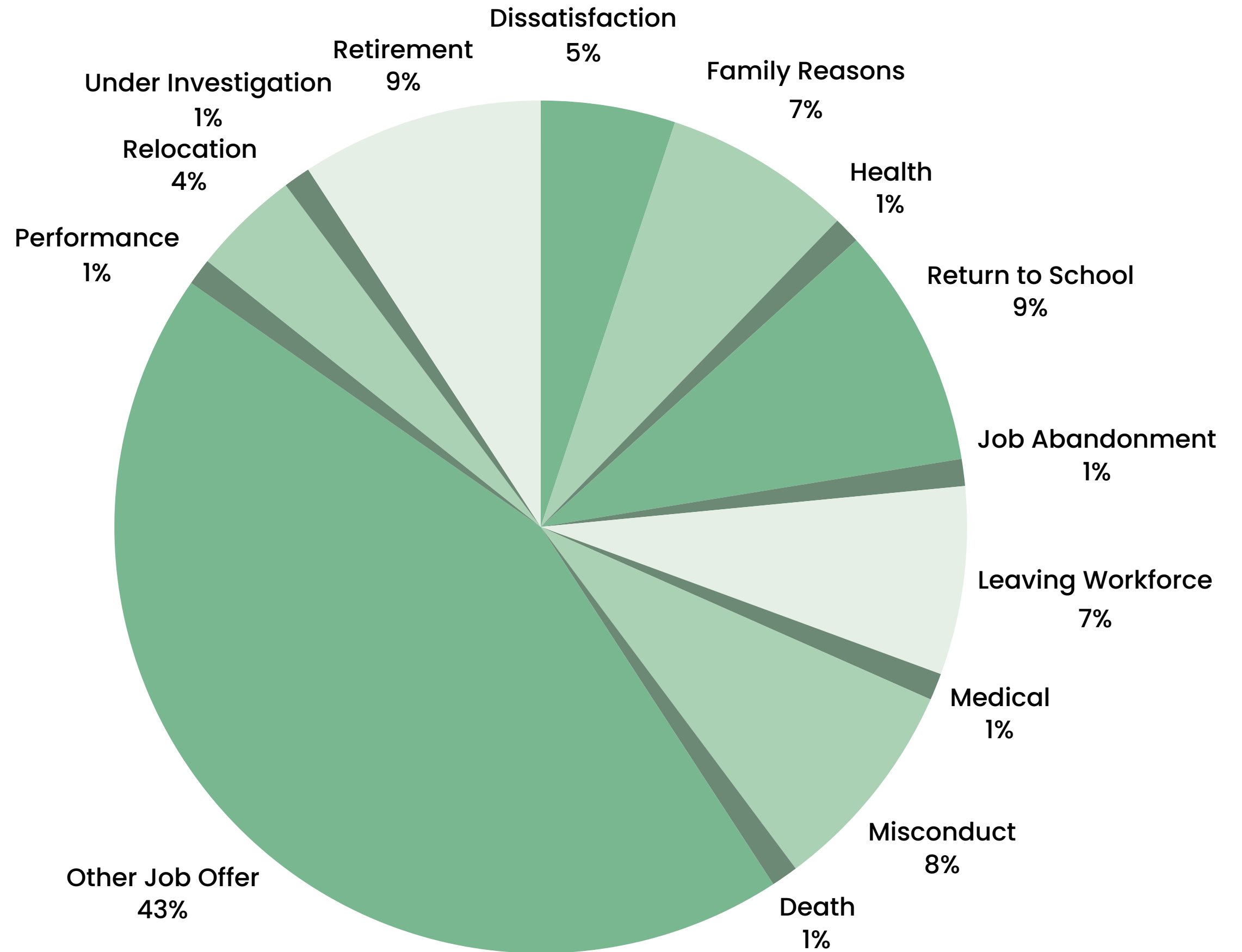
Fire Marshal / Constable / Courts				
Deputy Fire Marshal	0%	0%	0%	35%
Deputy Constable	14%	9%	22%	16%
Court Officer	14%	5%	10%	0%

Sheriff's Office - Support Services				
Dispatcher	27%	29%	27%	10%

Difference is rounded to the nearest whole number.

BENCHMARK POSITION TURNOVER

This chart represents
FY 2023 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 2023:

- Law Enforcement 6% (2% from last year)
 - Correctional Officer 31% (-8% from last year)
 - Public Safety 22% (-4% from last year)
- TDCJ overall turnover was 26% (-7% from 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 14% for 2023.

Responding Entities:

Police Department	FY 2023 Turnover	Change from 2022
City of Allen	9%	1%
City of Carrollton	3%	-1%
City of Dallas*	6%	-2%
City of Frisco	8%	<1%
City of Garland	20%	8%
Average	9%	1%

Sheriff's Office	FY 2023 Turnover	Change from 2022
Collin County	18%	-4%
Bexar County	23%	3%
Denton County	26%	8%
Rockwall County	10%	-3%
Tarrant County*	12%	-5%
Williamson County	16%	-2%
Average	17%	<-1%

*Does not include civilian positions.

Percentages are rounded to nearest whole number, including change percentage.

COMPARISON ENTITY TURNOVER

Jail Only Turnover

Organization	FY 2023 Turnover	Change from 2022
City of Allen	25%	0%
City of Carrollton	1%	0%
City of Garland	2%	0%
Collin County	22%	-4%
Denton County	39%	8%
Rockwall County	13%	-1%
Tarrant County*	13%	-8%
Williamson County	23%	1%
Average	17%	< -1%

Non-Jail Turnover

Organization	FY 2023 Turnover	Change from 2022
City of Allen	7%	-1%
City of Carrollton	1%	0%
City of Frisco	9%	n/a
City of Garland	18%	7%
City of McKinney*	4%	0%
Collin County	9%	-1%
Denton County	16%	14%
Rockwall County	4%	-5%
Tarrant County*	8%	-1%
Williamson County	8%	-6%
Average	8%	1%

*Does not include civilian positions.

Percentages are rounded to the nearest whole number.

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
Dispatcher	551	58%	4%	8%	29%	0%	(0 of 24)
Detention Officer	552	52%	24%	7%	17%	<1%	(1 of 275)
Court Officer	555	0%	9%	5%	86%	0%	(0 of 22)
Deputy Constable	555	14%	14%	18%	55%	0%	(0 of 22)
Jail Sergeant	556	15%	63%	15%	7%	0%	(0 of 27)
Deputy Sheriff	557	27%	14%	16%	43%	0%	(0 of 83)
Deputy Fire Marshal	557	33%	0%	0%	67%	0%	(0 of 3)
Sergeant	559	0%	8%	17%	75%	8%	(1 of 12)
Total Non-Exempt		40%	22%	9%	29%	<1%	(2 of 468)

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-Jail/Housing	570	0%	23%	23%	54%	0% (0 of 13)
Lieutenant- Patrol	571	0%	13%	0%	88%	0% (0 of 8)
Captain	572	13%	13%	38%	38%	0% (0 of 8)
Total Exempt		3%	17%	21%	59%	0% (0 of 29)

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

Position	Pay Grades	Quartile 1	Quartile 2	Quartile 3	Quartile 4
Dispatcher	551	1	4	7	11
Detention Officer	552	1	4	7	16
Court Officer & Deputy Constable	555	1	4	8	20
Jail Sergeant	556	5	10	14	20
Deputy Fire Marshal & Deputy Sheriff	557	3	6	9	16
Sergeant	559	-	<1	15	17
Lieutenant - Jail/Housing	570	-	10	11	21
Lieutenant - Patrol	571	-	1	-	23
Captain	572	2	9	9	22

RESPONSE TO ADEQUATE COMPENSATION QUESTION

40% of law enforcement employees who terminated in FY 2023 completed an exit interview.

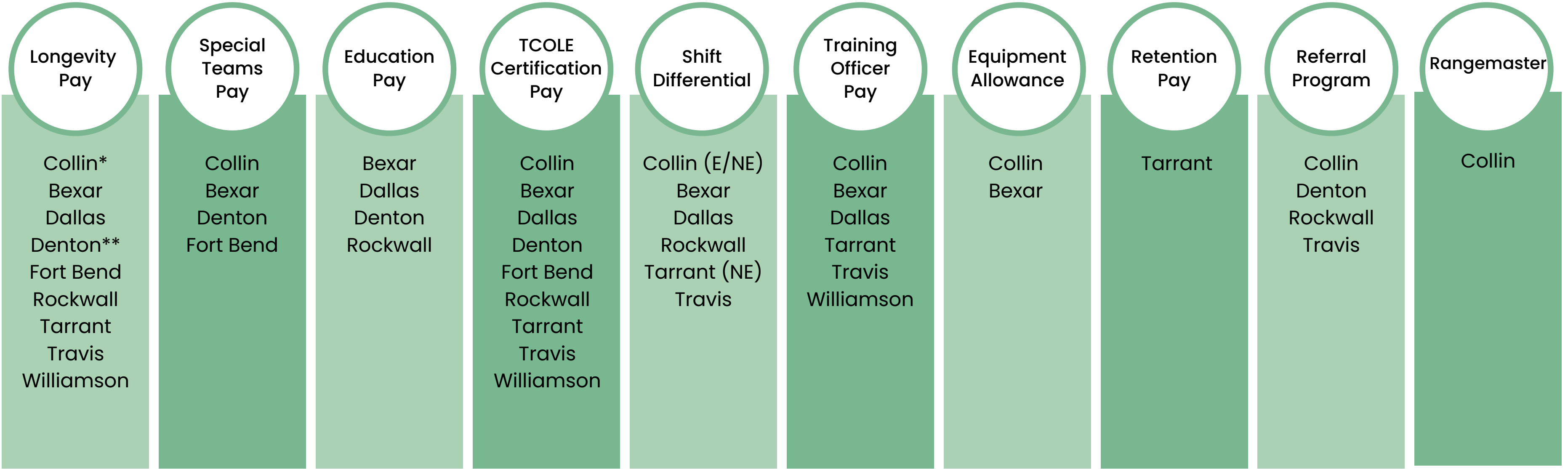
83% of survey respondents either agreed or strongly agreed that compensation was adequate for their position.

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

Position	Terminated Employees	Exit Interview Completed	Agree or Strongly Agree	Disagree or Strongly Disagree
Asst. Chief Deputy	1	0	-	-
Captain	1	-	-	-
Court Officer	2	2	2	0
Criminal Investigator	1	1	1	0
Deputy Chief Investigator (DA)	1	0	-	-
Deputy Constable	5	2	2	0
Deputy Sheriff	4	2	1	1
Deputy Sheriff - Recruit	1	0	-	-
Detention Officer	66	25	21	4
Dispatcher	6	3	2	1
Jail Sergeant	1	1	1	-
Total	89	36	30	6

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.

SUPPLEMENTAL PAY – COUNTIES

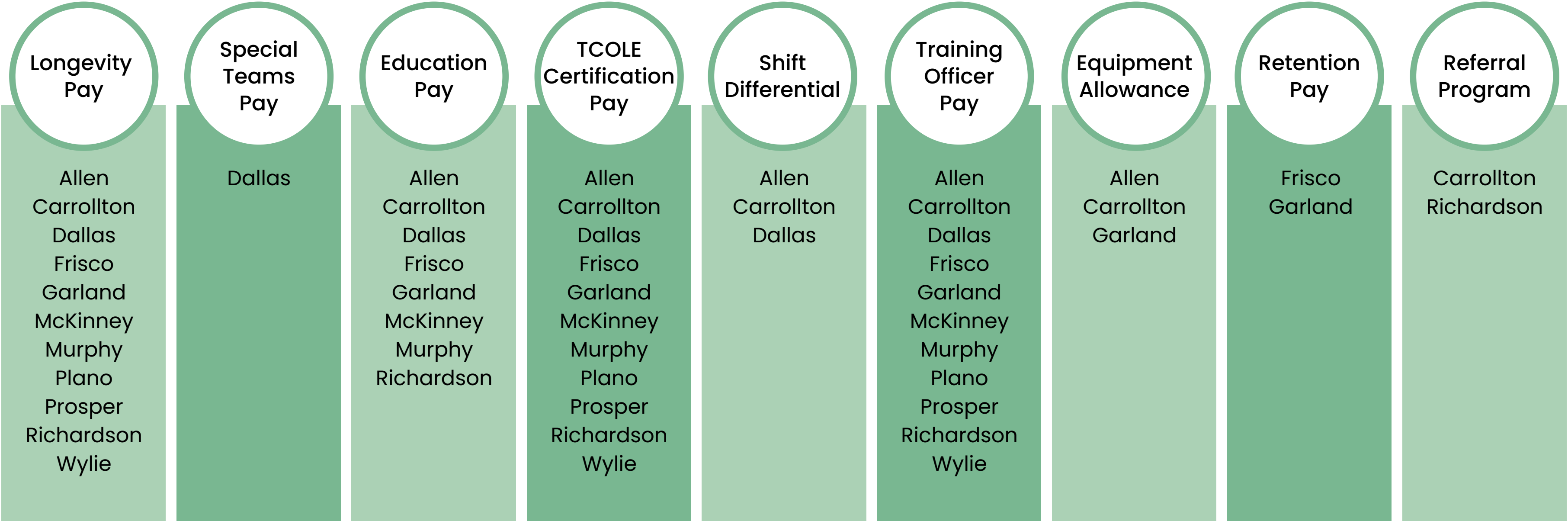
SPECIAL TEAMS PAY



★	COLLIN COUNTY	DRT, Honor Guard, TAC Team, TAC Dispatch
★	BEXAR COUNTY	ERT, SERT, SWAT, Negotiators, Supervisor Duty, Various Assignments
★	DENTON COUNTY	SWAT and SORT
★	FORT BEND COUNTY	Motorcycle

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, except for Retention).
- 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	\$260	\$228	25%
Education Pay	Associate's	-	\$86	\$50	\$72	60%
	Bachelor's	-	\$153	\$94	\$133	
	Master's	-	\$150	\$125	\$142	
TCOLE Certification Pay	Intermediate	\$55	\$67	\$60	\$63	100%
	Advanced	\$80	\$115	\$104**	\$110**	
	Master	\$125	\$168	\$150	\$160	
Training Officer Pay		\$100	\$191	\$135	\$170	85%
Shift Differential Pay		\$130	\$200	\$149	\$164	45%
Retention Pay		-	\$5,850	\$5,750	\$5,817	15%
Referral Program		\$250	\$775	\$563	\$633	30%
Rangemaster		\$417	-	\$417	\$417	5%

**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

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.
- FY 2024 - \$770.54 paid in 2 referral payments to employees.

FISCAL YEAR	ALL SO LEO TURNOVER	DETENTION TURNOVER	DEPUTY TURNOVER
2020	19%	27%	5%
2021	26%	37%	7%
2022	22%	32%	11%
2023	18%	27%	5%

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
2023	Retention Program ended August 9, 2021. The last payment was made on September 22, 2023.
2024	Detention Officer Position reclassified from salary grade 551 to 552. Commissioners Court approved supplement for any Detention Officer with an annual base salary under \$55,683.

SALARY RANKINGS FY 2024

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

Job Title	Minimum Ranking	Maximum Ranking
Jail / Housing		
Detention Officer	2 of 13	2 of 13
Jail Sergeant	4 of 11	4 of 11
Lieutenant - Jail/Housing	2 of 8	1 of 8
Support Services		
Dispatch	2 of 9	3 of 9
Operations		
Deputy Sheriff	7 of 17	4 of 17
Sergeant	7 of 8	3 of 8
Management		
Lieutenant - Patrol	5 of 6	3 of 6
Captain	4 of 5	2 of 5
Constable, Courts, Fire Marshal		
Deputy Constable	3 of 8	3 of 8
Court Officer	6 of 10	4 of 10
Deputy Fire Marshal	3 of 7	3 of 7

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 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	5 Year Average
Range Movement	4%	3%	3%	5%	7%	22%	4%
PFP Increase (avg)	3%	2%	3%	3%	4%	15%	3%

Non-Exempt	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	5 Year Total	5 Year Average
Range Movement	4%	3%	3%*	5%	7%	22%	4%
PFP Increase (avg)	3%	2%	3%	3%	4%	15%	3%

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

SALARY ADJUSTMENTS

FY 2024

Wage movement adjustments targeting the 75th percentile were applied to law enforcement salaries for current employees and vacant positions in the amount of approximately \$4,058,645. 83% of the total increases for law enforcement positions and salaries were in the Sheriff's Office.

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.



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.

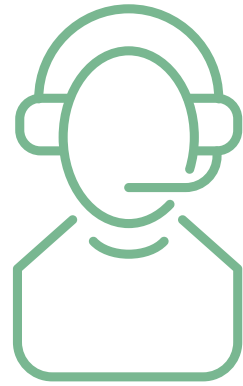


Projections for the upcoming year will be provided in a separate presentation.

DISPATCHER GRADE 551

26 Positions

24 Incumbents



- Average Length of Service: Five (5) Years
- Pay Range: \$49,762 - \$69,667



- Seven (7) incumbents (29%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

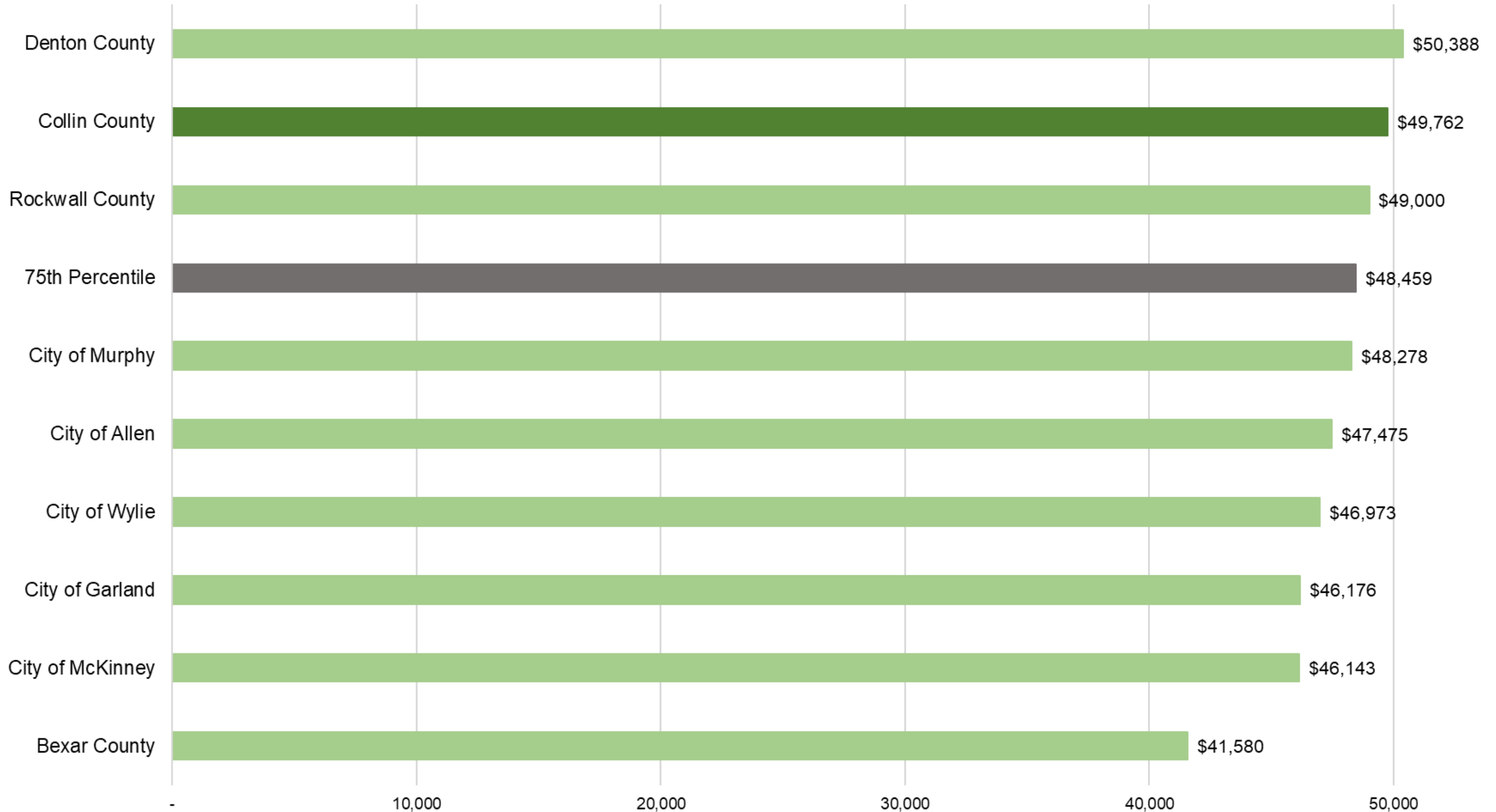
Minimum Salary

2nd out of 9
3% over the
75th percentile

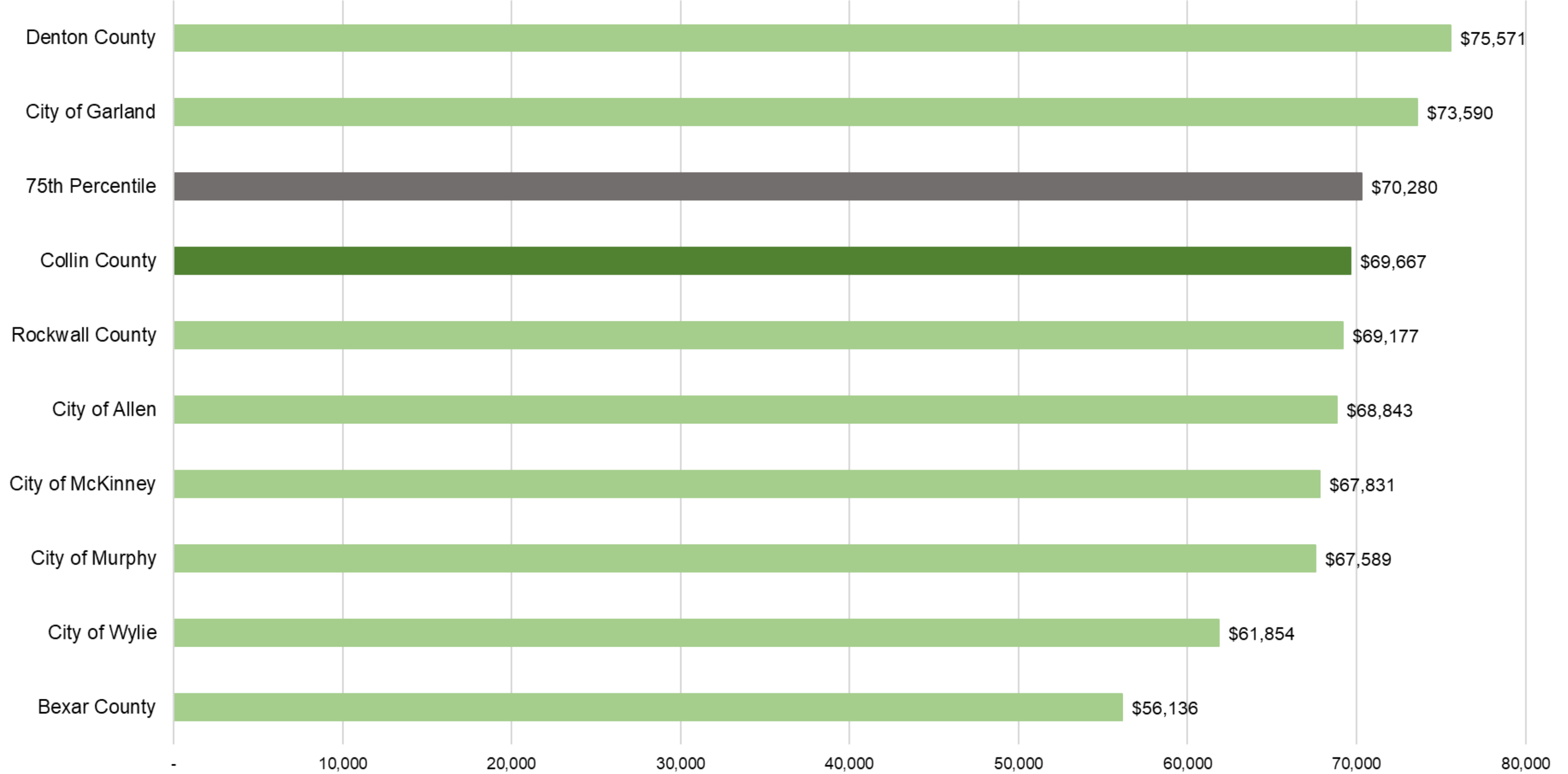
Maximum Salary

3rd out of 9
1% under the
75th percentile

DISPATCHER MINIMUMS FY 2024



DISPATCHER MAXIMUMS FY 2024



DETENTION OFFICER

GRADE 552*

*FY 2024 - Detention Officers moved from pay range 551 to 552.

\$ Pay Range: \$53,245 - \$74,544

- 48 incumbents (17%) are in the top quartile of the pay range.
- 1 incumbents (<1%) are at the pay grade maximum.

Minimum Pay

2nd out of 13

4% over the
75th percentile

Maximum Pay

2nd out of 13

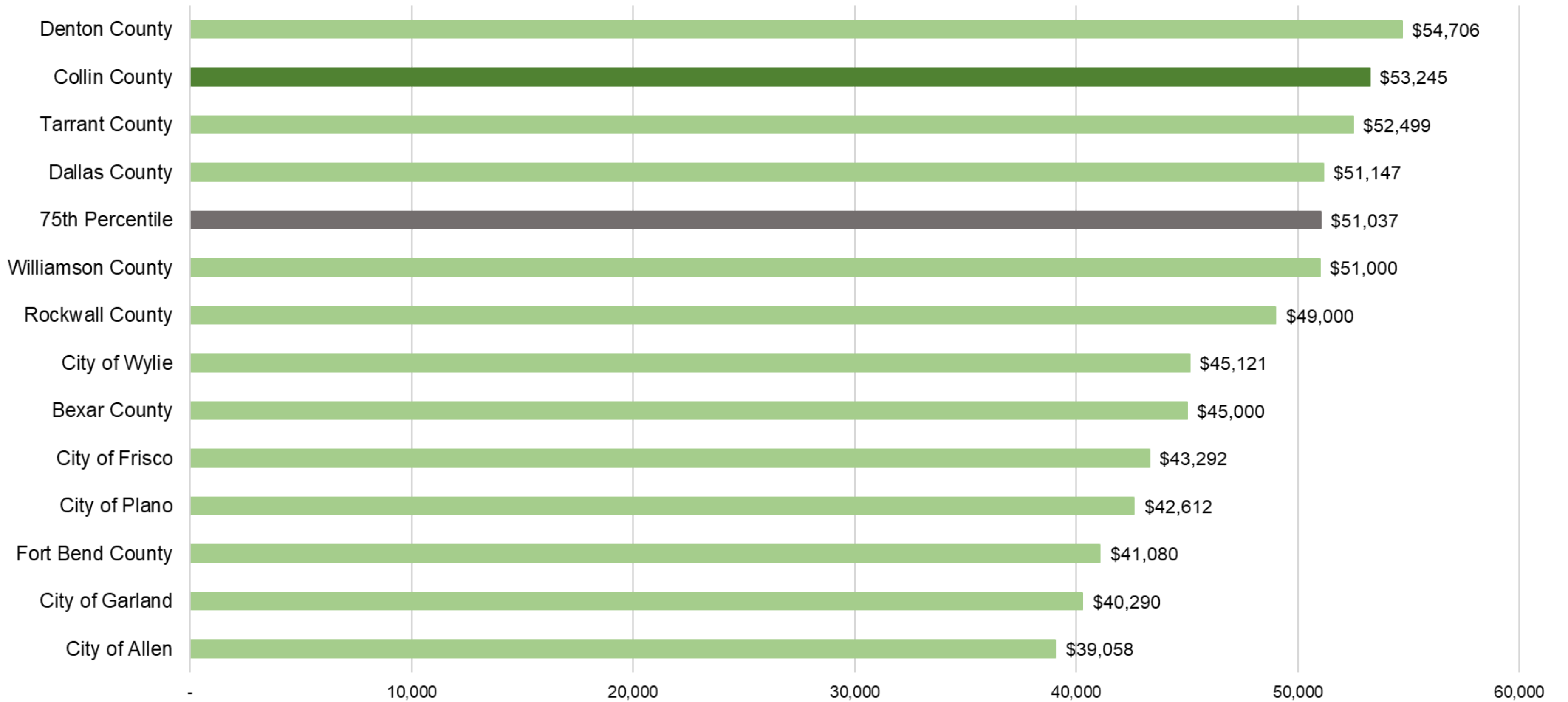
5% over the
75th percentile

295
Full Time
Positions

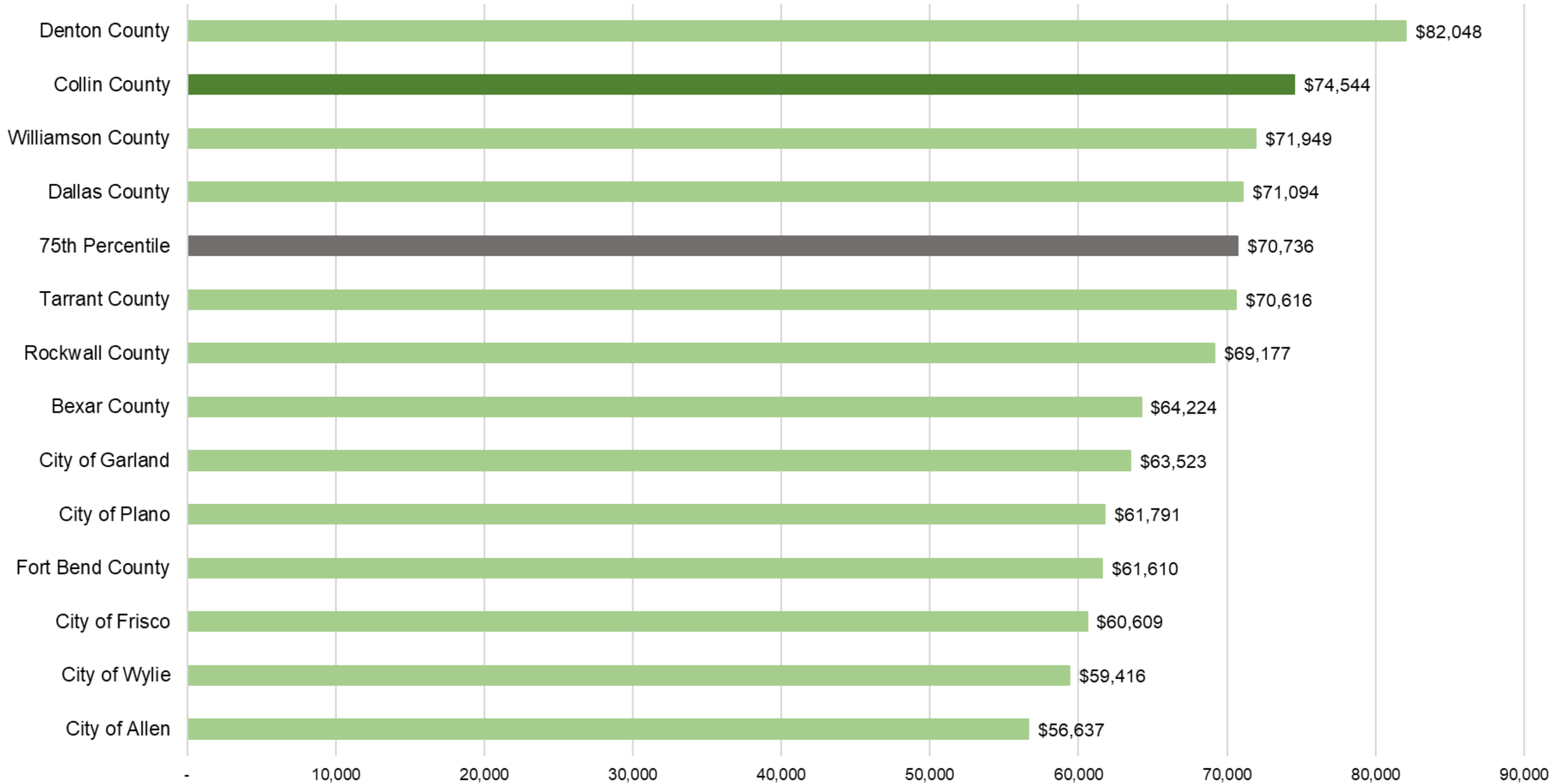
275
Incumbents

Average Length
of Service:
5 Years

DETENTION OFFICER MINIMUMS FY 2024

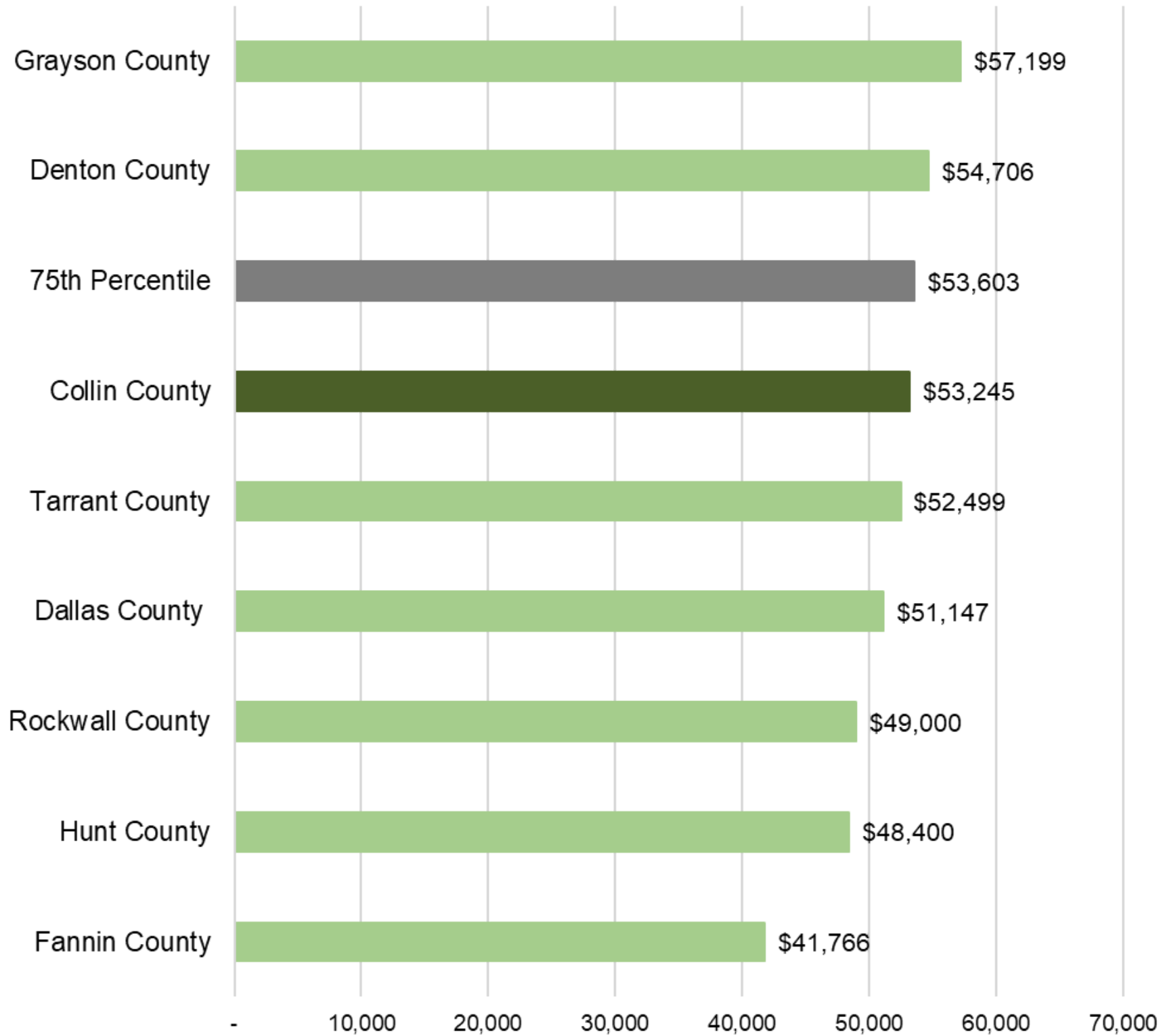


DETENTION OFFICER MAXIMUMS FY 2024

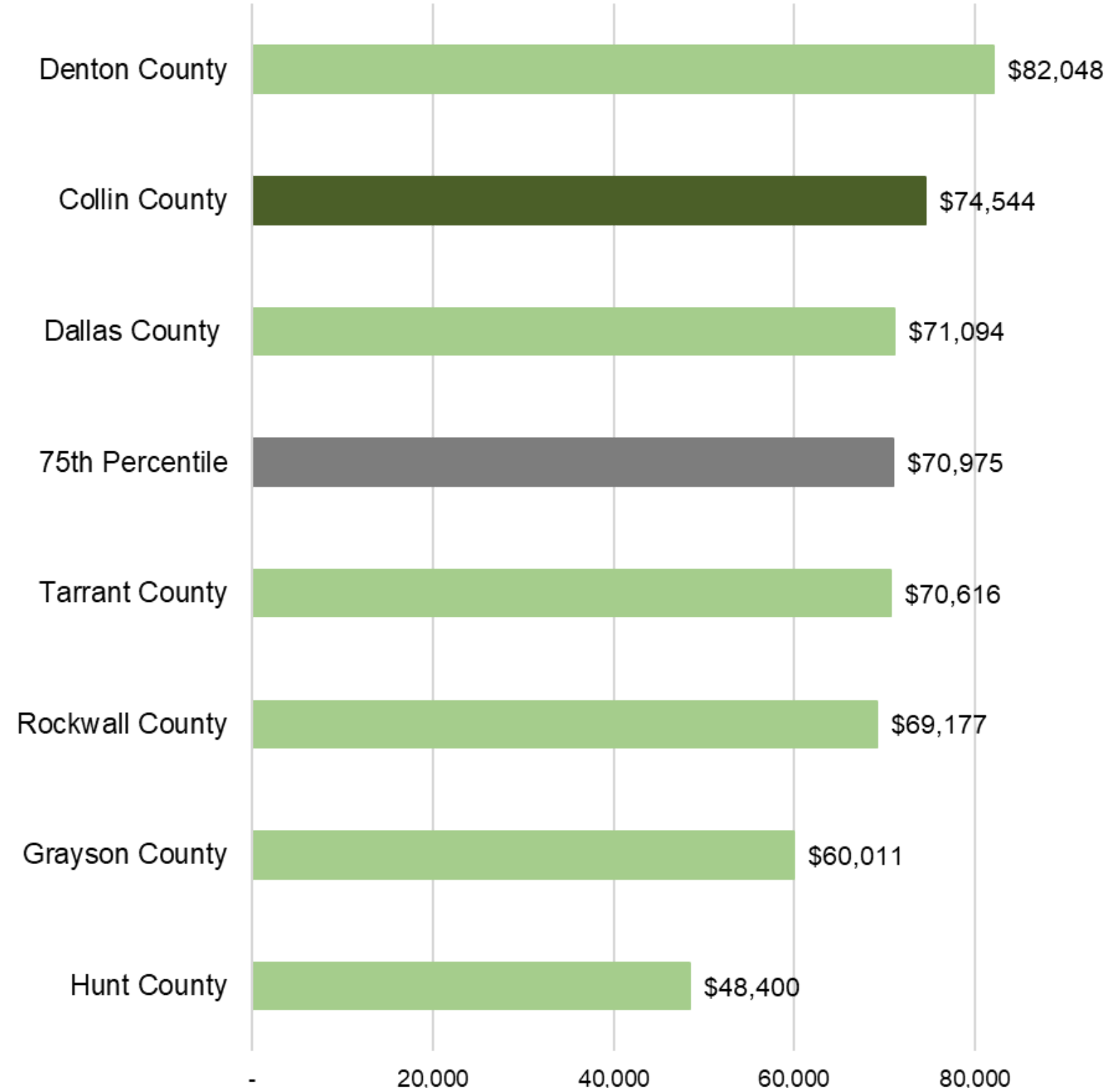


DETENTION OFFICER CONTIGUOUS FY 2024

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.

JAIL SERGEANT GRADE 556



Positions

- 27 incumbents
- 4 incumbents (15%) are in the first quartile of the pay range.
- All incumbents are under the pay grade maximum.

Minimum Salary

4th out of 11
1% under the 75th percentile

Maximum Salary

4th out of 11
1% under the 75th percentile

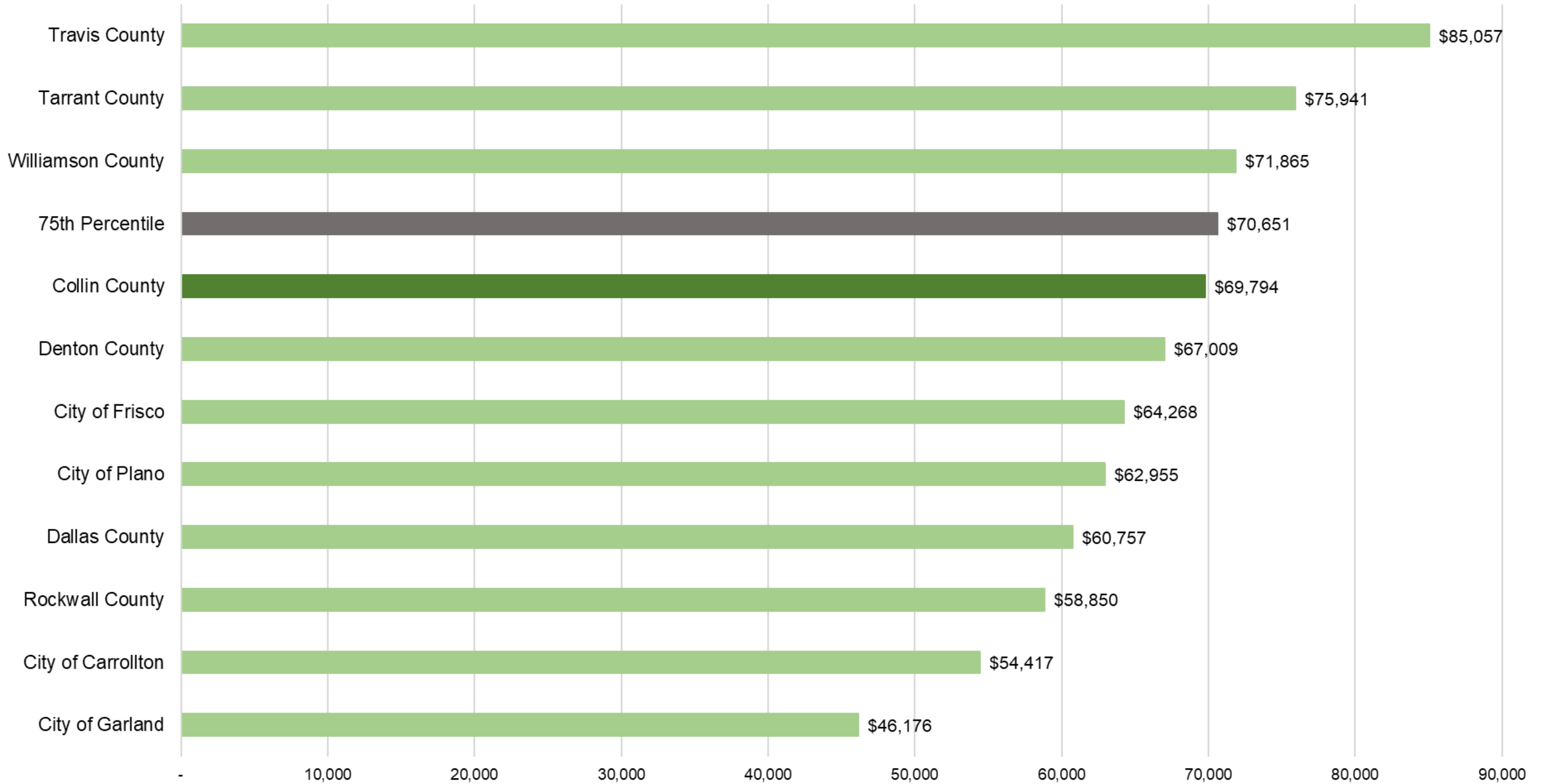


Average Length of Service: Ten (10) Years

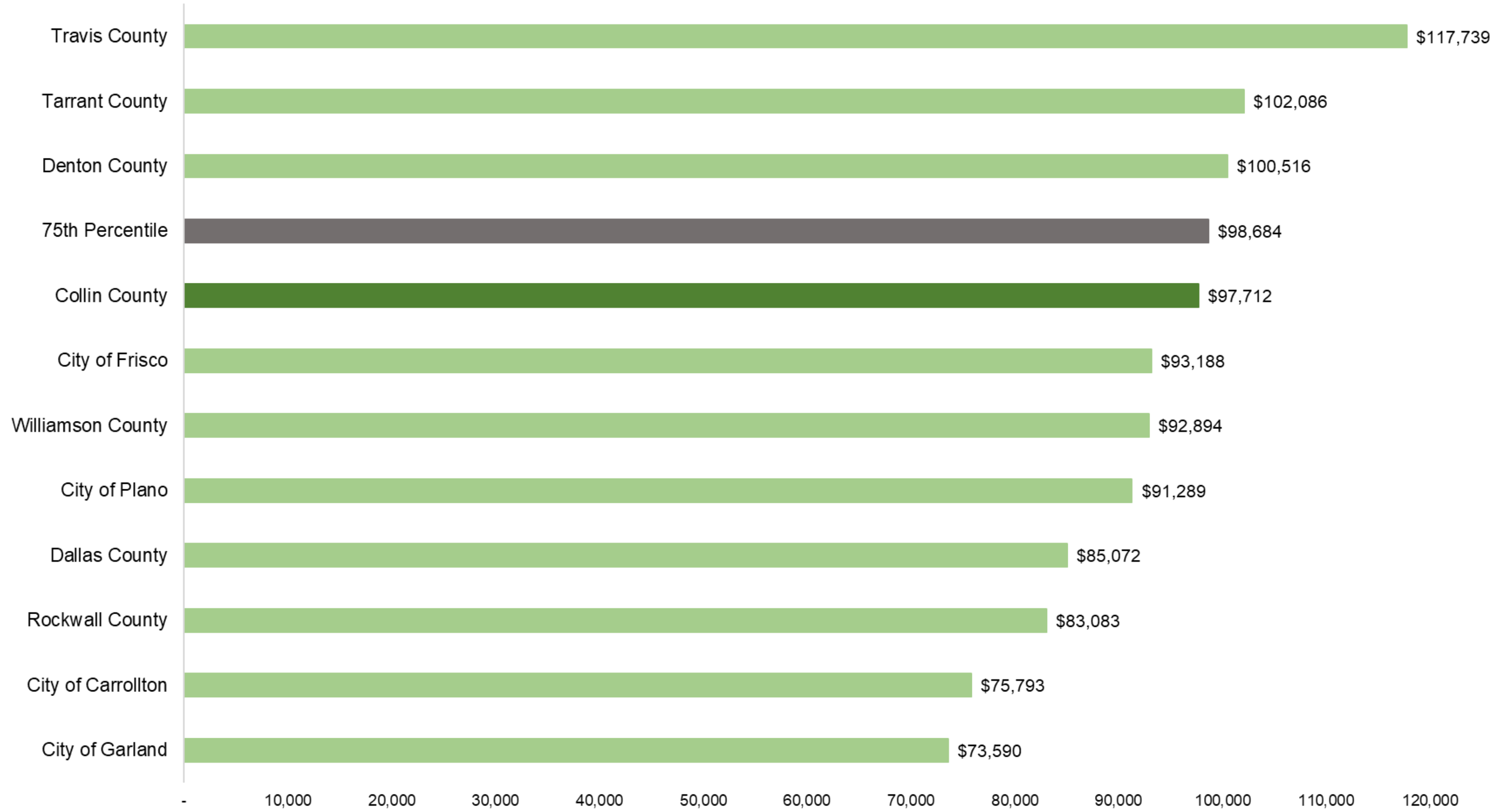


Pay Range: \$69,794 to \$97,712

JAIL SERGEANT MINIMUMS FY 2024



JAIL SERGEANT MAXIMUMS FY 2024



DEPUTY SHERIFF – GRADE 557*

96
Budgeted Positions

83
Licensed
Incumbents

Licensed Incumbents are assigned to various groups:
Patrol (48), Criminal Investigations (7), Support Services (9),
Special Operations (9), Professional Standards (5), Crimes
Against Children (3), and Child Exploitation Unit (2).

Average Length of Service:

Ten(10)
Years

Minimum Salary

7th out of 17
8% below the
75th percentile

Maximum Salary

4th out of 17
4% above the
75th percentile

Pay Range:

\$74,680
to
\$104,551

Deputy Sheriff – Recruit

- Positions are budgeted within the 96 Deputy Sheriff positions and remain in grade 557 as Deputy Sheriff unless an unlicensed candidate is hired.
- Three (3) of the Deputy Sheriff positions have been temporarily reclassified to Deputy Sheriff Recruit until the incumbents earn their license. (as of May 2024)

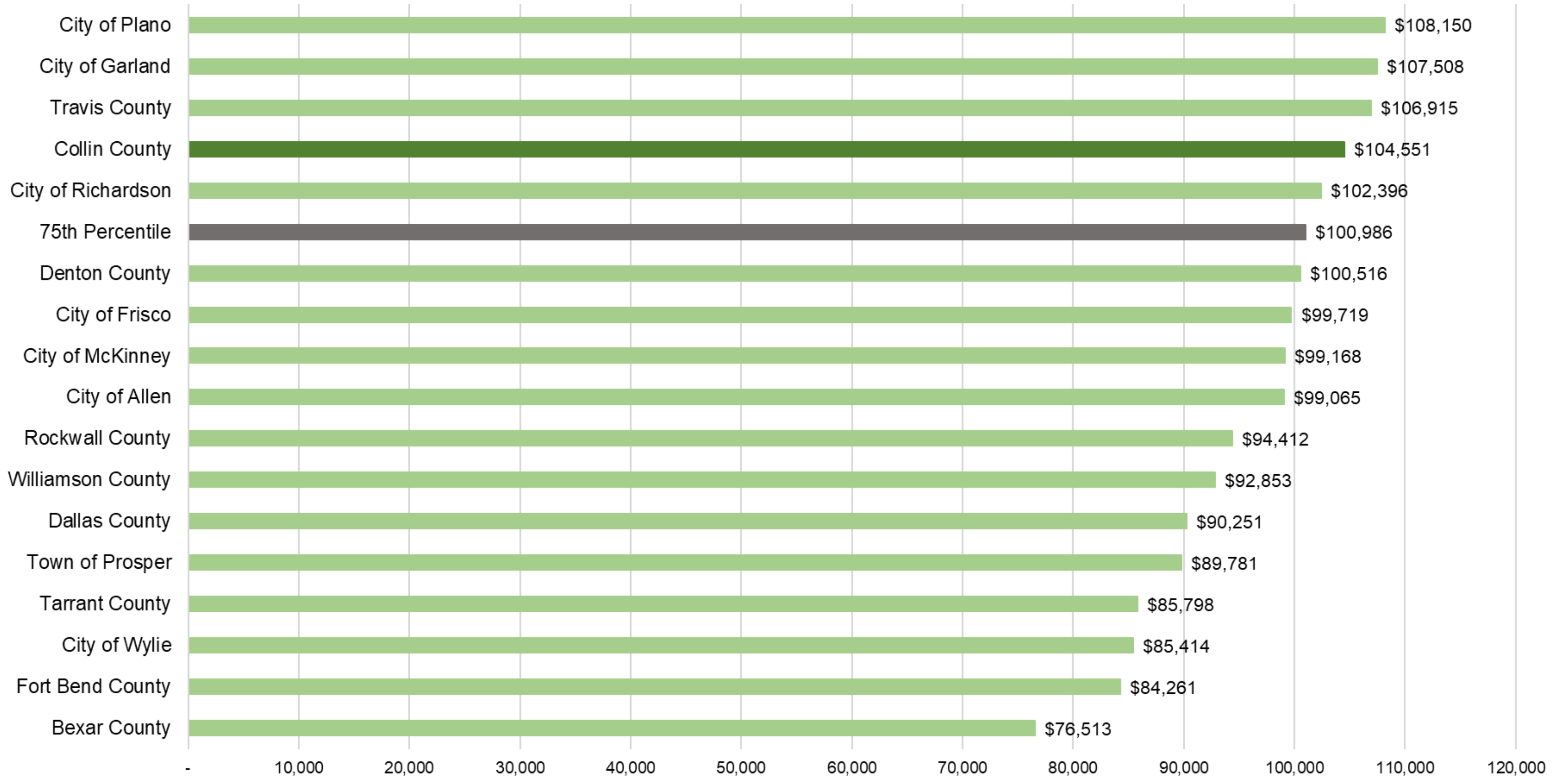
- 36 incumbents (43%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

*FY 2024 – Deputy Sheriff moved from pay range 556 to 557.

DEPUTY SHERIFF MINIMUMS FY 2024

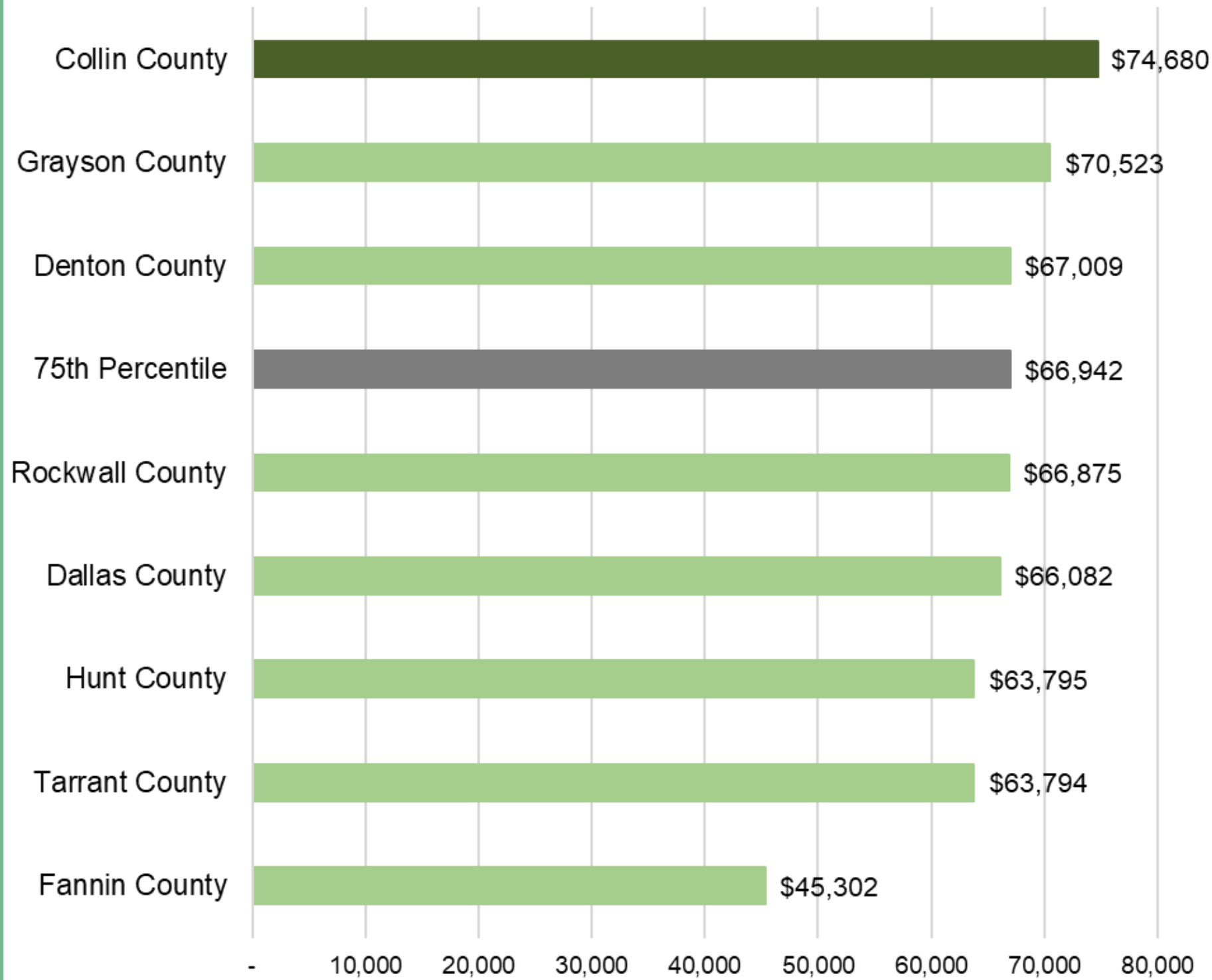


DEPUTY SHERIFF MAXIMUMS FY 2024

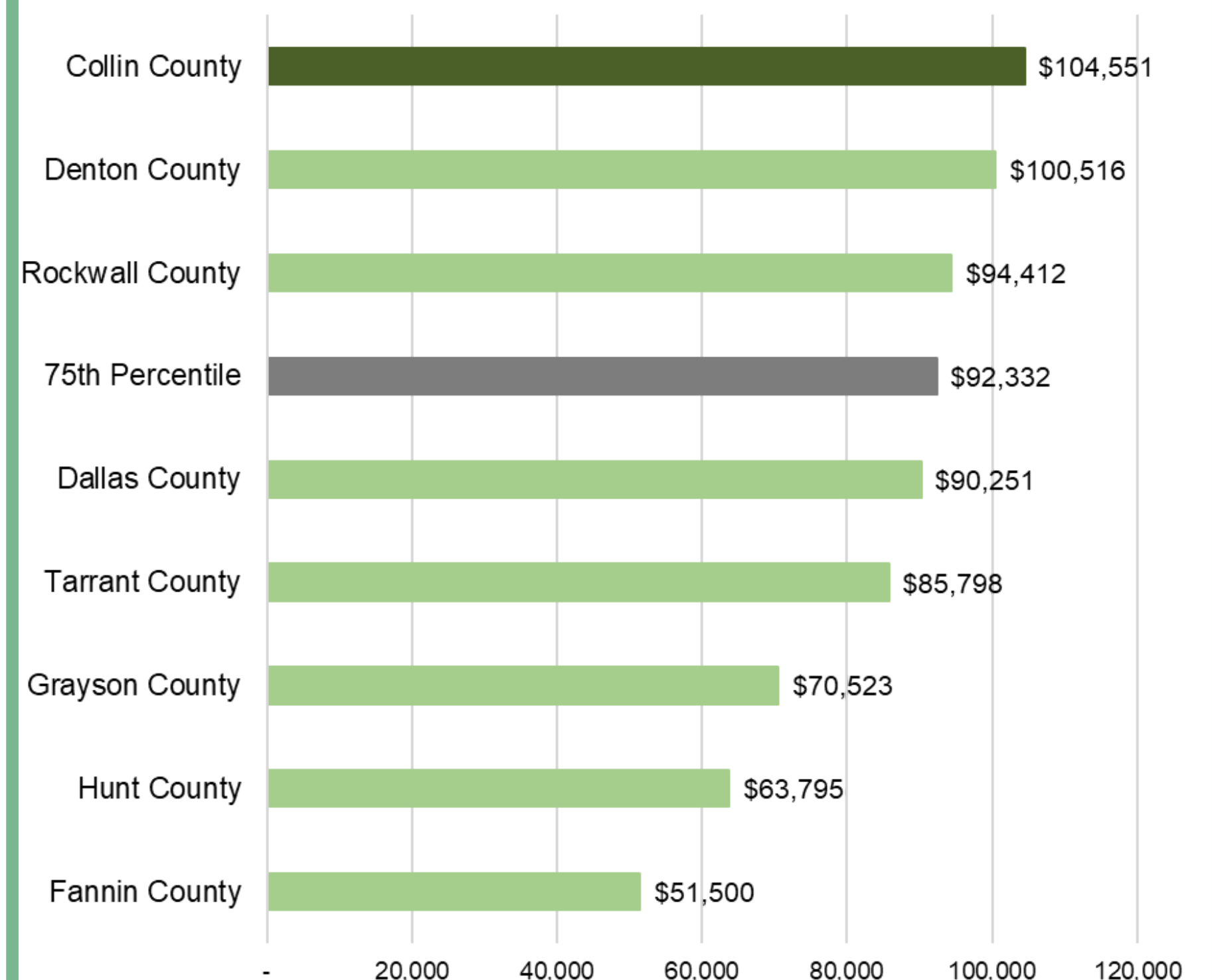


DEPUTY SHERIFF CONTIGUOUS FY 2024

MINIMUM SALARY



MAXIMUM SALARY



SERGEANT – GRADE 559*

Thirteen
Positions

Twelve
Incumbents

Pay Range: \$85,501 to \$119,701
Average Length of Service: 15 Years

- Nine (9) incumbents (75%) are in the top quartile of the pay range.
- One (1) incumbents (8%) are currently at the pay grade maximum.

Maximum Pay

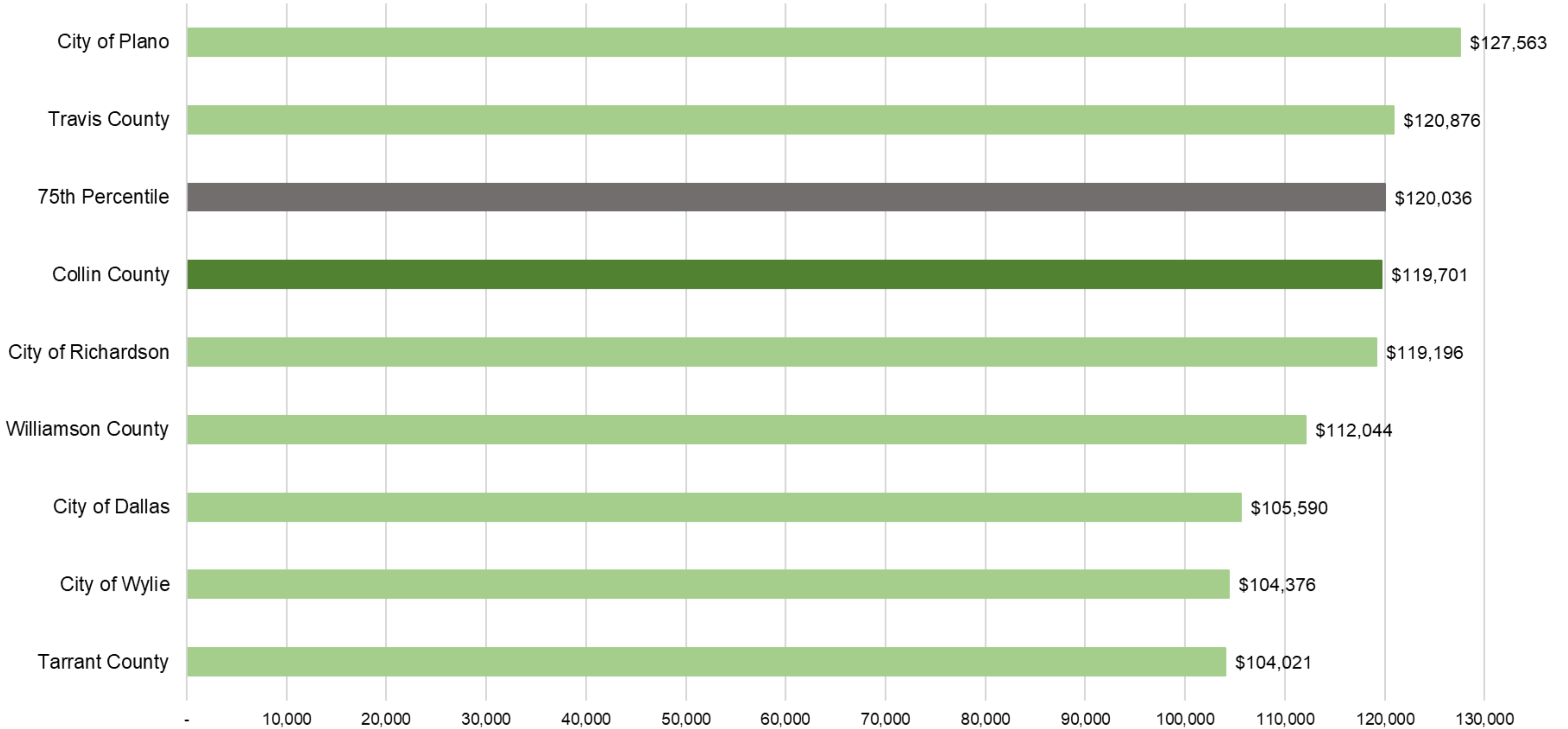
3rd out of 8

0% from the 75th percentile

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

*FY 2024 – Sergeant moved from pay range 558 to 559.

SERGEANT MAXIMUMS FY 2024



LIEUTENANT (JAIL/HOUSING) – GRADE 570

14

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



Average Length of Service: 16 Years



Pay Range: \$89,776 to \$125,686



13 incumbents

- Main Jail Housing
- Admissions & Release
- Court Holding/Transfer
- Detention Administration
- Detention Services

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

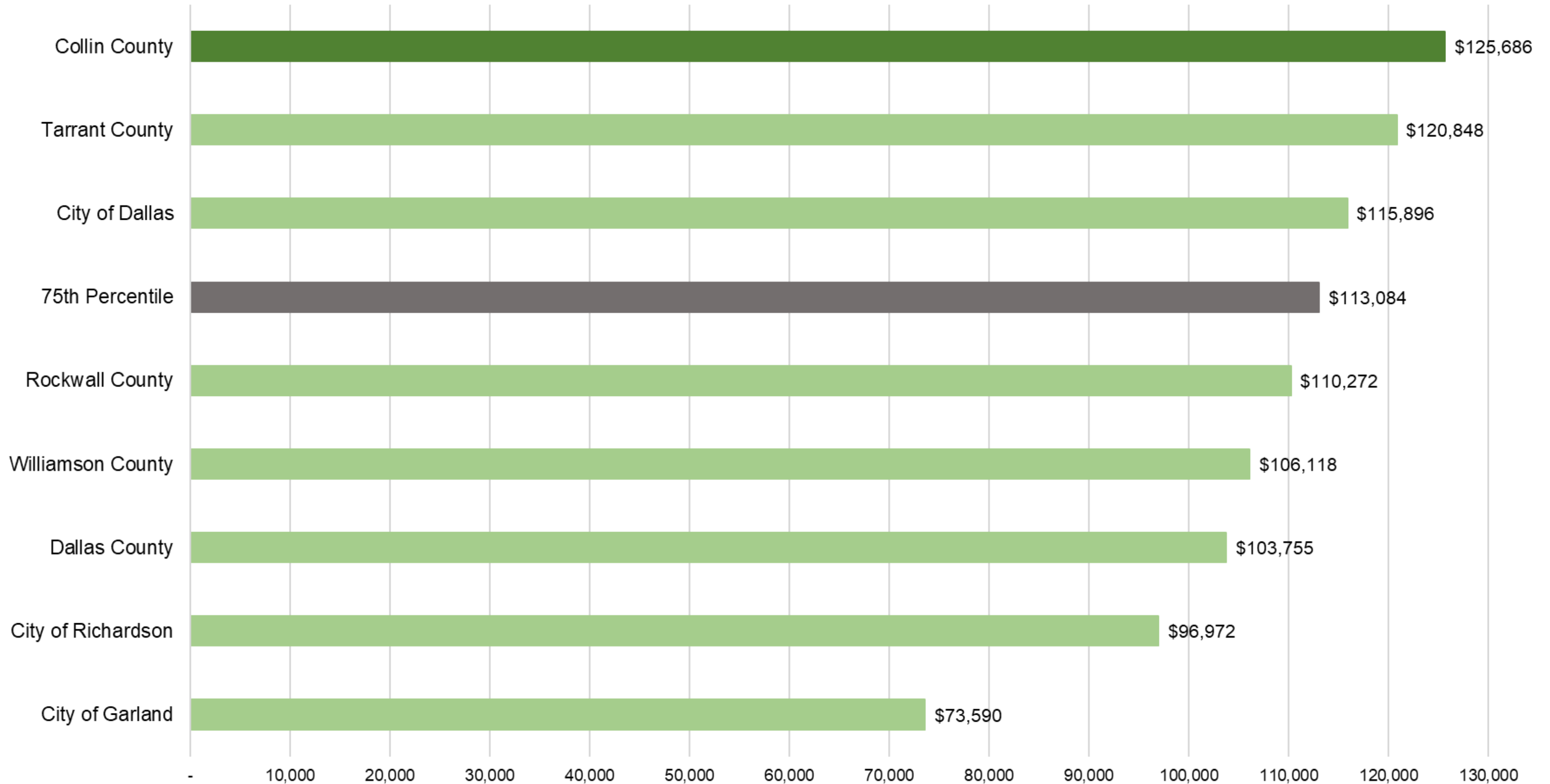
- 7 incumbents (54%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

Maximum Pay

1st out of 8

11% above the 75th percentile

LIEUTENANT (JAIL/HOUSING) MAXIMUMS FY 2024



LIEUTENANT (PATROL) – GRADE 571*



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

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



Average Length of Service: 20 Years



Pay Range: \$96,060 to \$134,484



Eight (8) incumbents

- Child Advocacy Center
- Criminal Investigation Unit
- Patrol
- Professional Standards Section
- Special Operations
- Support Services

- 7 incumbents (88%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

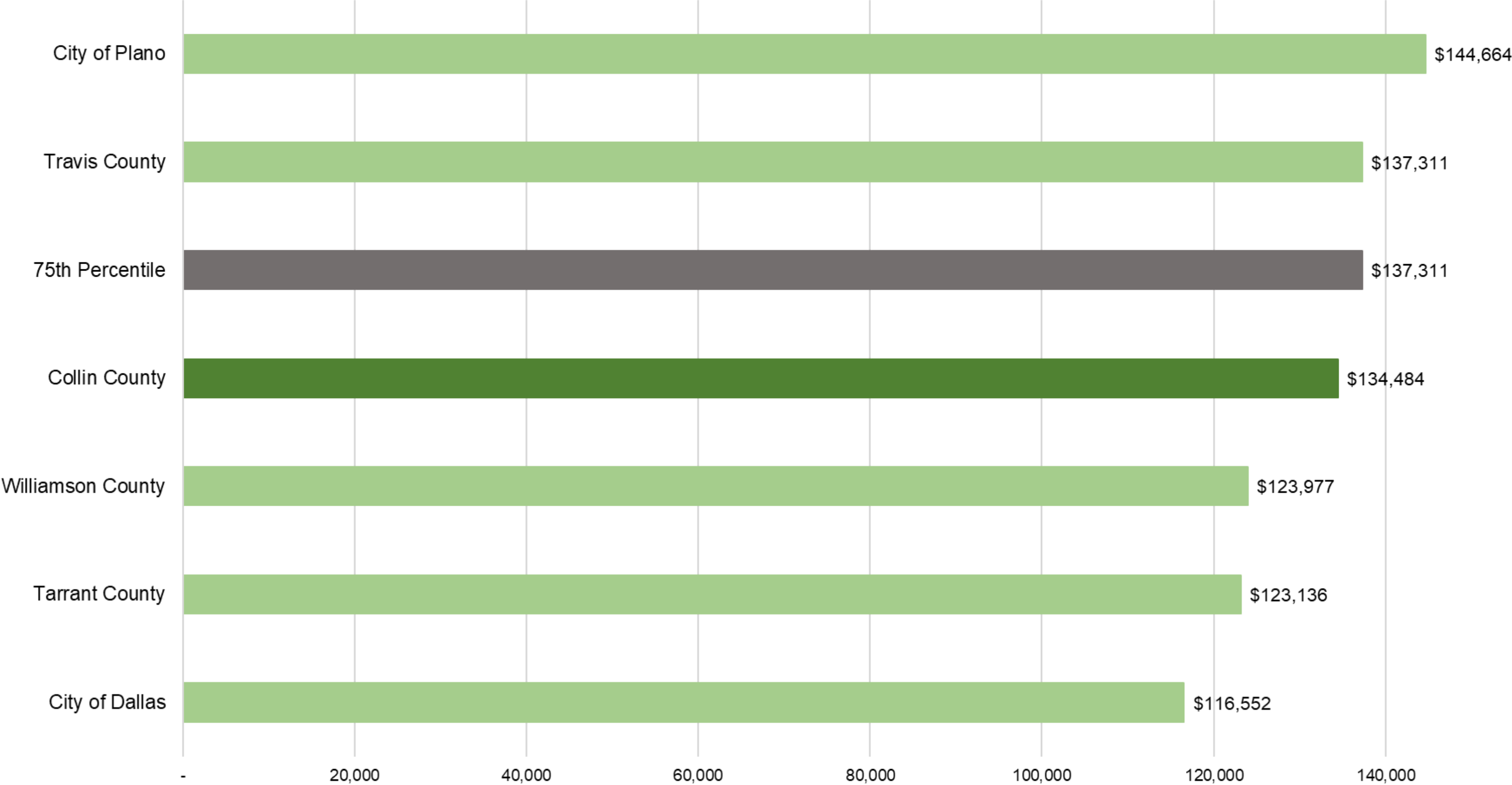
Maximum Pay

3rd out of 6

2% below the 75th percentile


*FY 2024 – Lieutenant moved from pay range 570 to 571.


LIEUTENANT (PATROL) MAXIMUMS FY 2024



CAPTAIN – GRADE 572



 Average Length of Service: 13 Years

 Pay Range: \$102,784 to \$143,898

★ Three (3) out of eight(8) incumbents are in the top quartile of the pay range (38%).

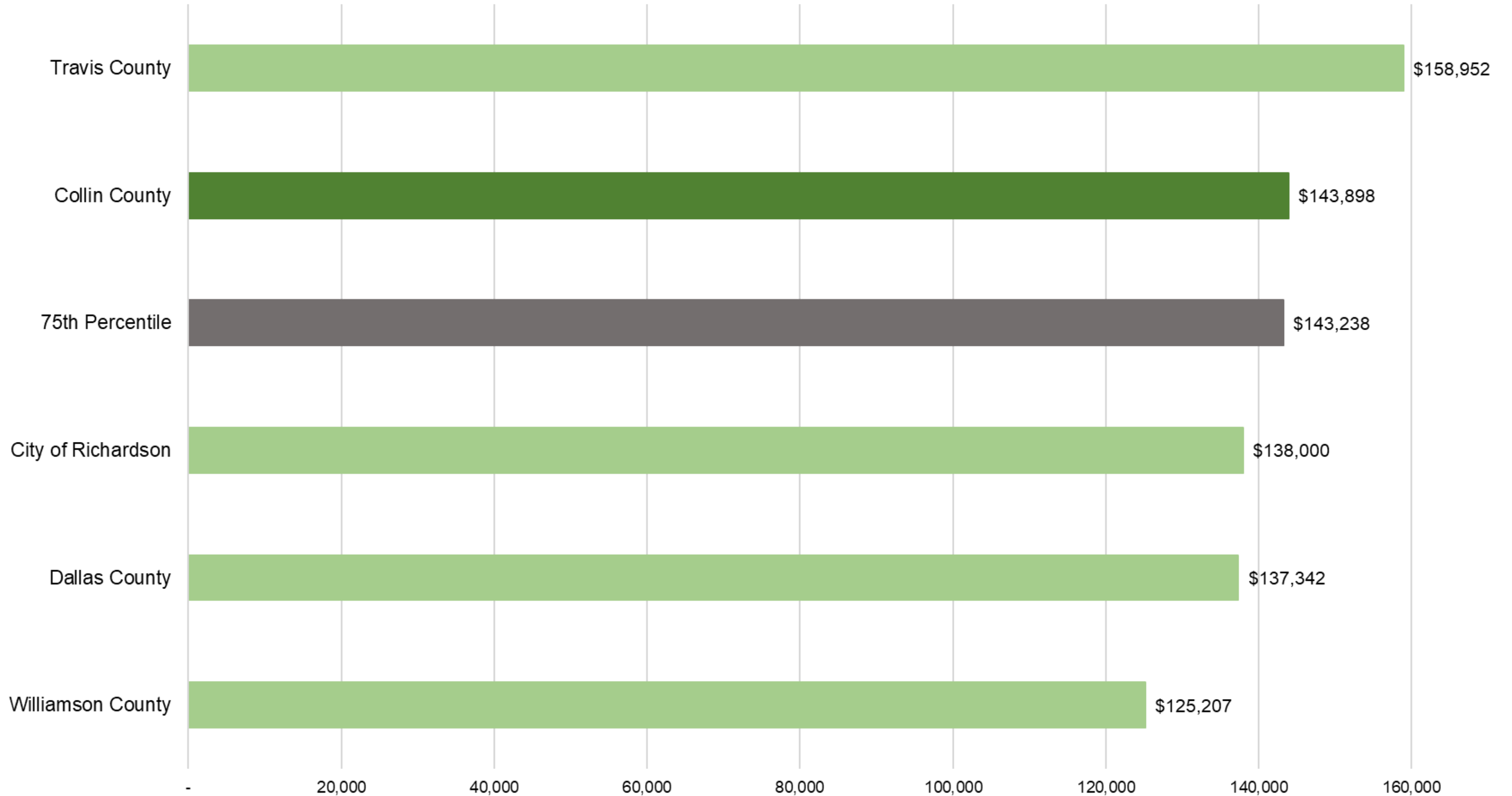
★ All eight (8) incumbents are under the pay grade maximum.

Maximum Pay

2nd out of 5
0% from the
75th percentile

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

CAPTAIN MAXIMUMS FY 2024



Comparison set includes Travis County, which has a significantly higher maximum than the rest of the comparison set.

DEPUTY CONSTABLE – GRADE 555

23

Positions

22

Incumbents

 Average Length of Service: 11 Years

 Pay Range: \$65,228 to \$91,319

Minimum
Pay

3rd out of 8

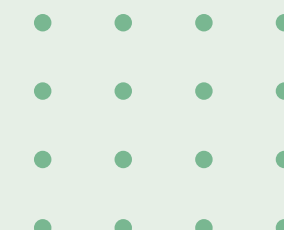
0% from the 75th percentile

Maximum
Pay

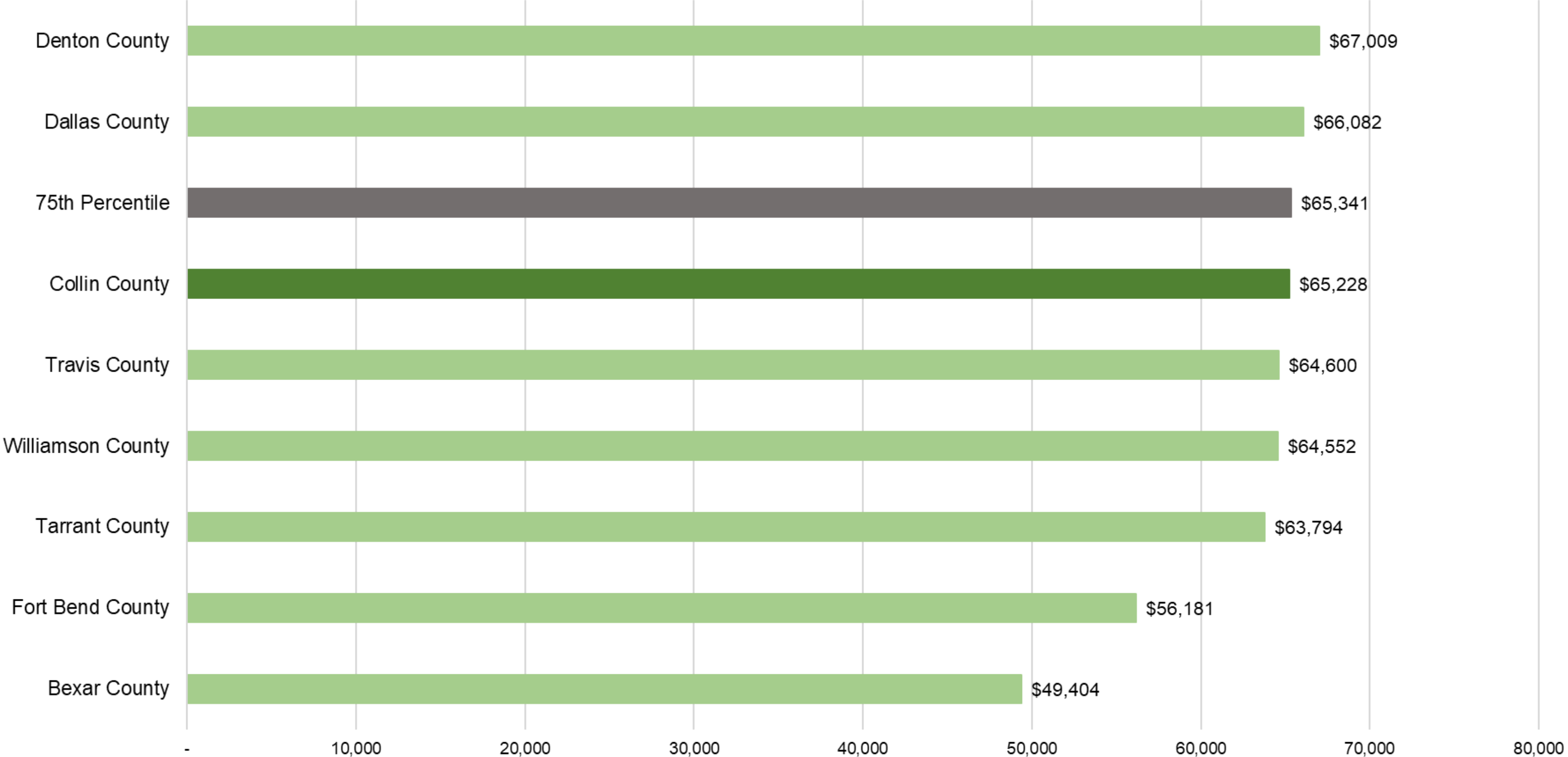
3rd out of 8

0% from the 75th percentile

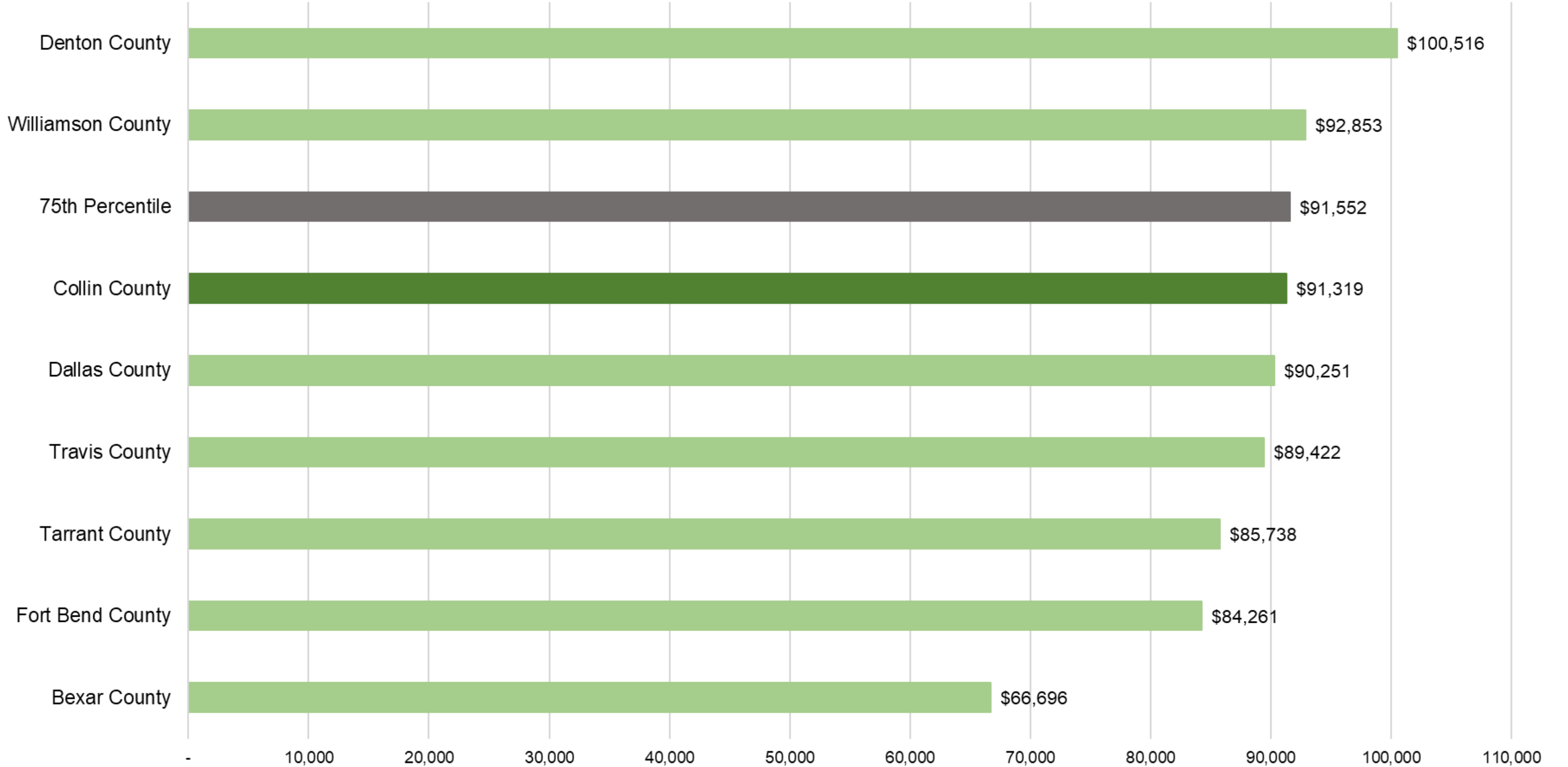
- Twelve incumbents (55%) are in the top quartile of pay.
- All incumbents are under the pay grade maximum.
- Per Commissioners Court vote in January 2024, removed all city comparable entities for the Deputy Constable position.



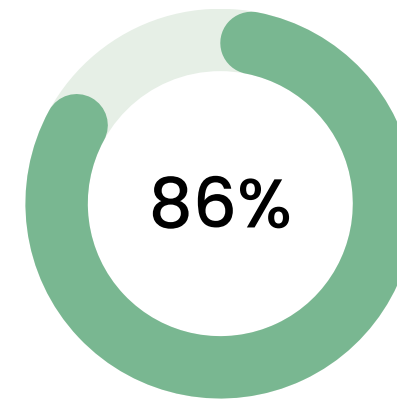
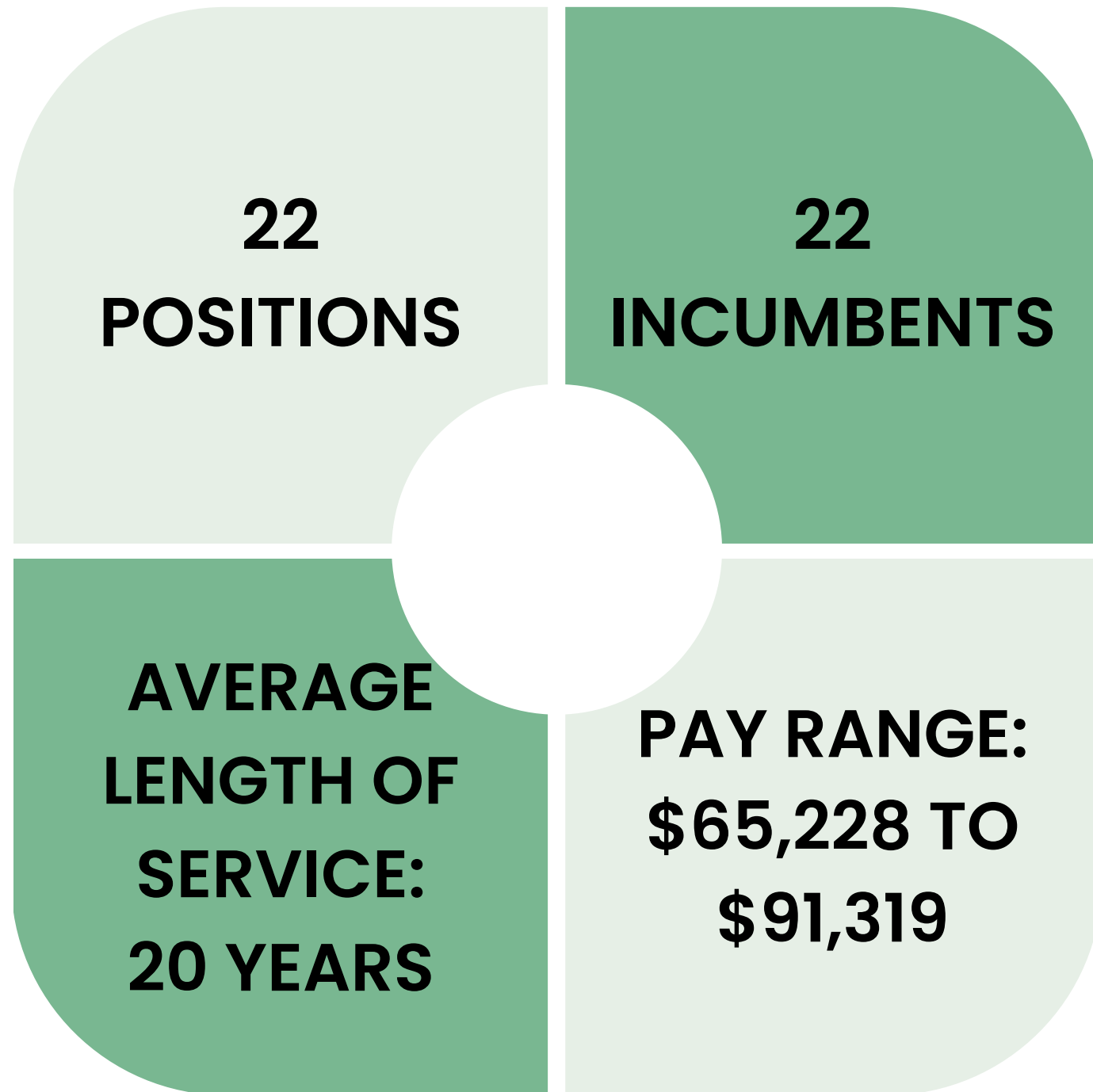
DEPUTY CONSTABLE MINIMUMS FY 2024



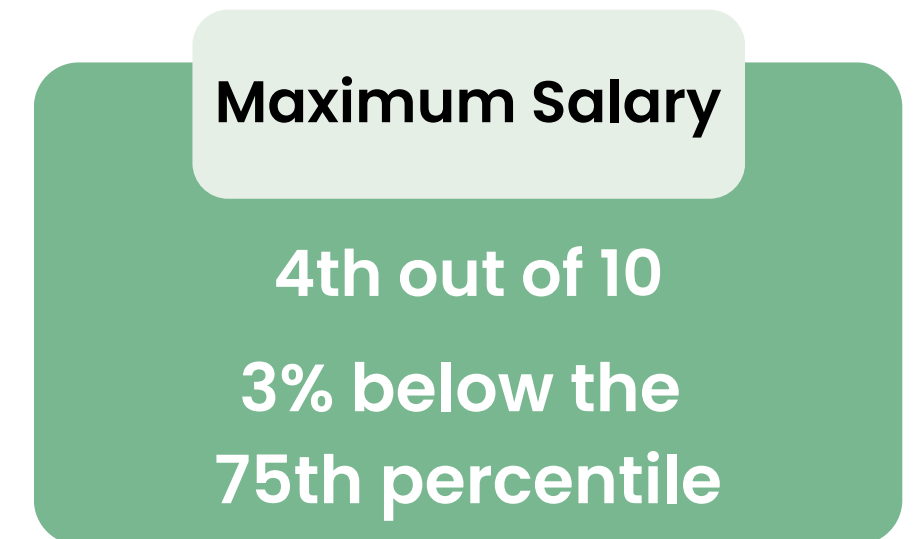
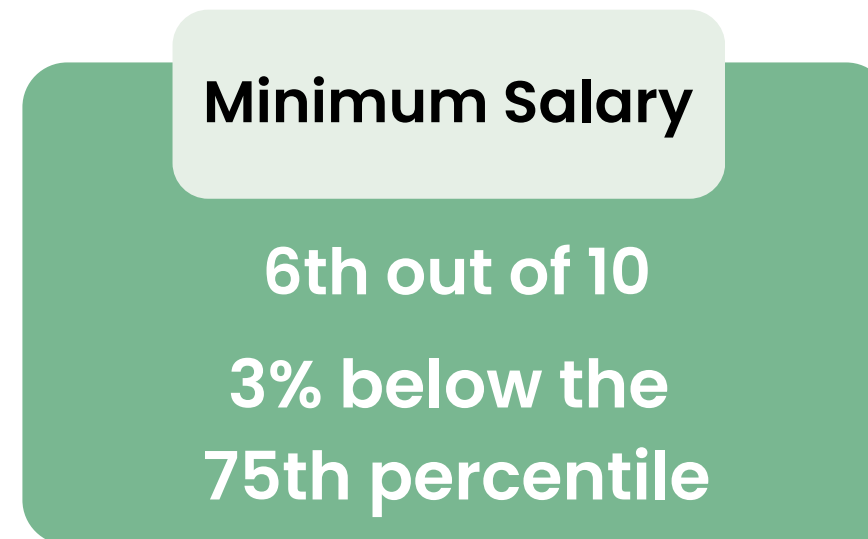
DEPUTY CONSTABLE MAXIMUMS FY 2024



COURT OFFICER – GRADE 555*

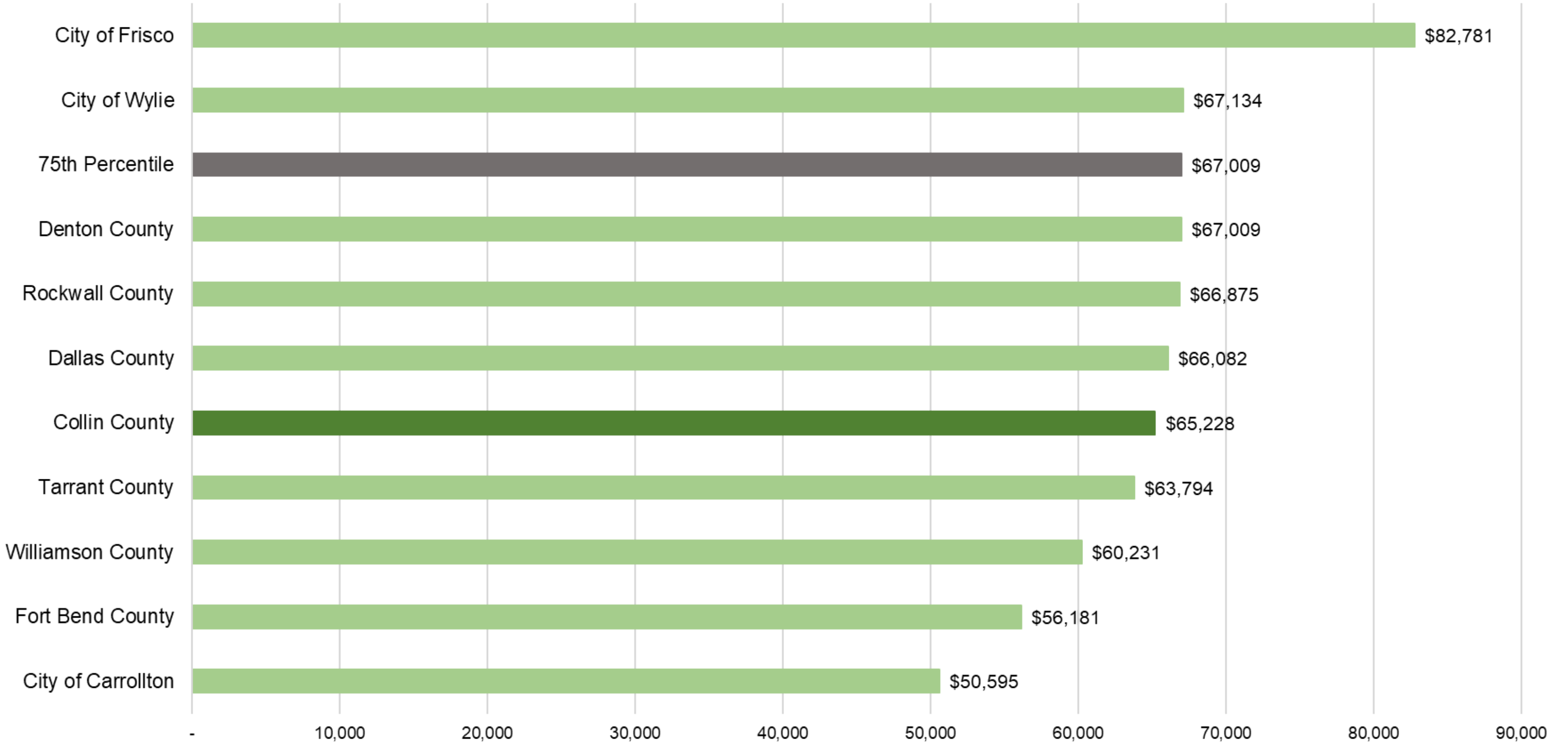


19 incumbents (86%) are in the top quartile of the pay range. All incumbents are under the pay grade maximum.

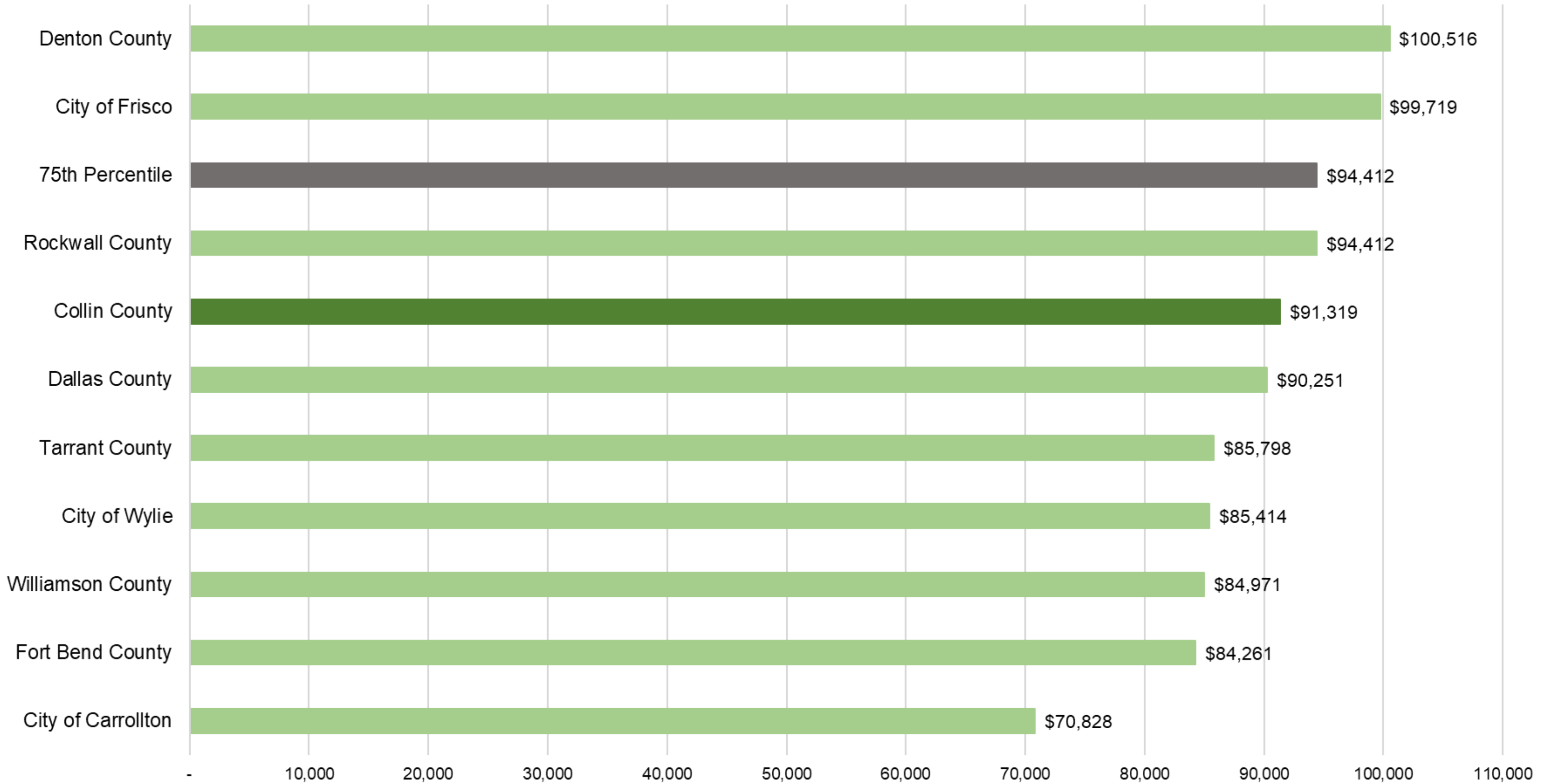


*FY 2024 – Court Officer moved from pay range 554 to 555.

COURT OFFICER MINIMUMS FY 2024



COURT OFFICER MAXIMUMS FY 2024



DEPUTY FIRE MARSHAL- GRADE 557

Four (4) Positions

Average Length of Service:
Six (6) Years

Pay Range:
\$74,680 to \$104,551

Two (2) of the three (3) incumbents (67%) are in the top quartile of the pay range. All are below max.

MINIMUM SALARY

3rd out of 7

4% below the
75th percentile

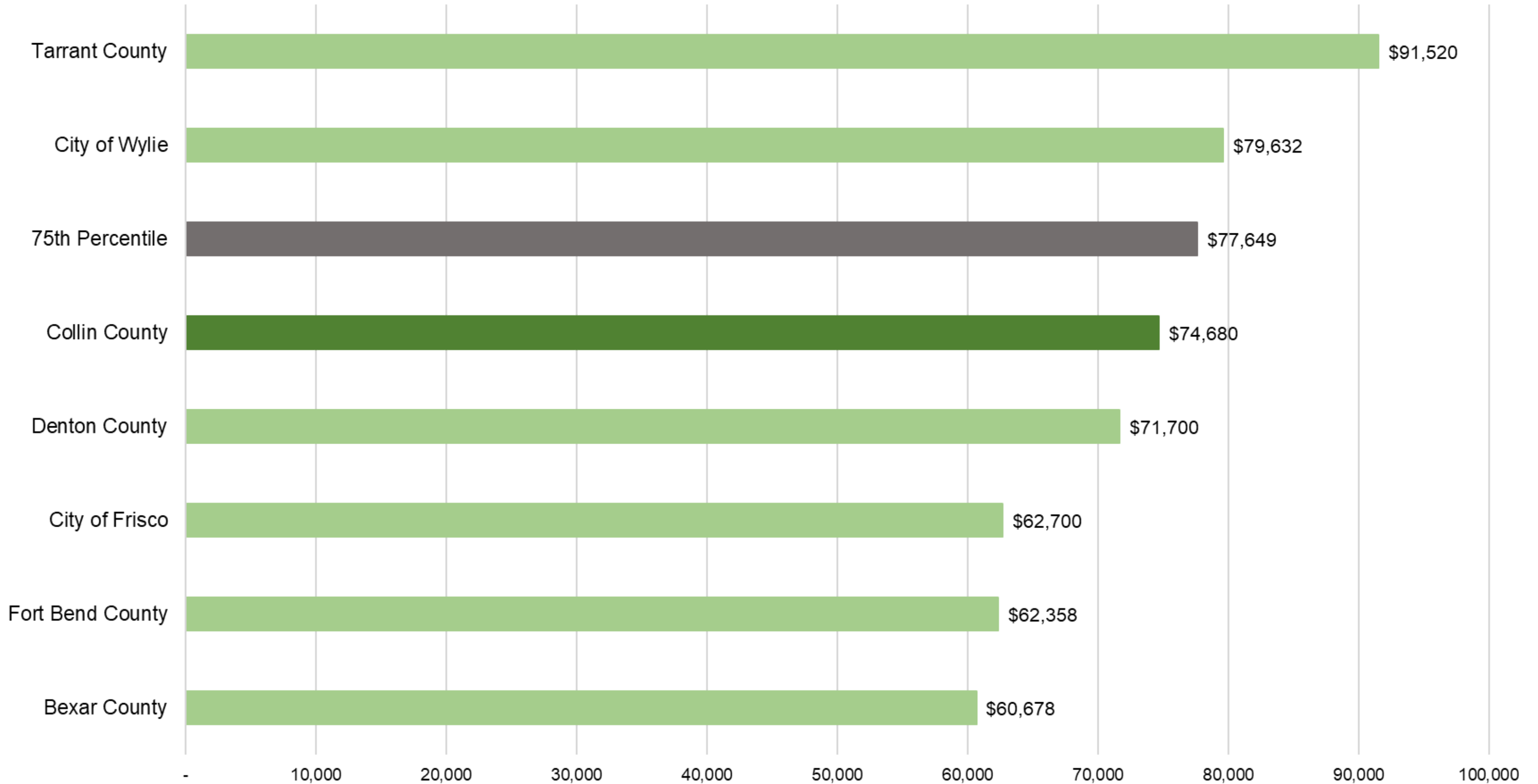
MAXIMUM SALARY

3rd out of 7

0% from the
75th percentile

Three (3) Incumbents

DEPUTY FIRE MARSHAL MINIMUMS FY 2024



DEPUTY FIRE MARSHAL MAXIMUMS FY 2024

