

# **FY 2026 Law Enforcement Compensation**



# GENERAL INFORMATION

Salary increase recommendations will be made in a separate presentation.  
Information in this presentation is as of January 2025, 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	

\*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 2020 through FY 2025.

## 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

- Changed one (1) Courthouse Deputy position to a JJAEP Officer in the Juvenile Department

## October 2024

- Added 41 Detention Officer positions.

# TURNOVER SUMMARY

Category	FY 2023 Turnover	FY 2024 Turnover	Change from FY 2023*	FY 2025 Projected
Collin County (all departments)	15%	14%	-1%	15%
Collin County Law Enforcement				
All Law Enforcement positions	17%	14%	-3%	17%
Law Enforcement positions*, excluding Detention Officer	9%	8%	-1%	8%
Sheriff's Office Law Enforcement				
All SO Law Enforcement positions	18%	13%	-5%	18%
Sheriff's Office LE positions*, excluding Detention Officer	19%	14%	-5%	18%
Detention Officer positions	27%	19%	-8%	27%
DA, Constable, Fire Marshal & Courts				
All Non-SO Law Enforcement positions*	15%	13%	-2%	16%

2025 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. Projection as of May 2025. Difference is rounded to the nearest whole number.

\*Only includes benchmarked positions.

# BENCHMARK POSITION

# TURNOVER

Title	2022 Turnover %	2023 Turnover %	2024 Turnover %	2025 Projected Turnover %
Sheriff's Office – Jail				
Detention Officer	32%	27%	19%	27%
Jail Sergeant	7%	4%	4%	0%
Sheriff's Office – Operations				
Deputy Sheriff	11%	5%	2%	3%
Sergeant	0%	0%	16%	0%
Sheriff's Office – Support Services				
Dispatcher	29%	27%	12%	6%

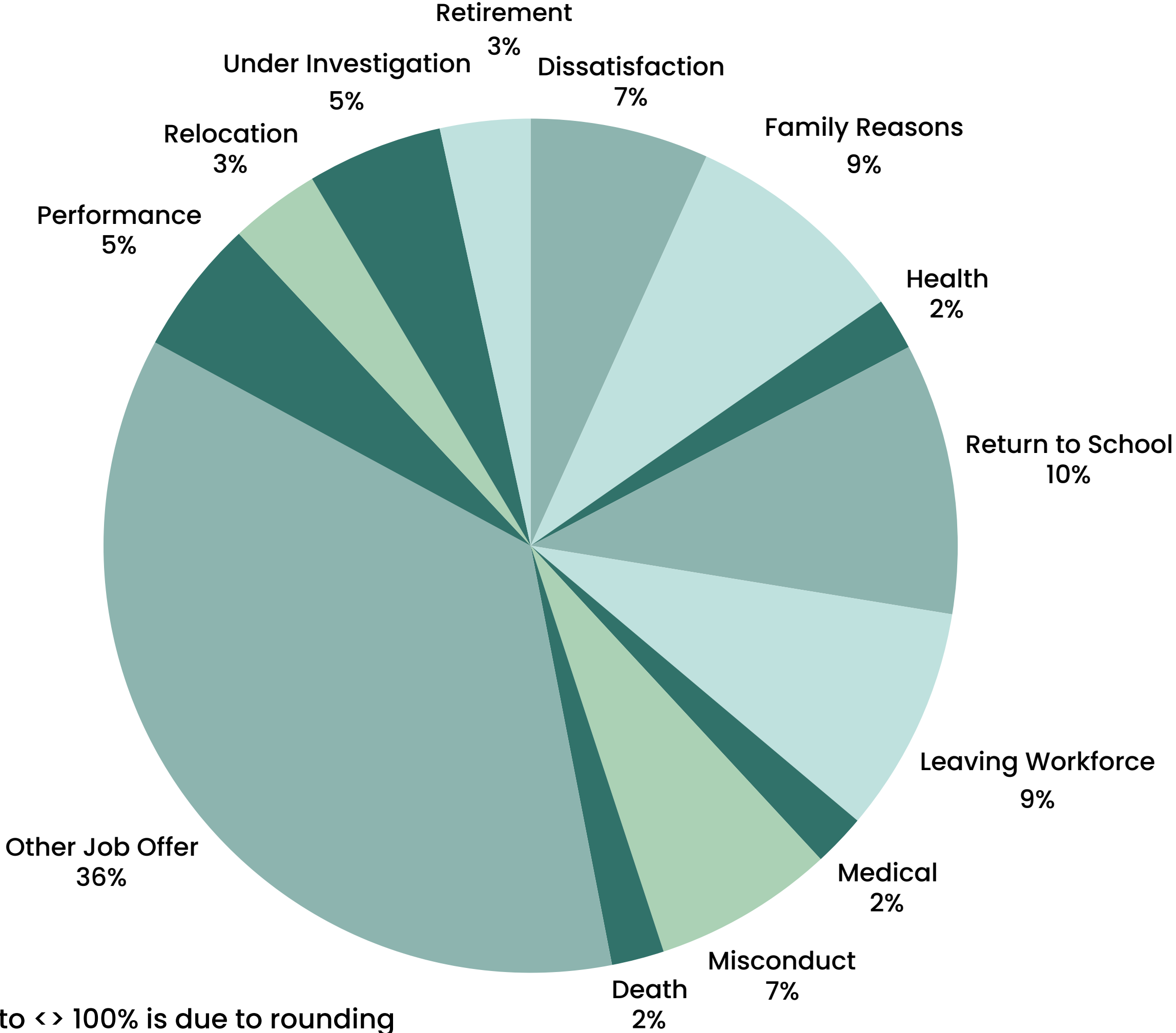
Title	2022 Turnover %	2023 Turnover %	2024 Turnover %	2025 Projected Turnover %
Sheriff's Office – Management				
Lieutenant – Patrol	0%	0%	0%	0%
Lieutenant – Jail	0%	0%	7%	11%
Commander	0%	0%	0%	0%
Fire Marshal / Constable / Courts				
Deputy Fire Marshal	0%	0%	65%	200%
Deputy Constable	9%	22%	18%	6%
Court Officer	5%	10%	0%	13%

Difference is rounded to the nearest whole number.



# BENCHMARK POSITION TURNOVER

This chart represents  
FY 2024 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            5%    (–1% from last year)
- Correctional Officer        27%   (–4% from last year)
- Public Safety                19%   (–3% from last year)

TDCJ overall turnover was 23%   (–3% 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 13% for 2024.

## Responding Entities:

Police Department	FY 2024 Turnover	Change from 2023
City of Allen	11%	2%
City of Dallas	6%	< –1%
City of Frisco	10%	2%
City of Garland	15%	–5%
City of McKinney	10%	n/a
City of Murphy	30%	n/a
City of Richardson	9%	n/a
Average	13%	< –1%

Sheriff's Office	FY 2024 Turnover	Change from 2023
Collin County	14%	–4%
Bexar County	7%	–16%
Denton County	20%	–6%
Fort Bend County	13%	n/a
Rockwall County	14%	4%
Williamson County	12%	–4%
Average	13%	–5%

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

# COMPARISON ENTITY TURNOVER

## Jail Only Turnover

Organization	FY 2024 Turnover	Change from 2023
City of Allen	40%	15%
City of Dallas	16%	n/a
City of Garland	5%	3%
City of Richardson	6%	n/a
Collin County	17%	-5%
Denton County	33%	-6%
Fort Bend County	12%	n/a
Rockwall County	22%	9%
Williamson County	15%	-8%
Average	18%	1%

## Non-Jail Turnover

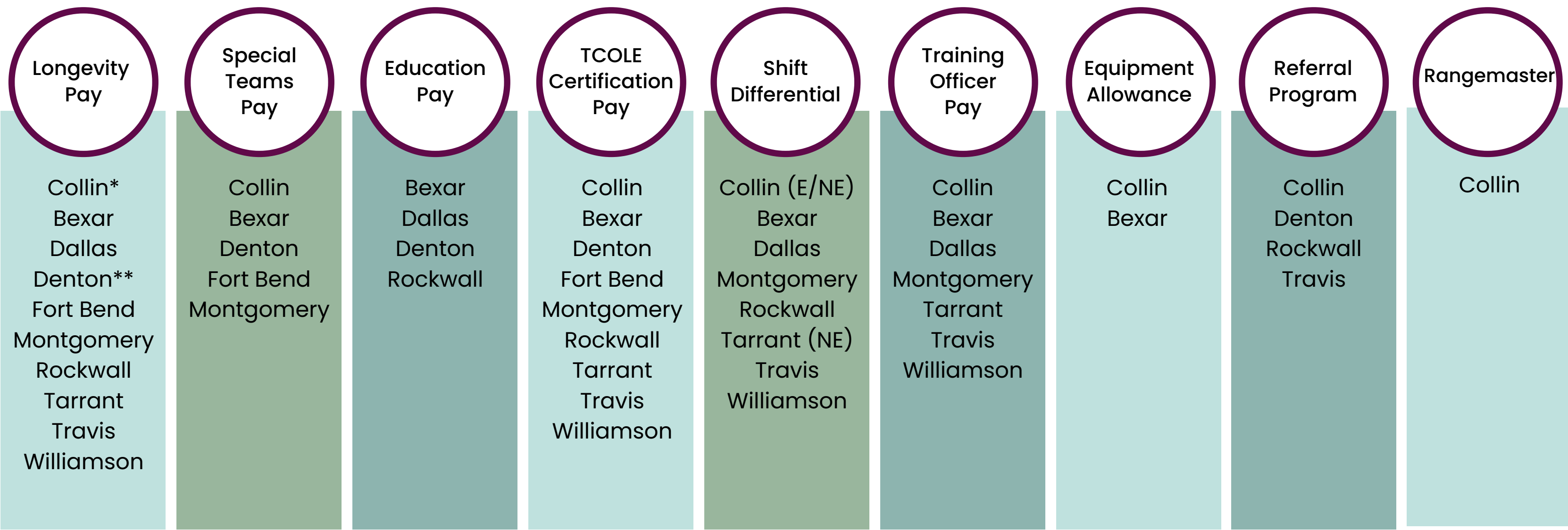
Organization	FY 2024 Turnover	Change from 2023
City of Allen	7%	0%
City of Dallas	2%	n/a
City of Garland	10%	-8%
City of McKinney	8%	4%
City of Murphy	30%	n/a
City of Richardson	9%	n/a
Collin County	8%	-1%
Denton County	9%	-7%
Fort Bend County	13%	n/a
Rockwall County	5%	1%
Williamson County	8%	0%
Average	10%	< -2%

Percentages are rounded to the nearest whole number.



# 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 has two longevity plans currently. Employees hired prior to 9/30/2002 receive \$10.00/month for each year of service with the County up to and including 25 years. If hired after 10/1/2002, employees receive \$5/month for each year of service with the County up to and including 25 years.

# SUPPLEMENTAL PAY – COUNTIES

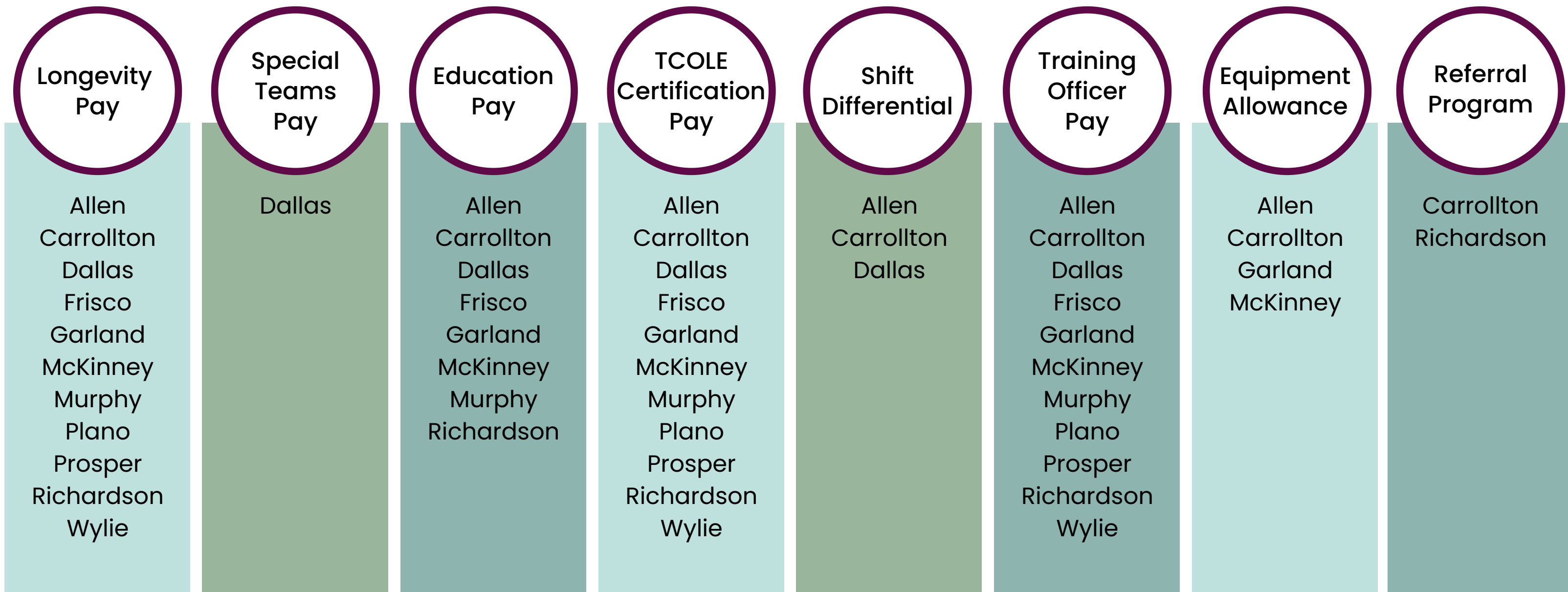
## SPECIAL TEAMS PAY



☆	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
☆	MONTGOMERY	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.
- 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	–	\$49	\$50	\$50	57%
	Bachelor's	–	\$164	\$94	\$140	
	Master's	–	\$163	\$125	\$150	
TCOLE Certification Pay	Intermediate	\$55	\$70	\$76	\$73	95%
	Advanced	\$80	\$122	\$126**	\$124**	
	Master	\$125	\$175	\$178	\$176	
Shift Differential Pay		\$130	\$200	\$174	\$180	52%
Training Officer Pay		\$100	\$248	\$152	\$211	86%
Referral Program		\$250	\$775	\$563	\$633	29%
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.

# LAW ENFORCEMENT PAY RANGE

## Movement/PFP Increase History

Exempt	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	5 Year Total	5 Year Average
Range Movement	3%	3%	5%	7%	5%	23%	5%
PFP Increase (avg)	2%	3%	3%	4%	4%	16%	3%
Non-Exempt	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	5 Year Total	5 Year Average
Range Movement	3%	3%*	5%	7%	5%	23%	5%
PFP Increase (avg)	2%	3%	3%	4%	4%	16%	3%

### FY 2025

Wage movement adjustments were applied to law enforcement salaries for current employees and vacant positions in the amount of approximately \$2,411,773. 85% of the total increases for law enforcement positions and salaries were in the Sheriff's Office.

### 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.

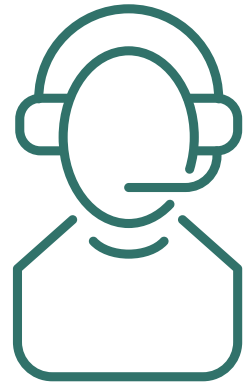
\*Does not include 7% adjustment to Detention Officer salaries.



# DISPATCHER GRADE 551

**26** Positions

**26** Incumbents



- Average Length of Service:  
Five (5) Years
- Pay Range: \$52,250 – \$73,150



- Eight (8) incumbents (31%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

**Minimum Salary**

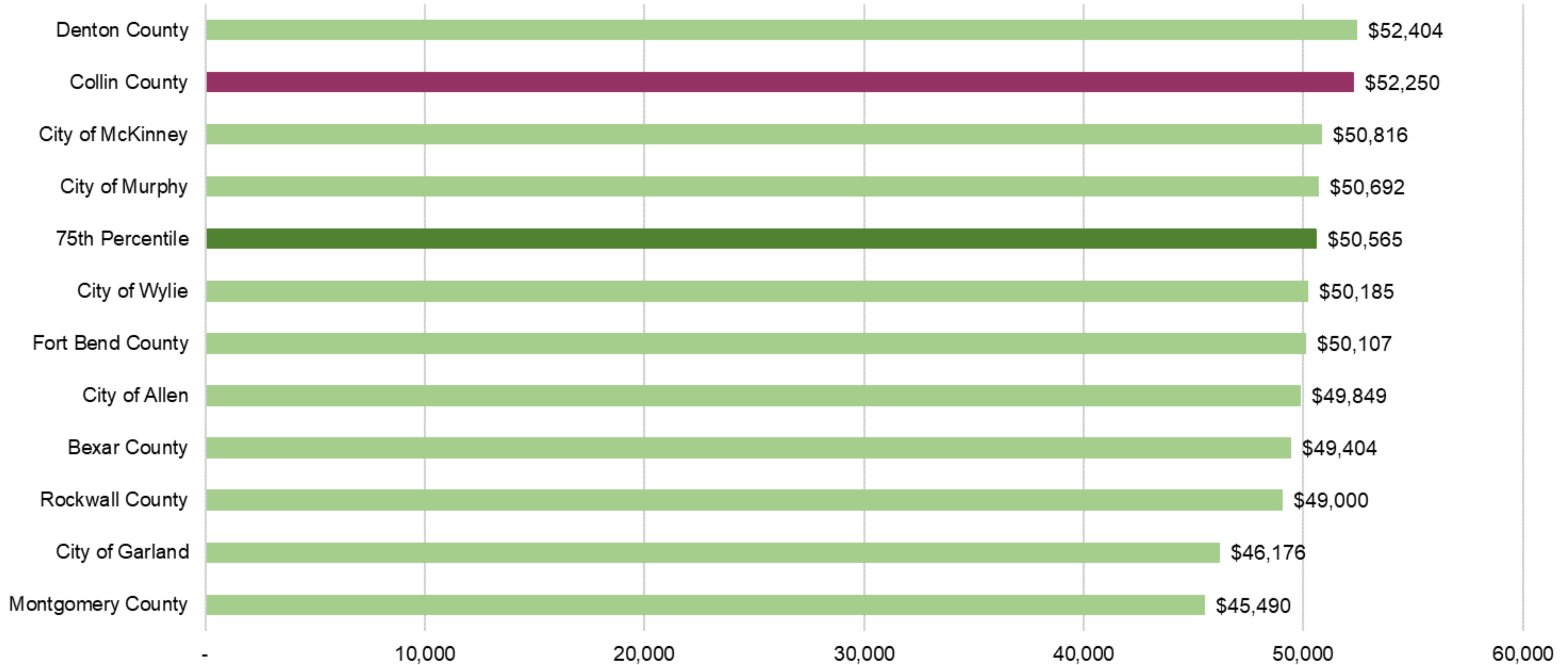
**2nd out of 11**  
**3% over the**  
**75th percentile**

**Maximum Salary**

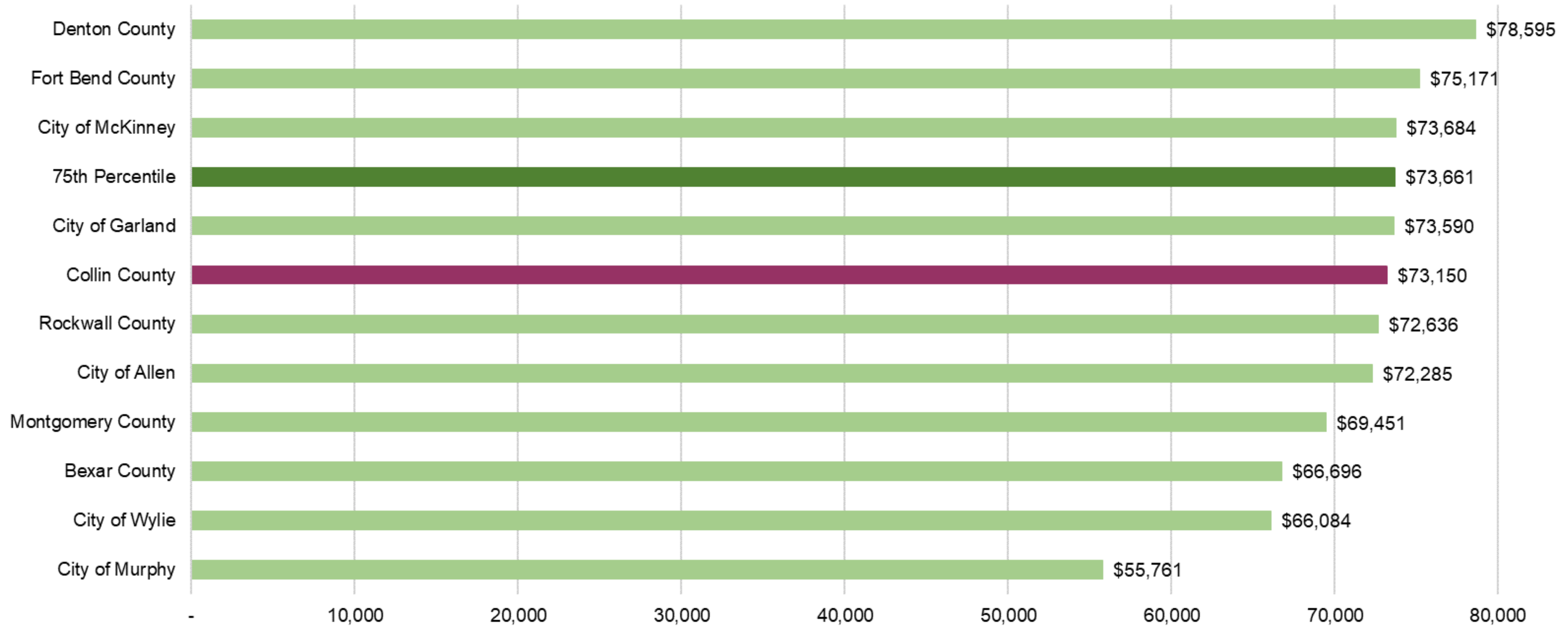
**5th out of 11**  
**1% under the**  
**75th percentile**



# DISPATCHER MINIMUMS FY 2025



# DISPATCHER MAXIMUMS FY 2025



# DETENTION OFFICER

## GRADE 552

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336  
Full Time  
Positions

315  
Incumbents

Average Length  
of Service:  
Four (4) Years

**\$** Pay Range: \$55,907 – \$78,271

- 49 incumbents (16%) are in the top quartile of the pay range.
- One (1) incumbent (<1%) is at the pay grade maximum.

Minimum Pay

2nd out of 14

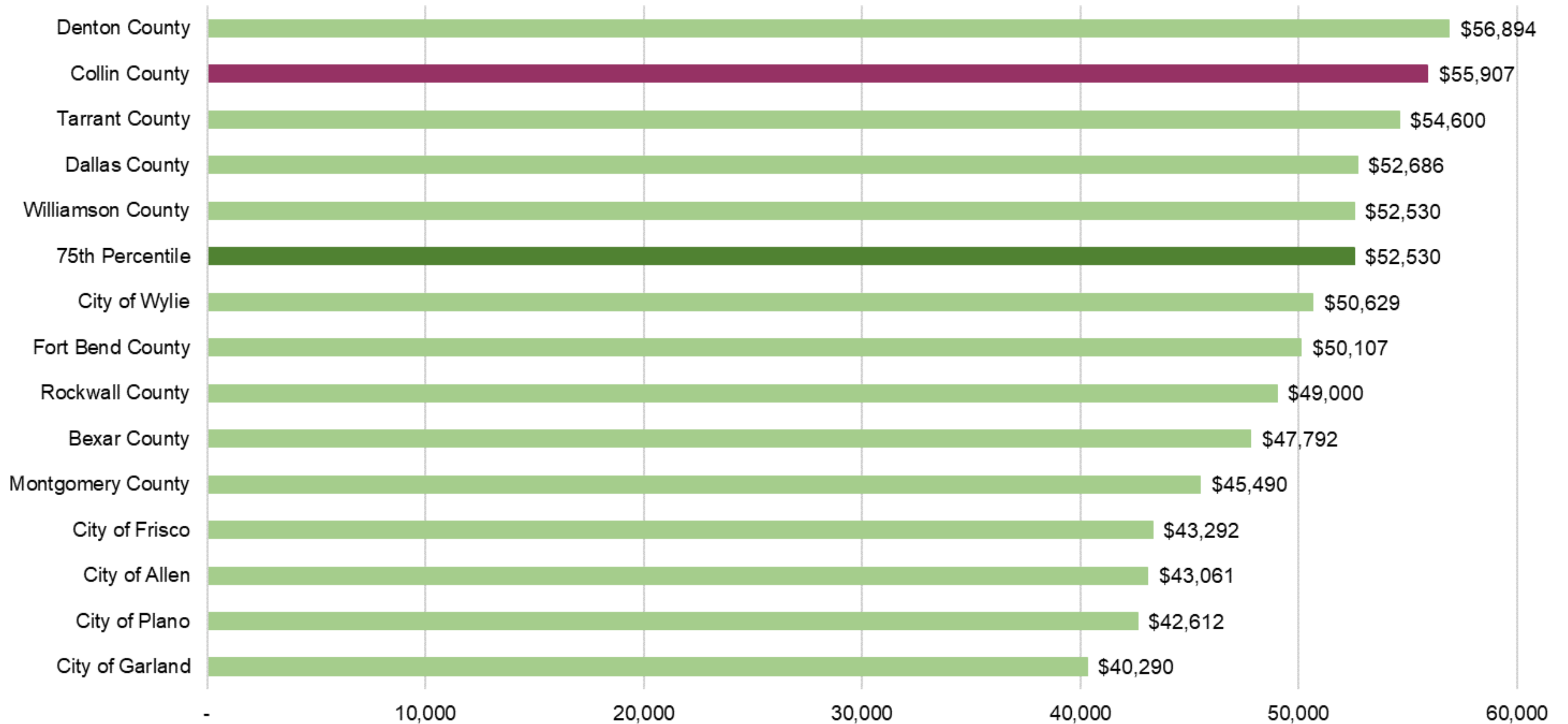
6% over the  
75th percentile

Maximum Pay

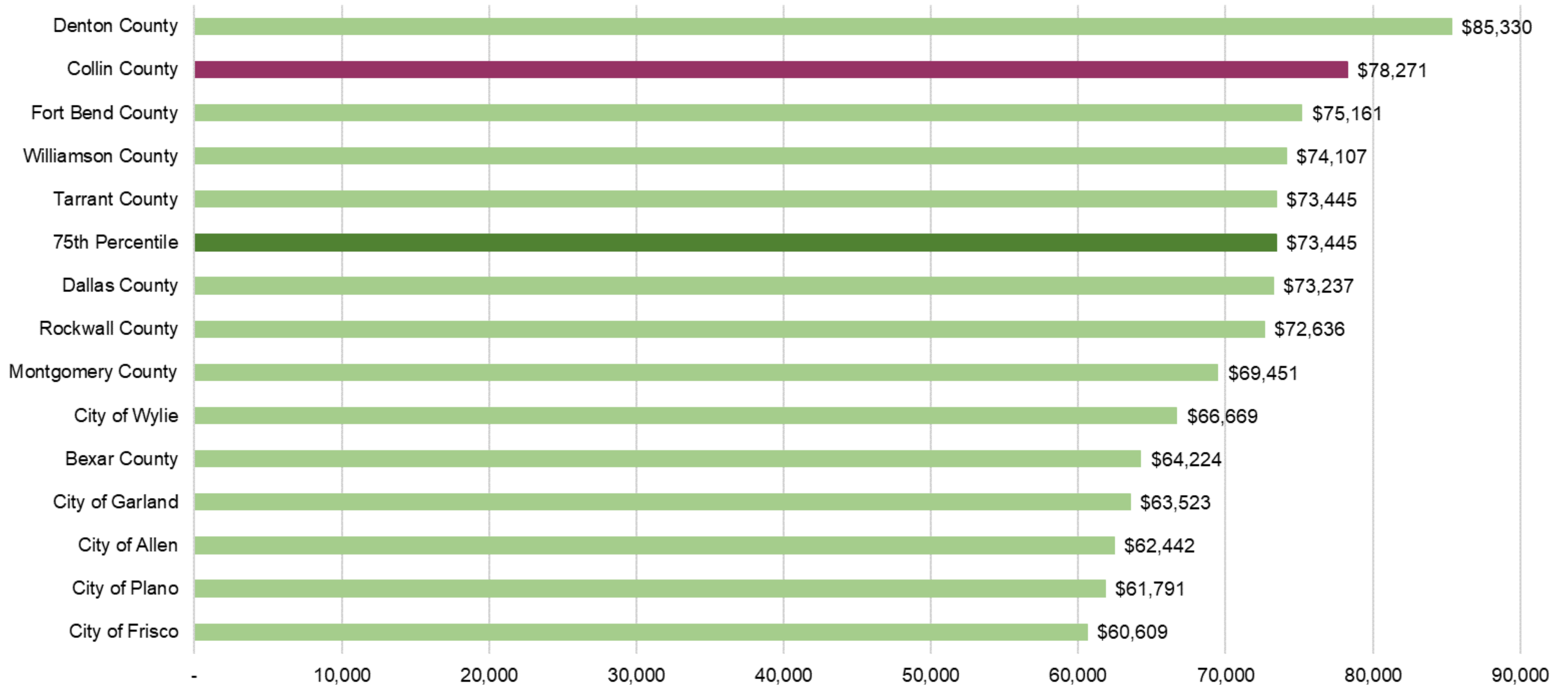
2nd out of 14

7% over the  
75th percentile

# DETENTION OFFICER MINIMUMS FY 2025

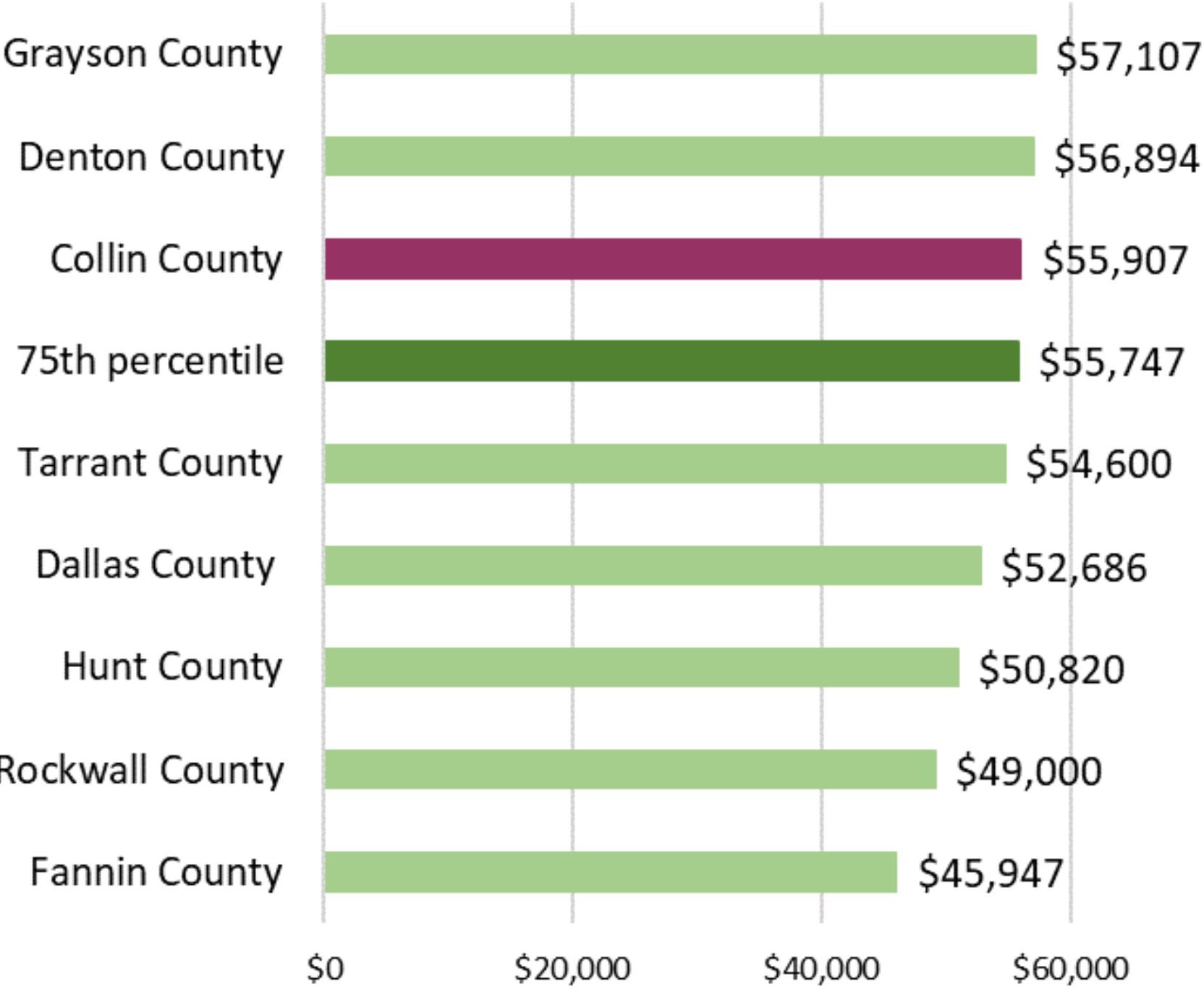


# DETENTION OFFICER MAXIMUMS FY 2025

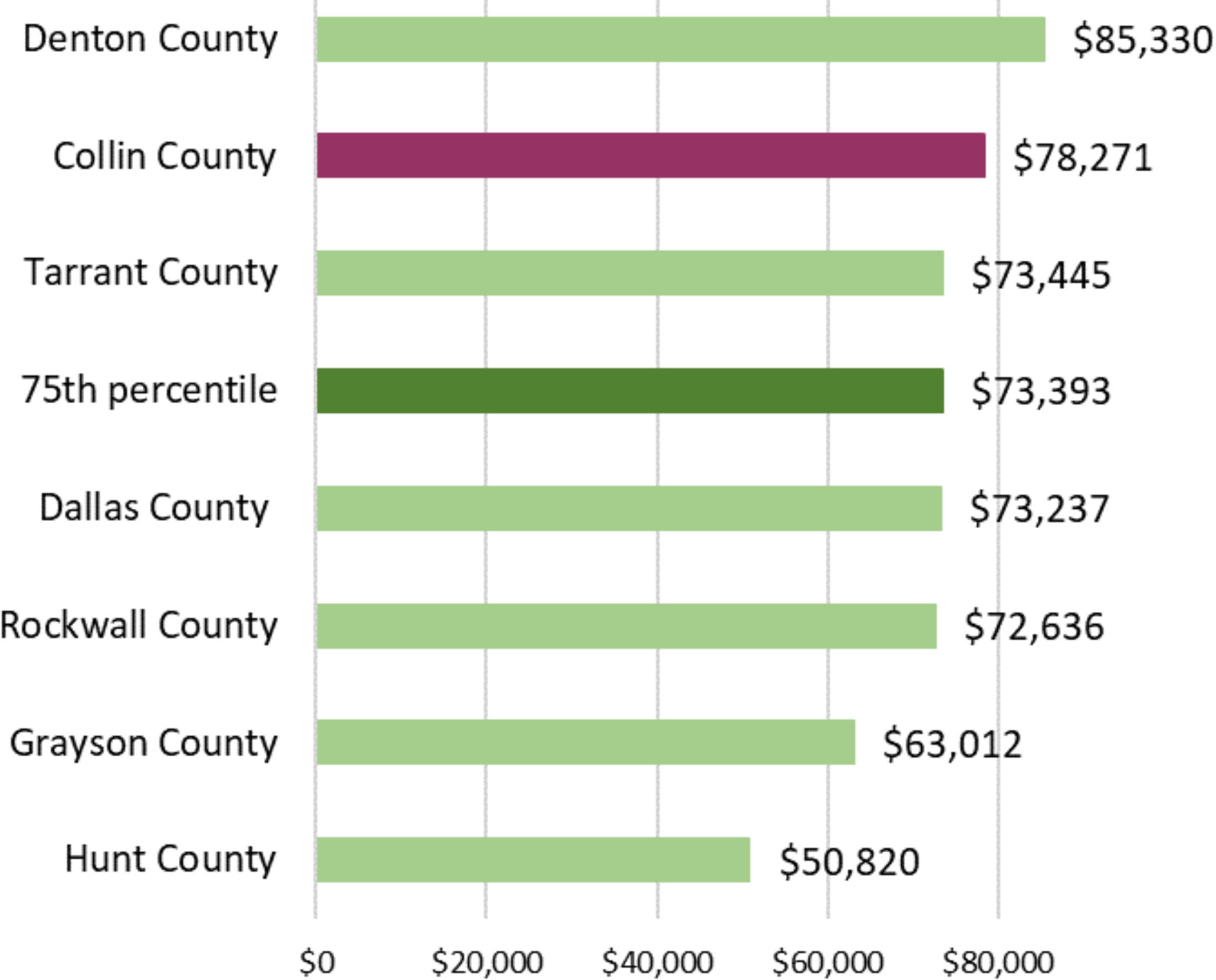


# DETENTION OFFICER CONTIGUOUS FY 2025

## MINIMUM SALARY



## MAXIMUM SALARY



Fannin County contracts for Detention Officers. Starting salary is \$45,947. How their compensation is handled after hire could not be determined.



# JAIL SERGEANT

## GRADE 556



Positions

- 28 incumbents
- Four (4) incumbents (14%) are in the first quartile of the pay range.
- All incumbents are under the pay grade maximum.

Minimum Salary

4th out of 10  
1% below the 75th percentile

Maximum Salary

4th out of 10  
2% below the 75th percentile

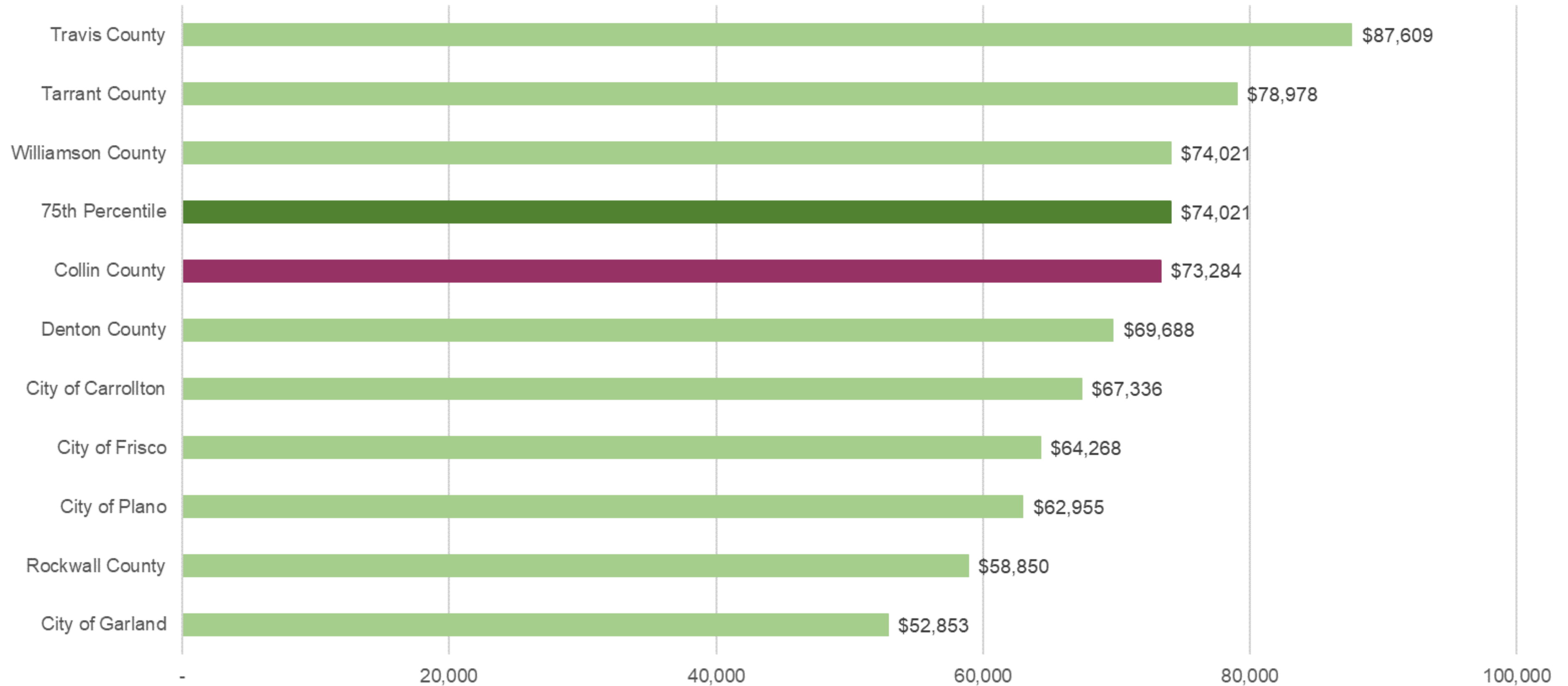


Average Length of Service: 11 Years

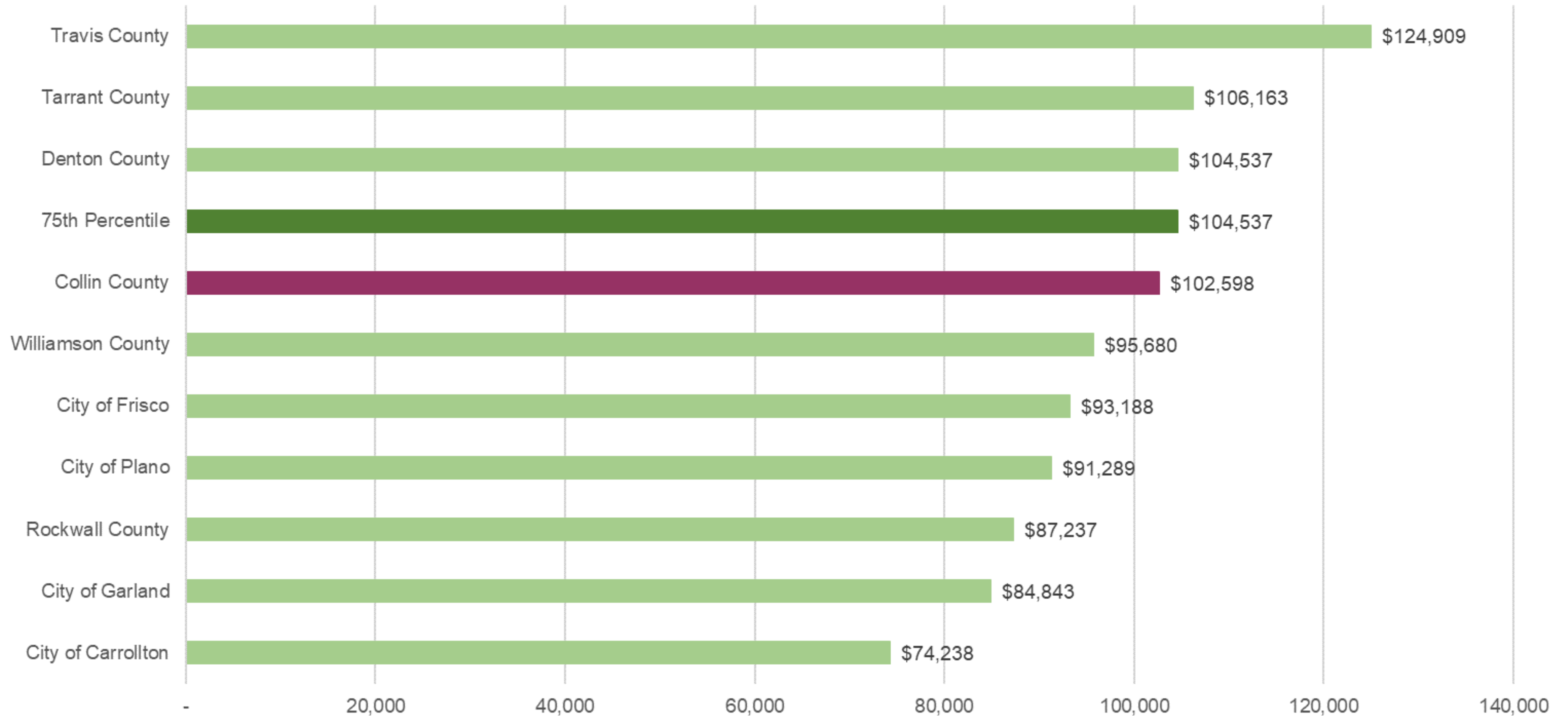


Pay Range: \$73,284 to \$102,598

# JAIL SERGEANT MINIMUMS FY 2025



# JAIL SERGEANT MAXIMUMS FY 2025



# DEPUTY SHERIFF – GRADE 557

96  
Budgeted Positions

88  
Licensed  
Incumbents

Licensed Incumbents are assigned to various groups:  
Patrol (54), Criminal Investigations (8), Support Services (8),  
Special Operations (8), Professional Standards (5), Crimes  
Against Children (3), and Child Exploitation Unit (2).

Average Length of Service:

10  
Years

## Minimum Salary

7th out of 18  
  
9% below the  
75th percentile

## Maximum Salary

3rd out of 18  
  
4% above the  
75th percentile

Pay Range:

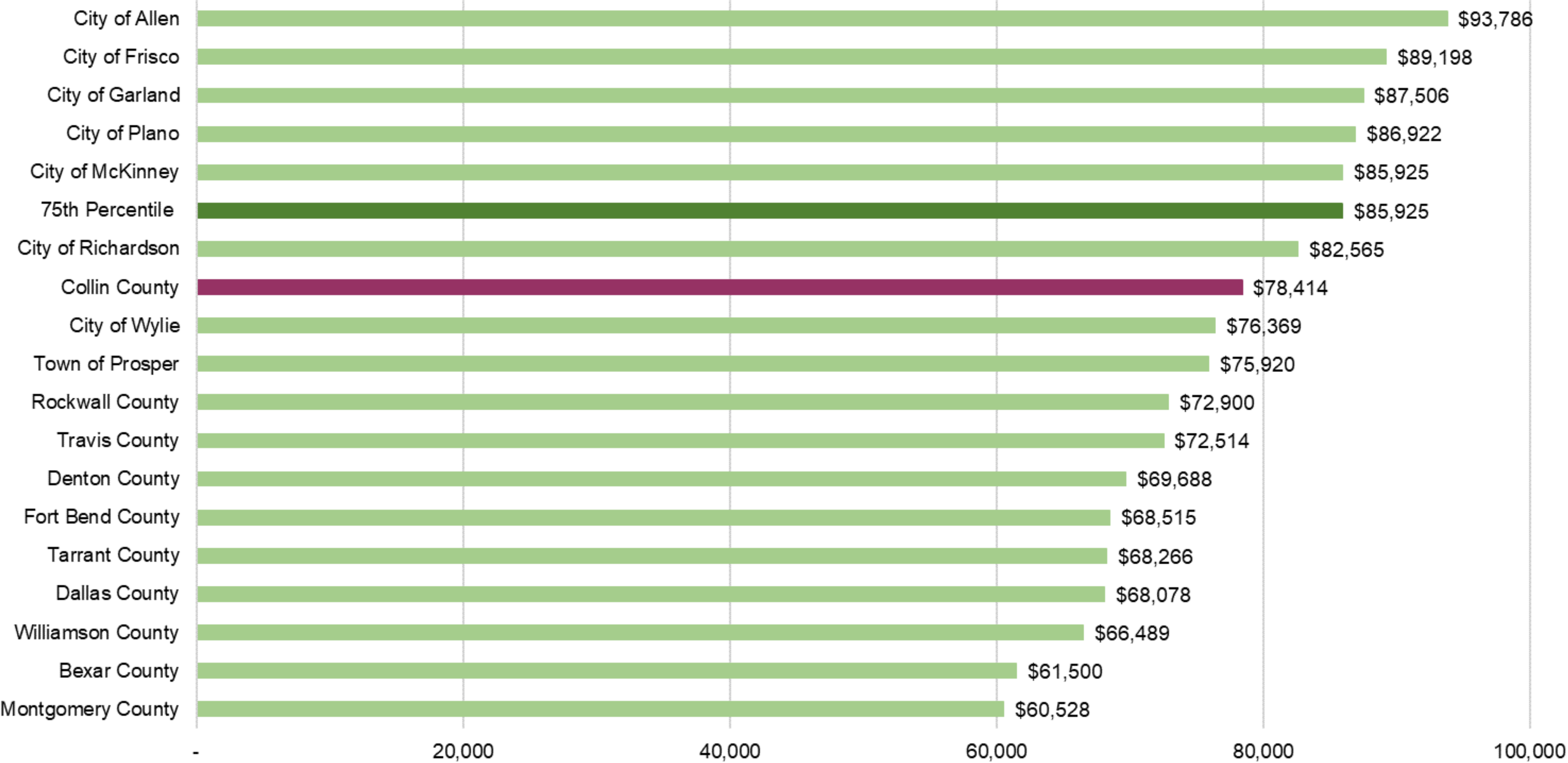
\$78,414  
to  
\$109,779

## Deputy Sheriff – Recruit

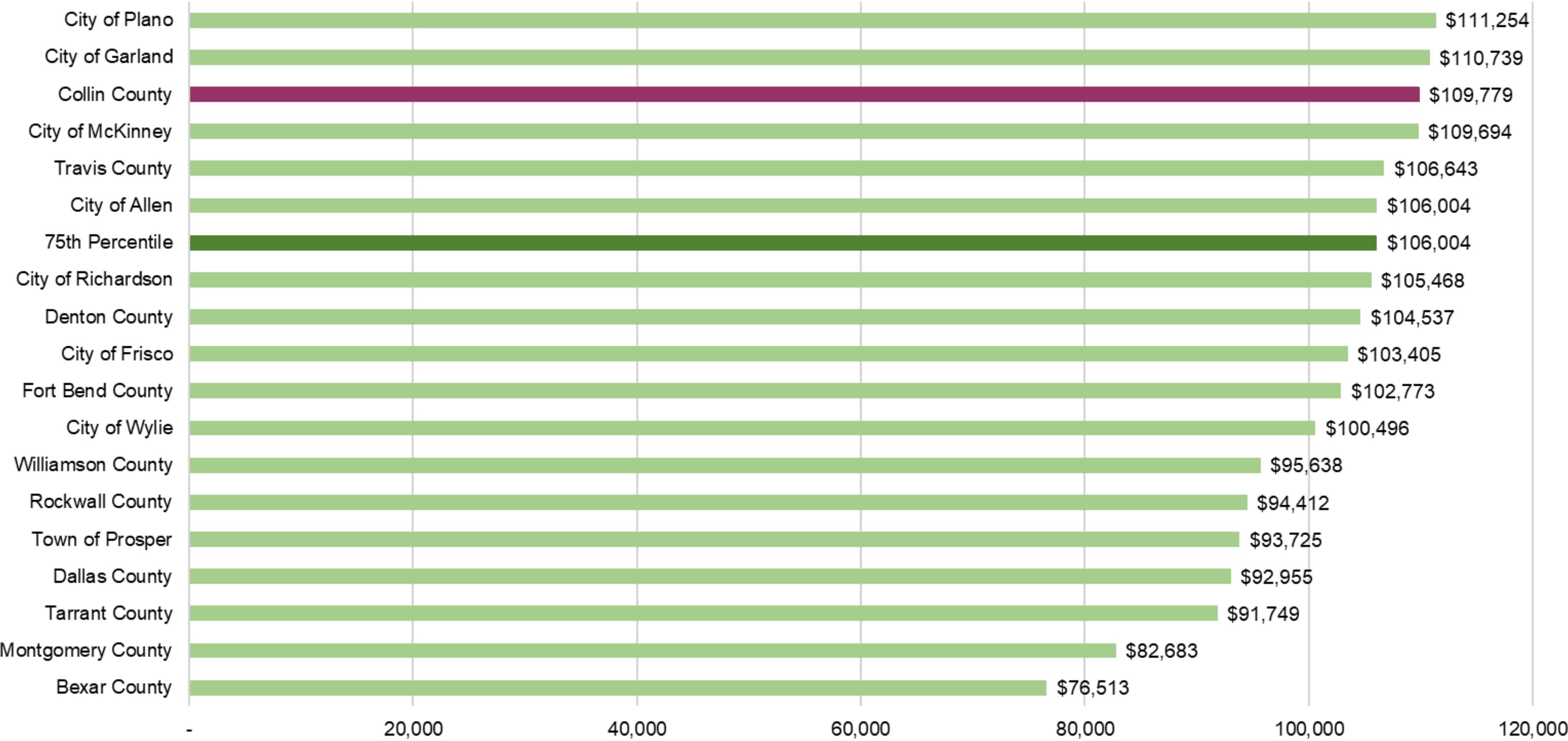
- Positions are budgeted within the 96 Deputy Sheriff positions and remain in grade 557 as Deputy Sheriff unless an unlicensed candidate is hired.
- Five (5) of the Deputy Sheriff positions have been temporarily reclassified to Deputy Sheriff Recruit until the incumbents earn their license. (as of May 2025)

- 38 incumbents (43%) are in the top quartile of the pay range.
- Five (5) incumbents (6%) are currently at the pay grade maximum.

# DEPUTY SHERIFF MINIMUMS FY 2025



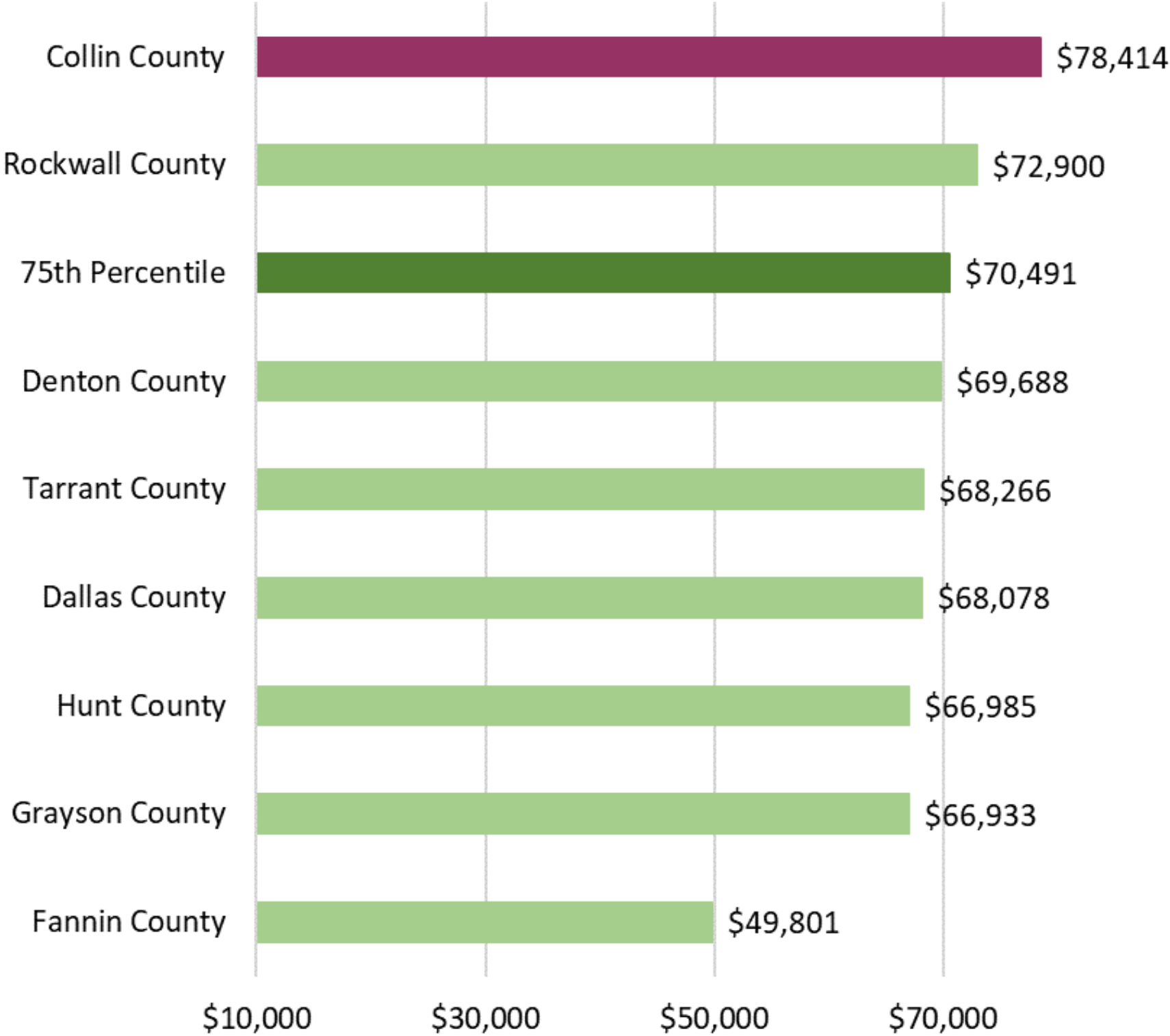
# DEPUTY SHERIFF MAXIMUMS FY 2025



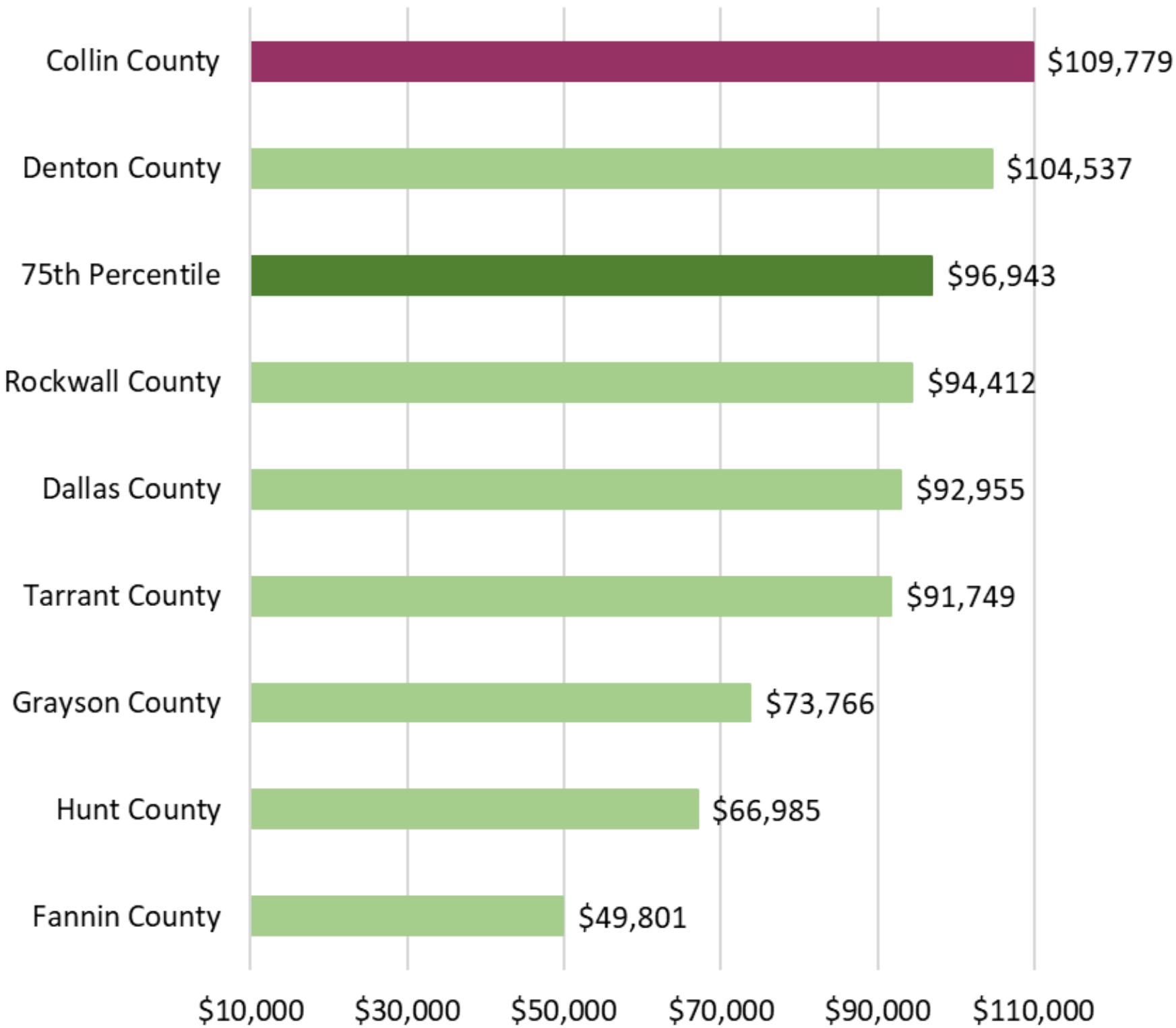


# DEPUTY SHERIFF CONTIGUOUS FY 2025

## MINIMUM SALARY



## MAXIMUM SALARY



# SERGEANT – GRADE 559

**13  
Positions**

**13  
Incumbents**

**Pay Range: \$89,776 to \$125,686**  
**Average Length of Service: 14 Years**

- Eight (8) incumbents (62%) are in the top quartile of the pay range.
- One (1) incumbent (8%) is currently at the pay grade maximum.

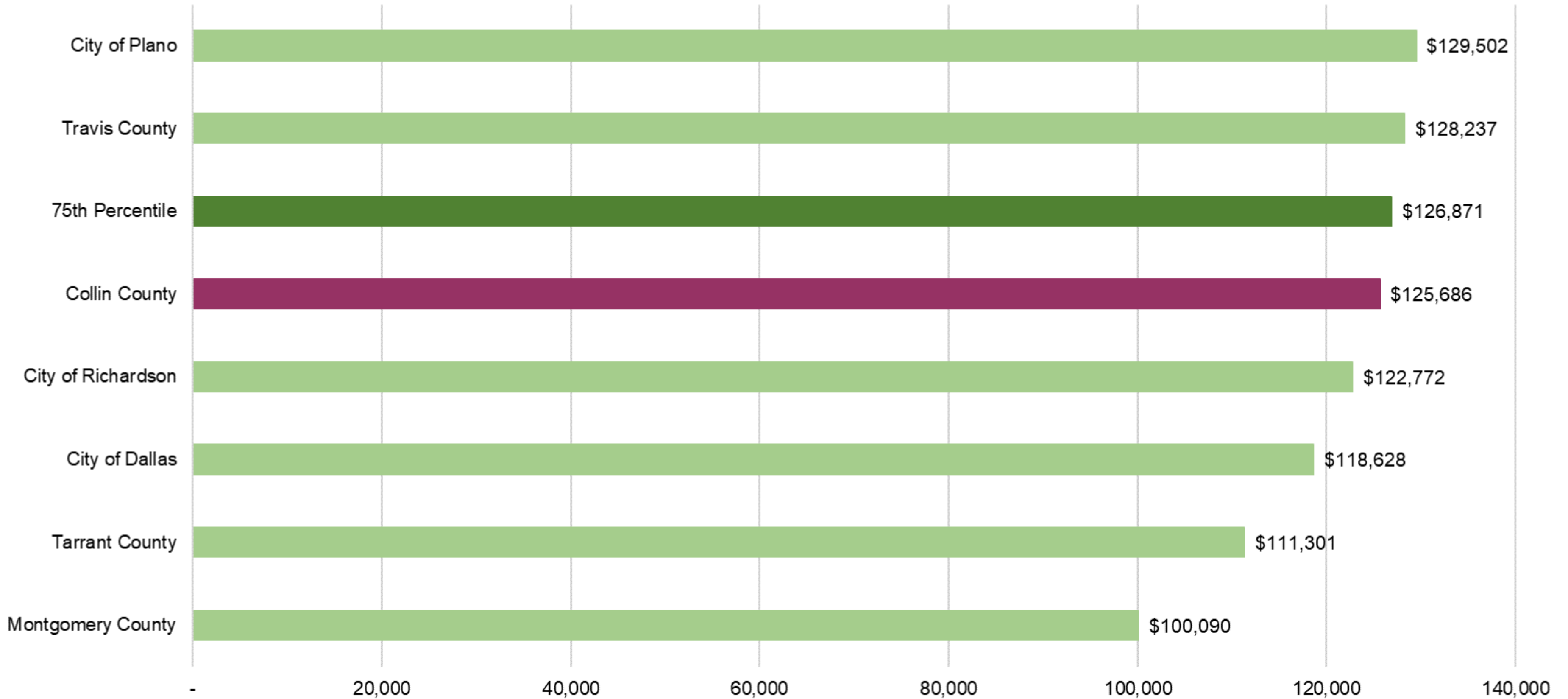
**Maximum Pay**

**3rd out of 7**

**1% under the 75th percentile**

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

# SERGEANT MAXIMUMS FY 2025



# LIEUTENANT (JAIL/HOUSING) – GRADE 570

14

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



Average Length of Service: 17 Years



Pay Range: \$94,265 to \$131,970



14 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.

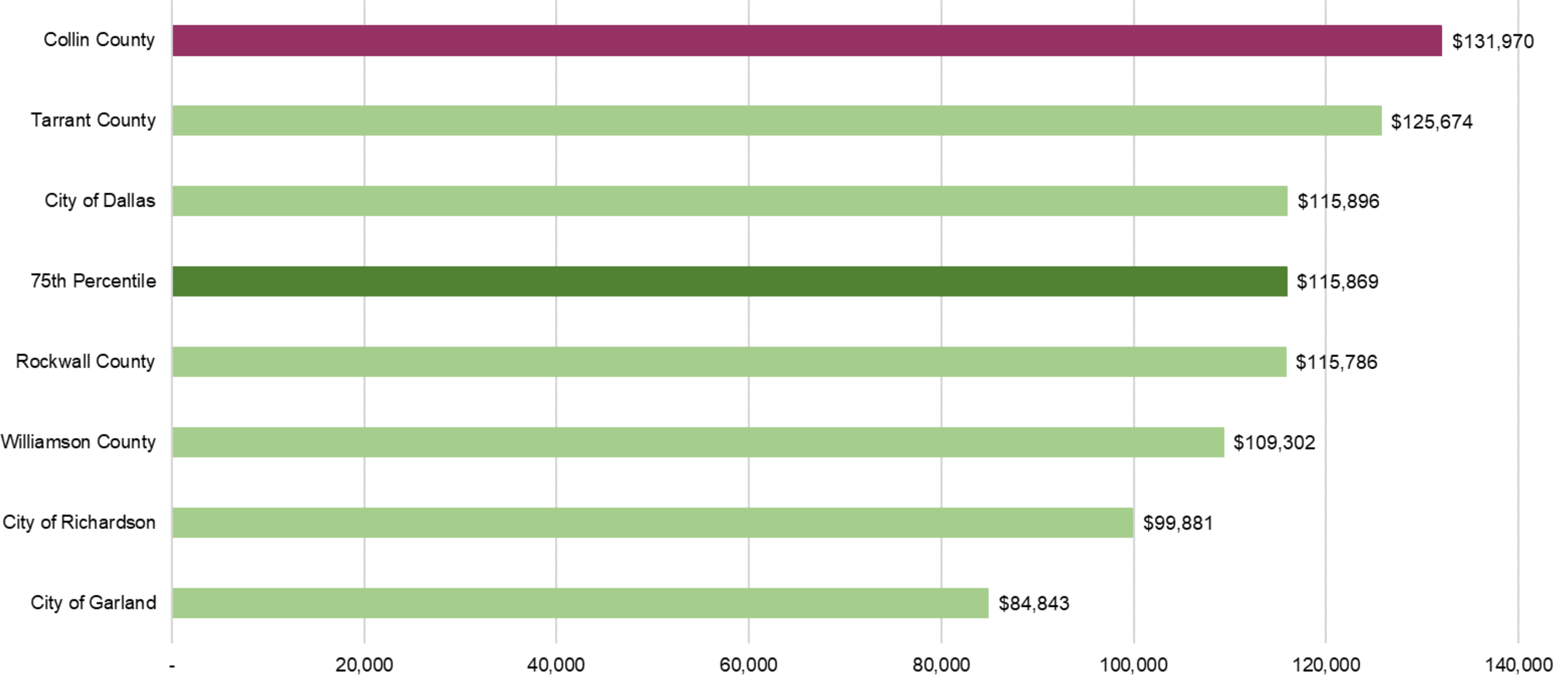
- Nine (9) incumbents (64%) are in the top quartile of the pay range.
- One (1) incumbent (7%) is currently at the pay grade maximum.

Maximum Pay

1st out of 7

14% above the  
75th percentile

# LIEUTENANT (JAIL/HOUSING) MAXIMUMS FY 2025



# LIEUTENANT (PATROL) – GRADE 571

9

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: 21 Years



Pay Range: \$100,863 to \$141,208



Nine (9) incumbents

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

- Eight (8) incumbents (89%) are in the top quartile of the pay range.
- Three (3) incumbents (33%) are currently at the pay grade maximum.

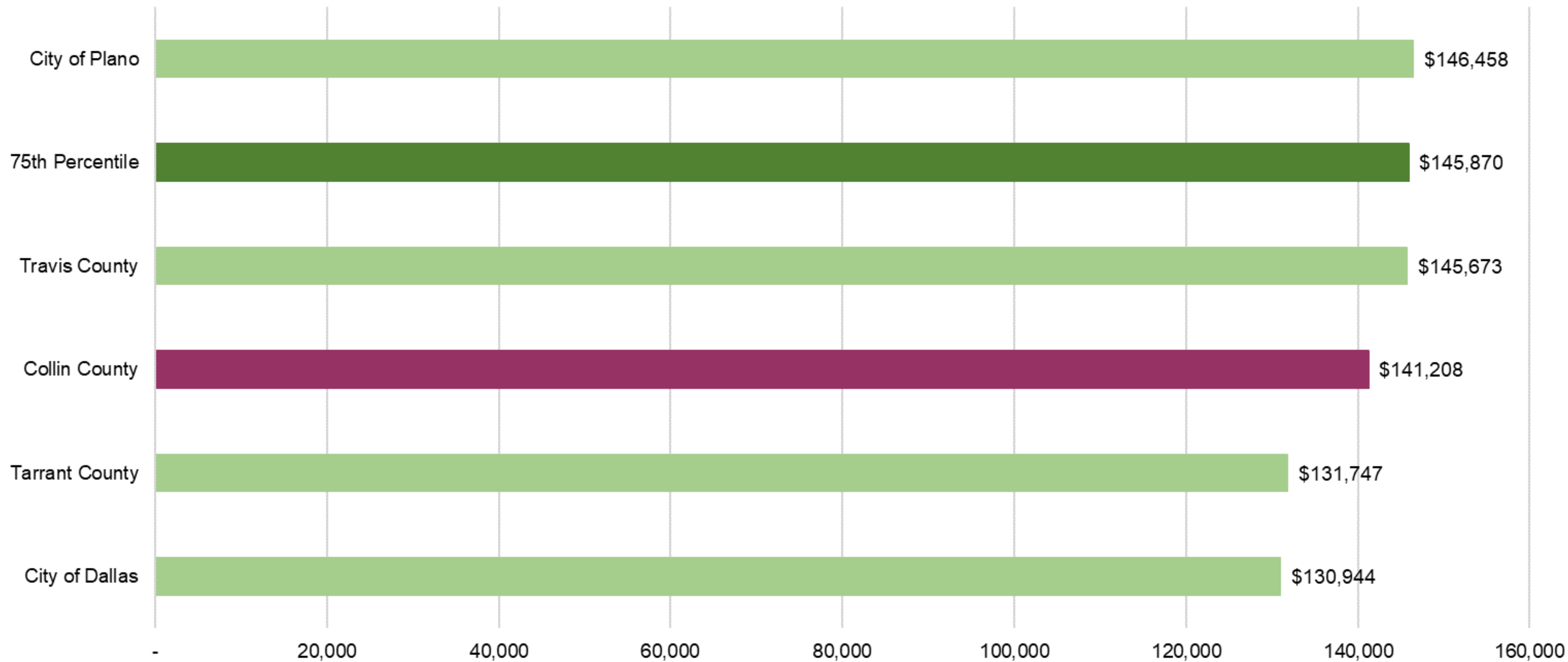
Maximum Pay

3rd out of 5

3% below the 75th percentile



# LIEUTENANT (PATROL) MAXIMUMS FY 2025



# COMMANDER – GRADE 573

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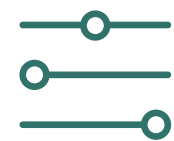
2

Positions

2

Incumbents

- ★ Two (2) incumbents are in the top quartile of the pay range (100%).
- ★ All incumbents are under the pay grade max.



Average Length of Service: 24 Years



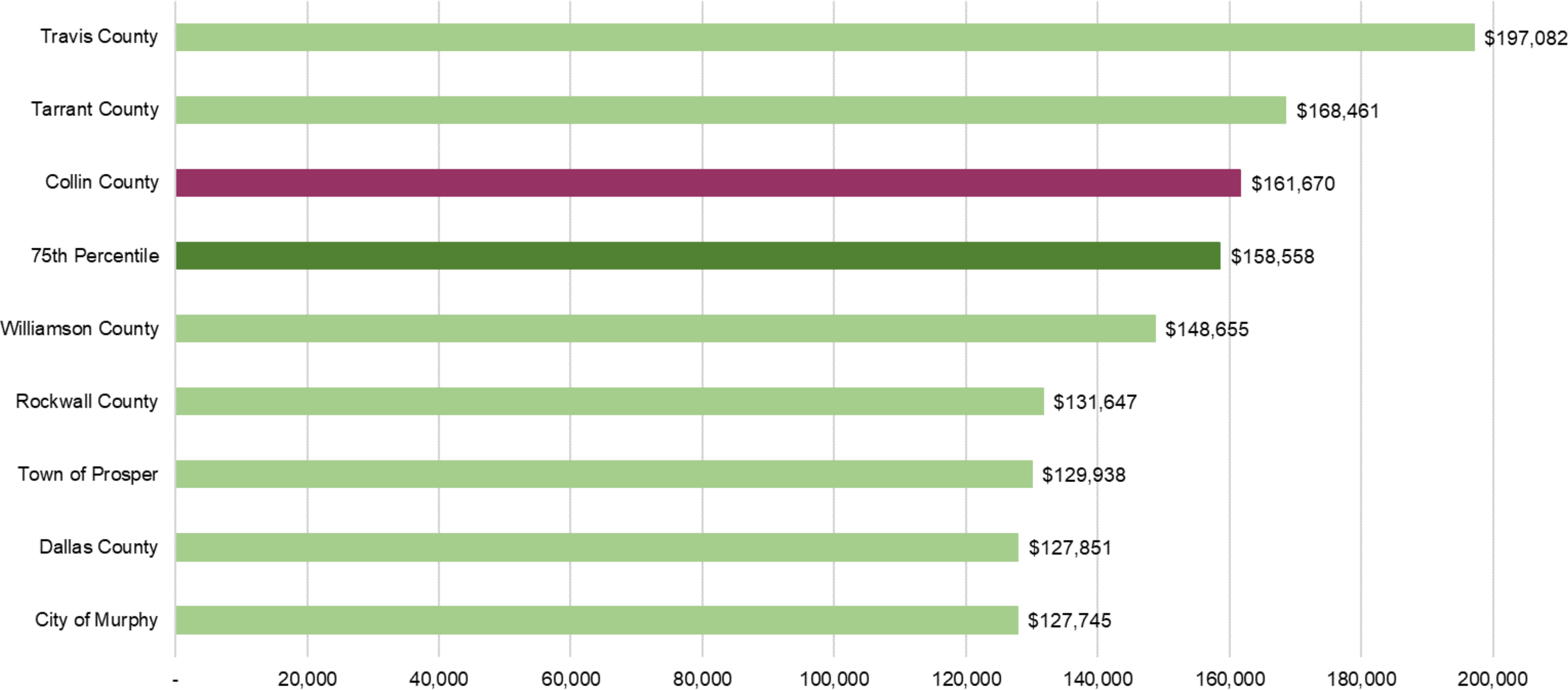
Pay Range: \$115,478 to \$161,670

## Maximum Pay

3rd out of 8  
2% above the  
75th percentile

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

# COMMANDER MAXIMUMS FY 2025



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

# DEPUTY CONSTABLE – GRADE 555

25

Positions

24

Incumbents

⌚ Average Length of Service: 10 Years

\$ Pay Range: \$68,489 to \$95,885

Minimum  
Pay

3rd out of 9

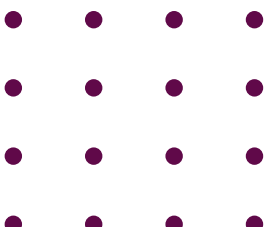
0% from the 75th percentile

Maximum  
Pay

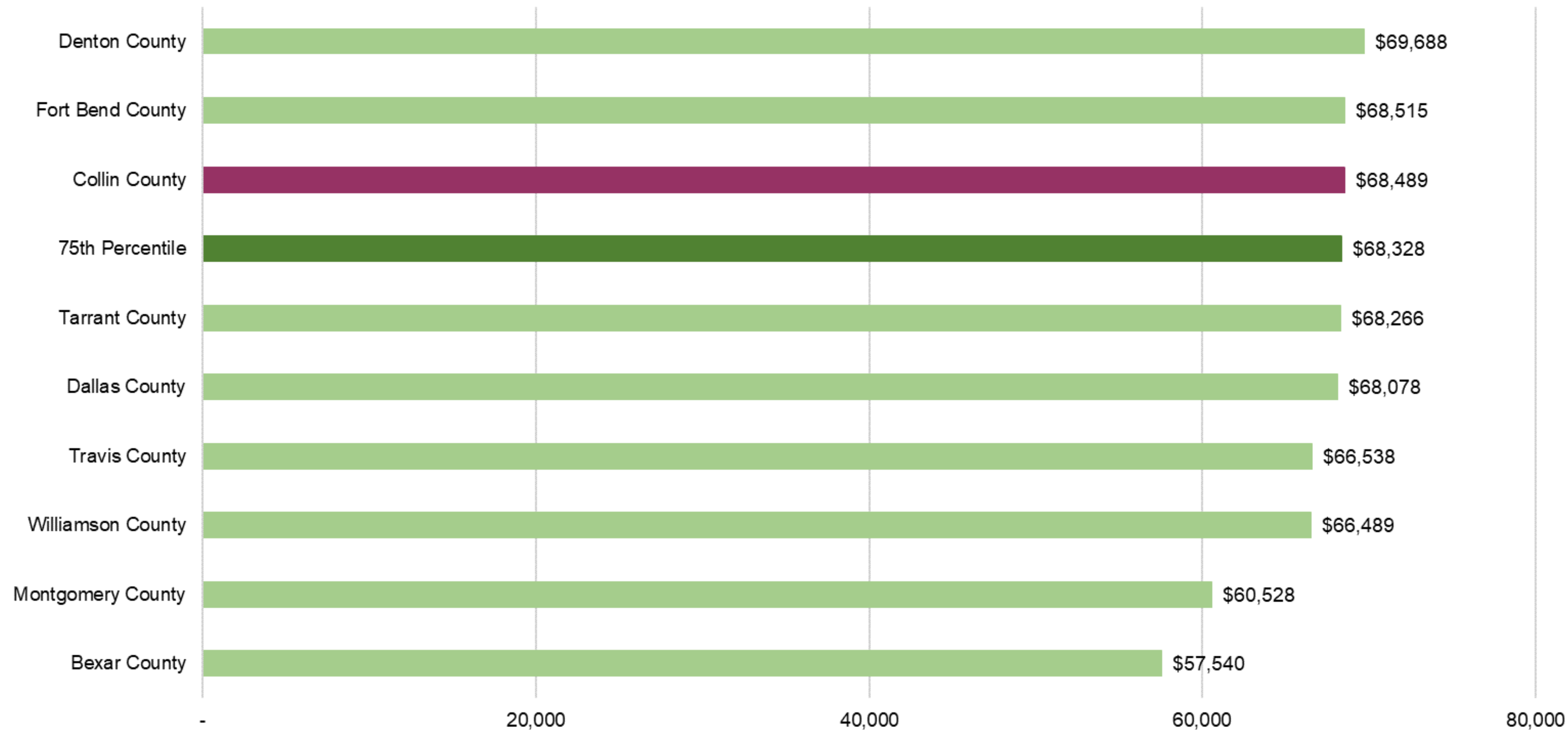
3rd out of 9

2% below the 75th percentile

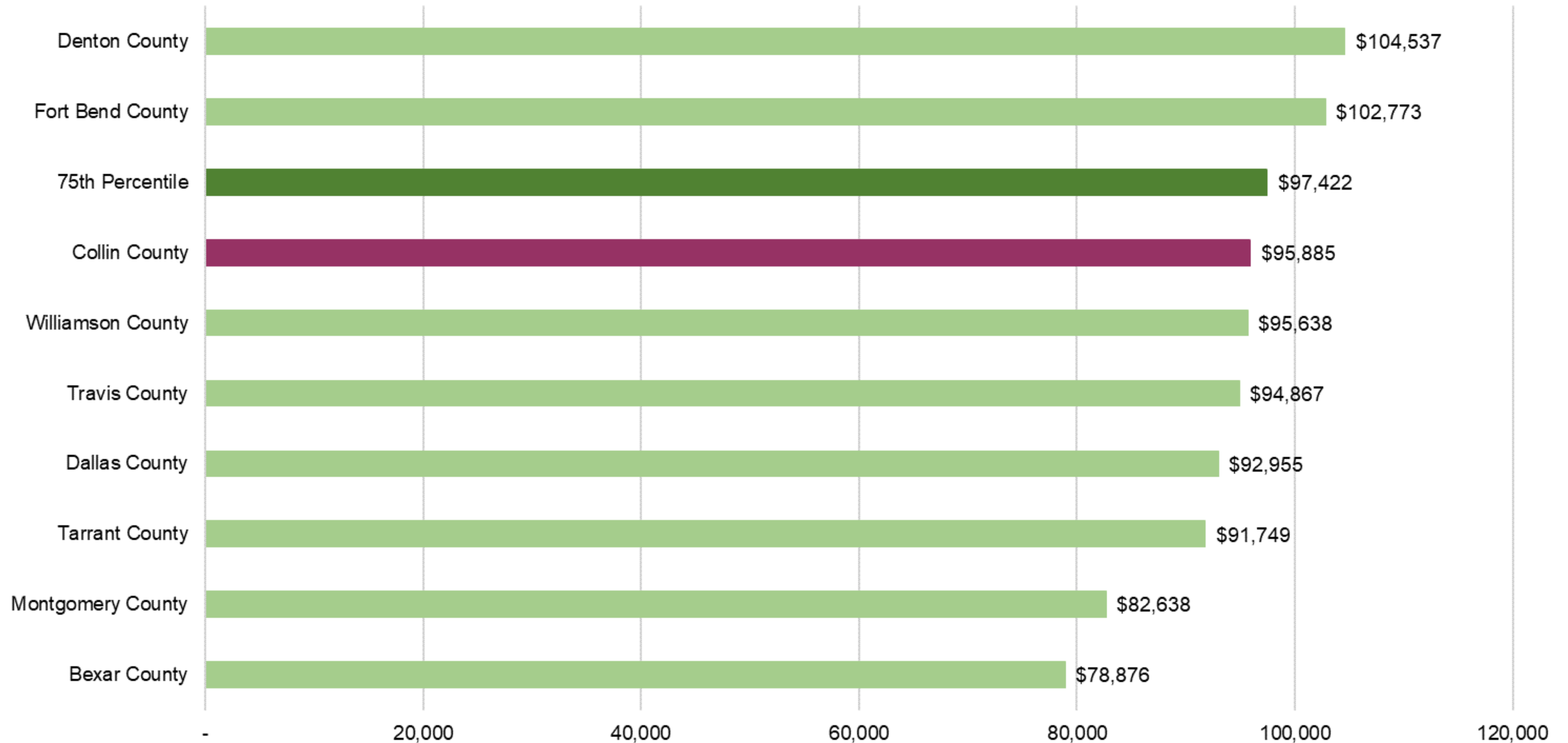
- 14 incumbents (58%) are in the top quartile of pay.
- Two (2) incumbents (8%) are currently at the pay grade maximum.
- Per Commissioners Court vote in January 2024, removed all city comparable entities for the Deputy Constable position.



# DEPUTY CONSTABLE MINIMUMS FY 2025



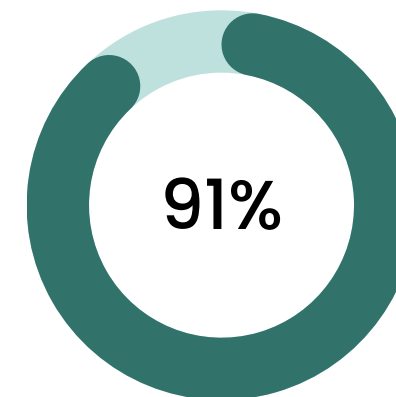
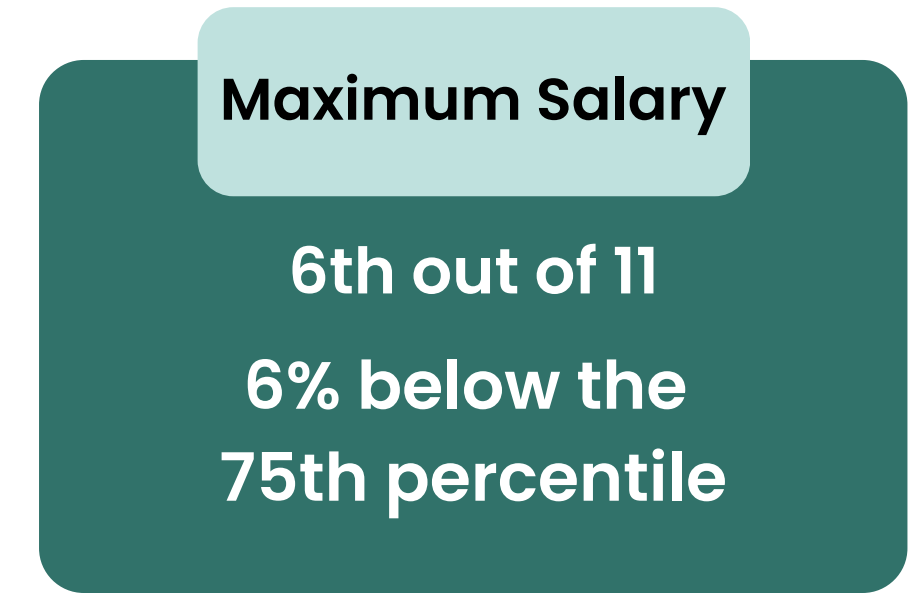
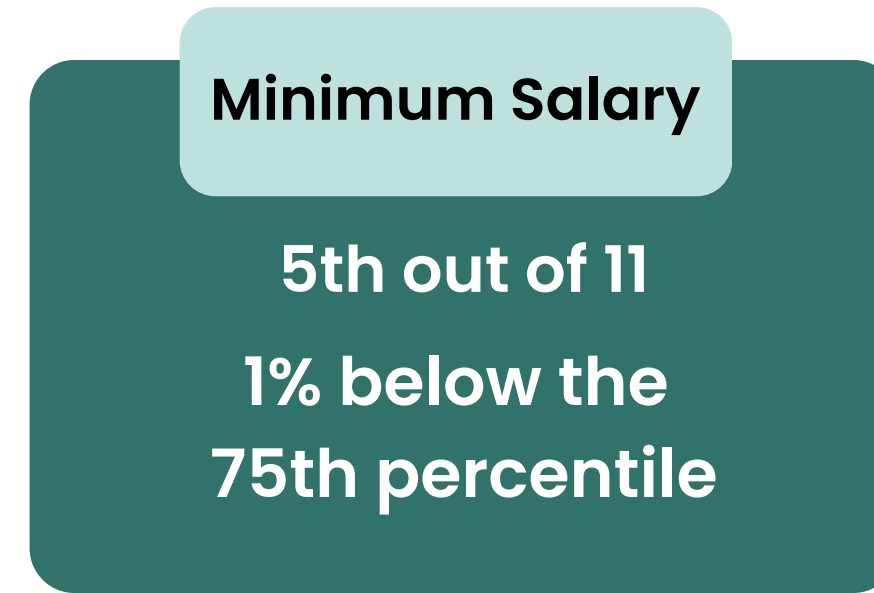
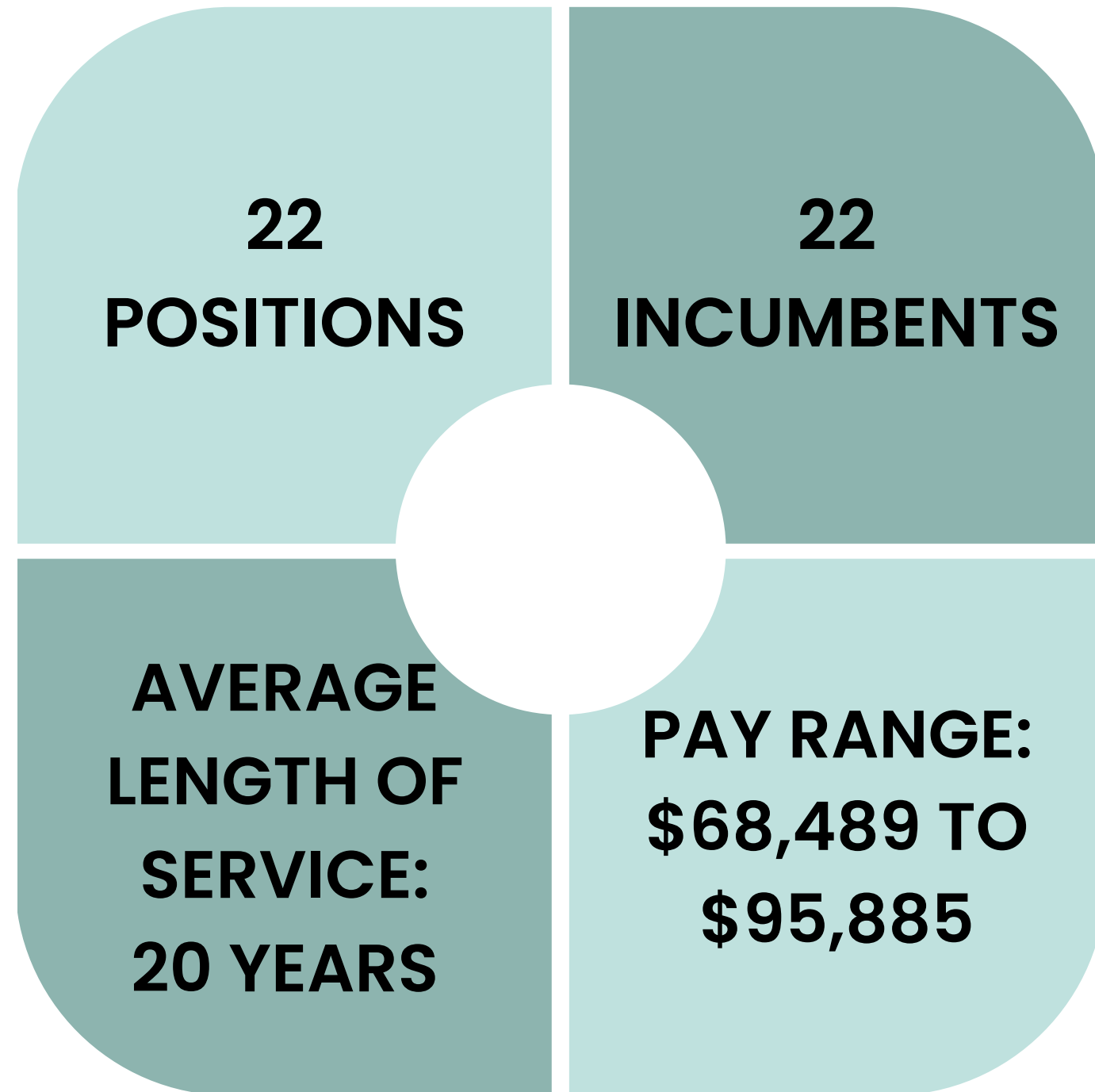
# DEPUTY CONSTABLE MAXIMUMS FY 2025





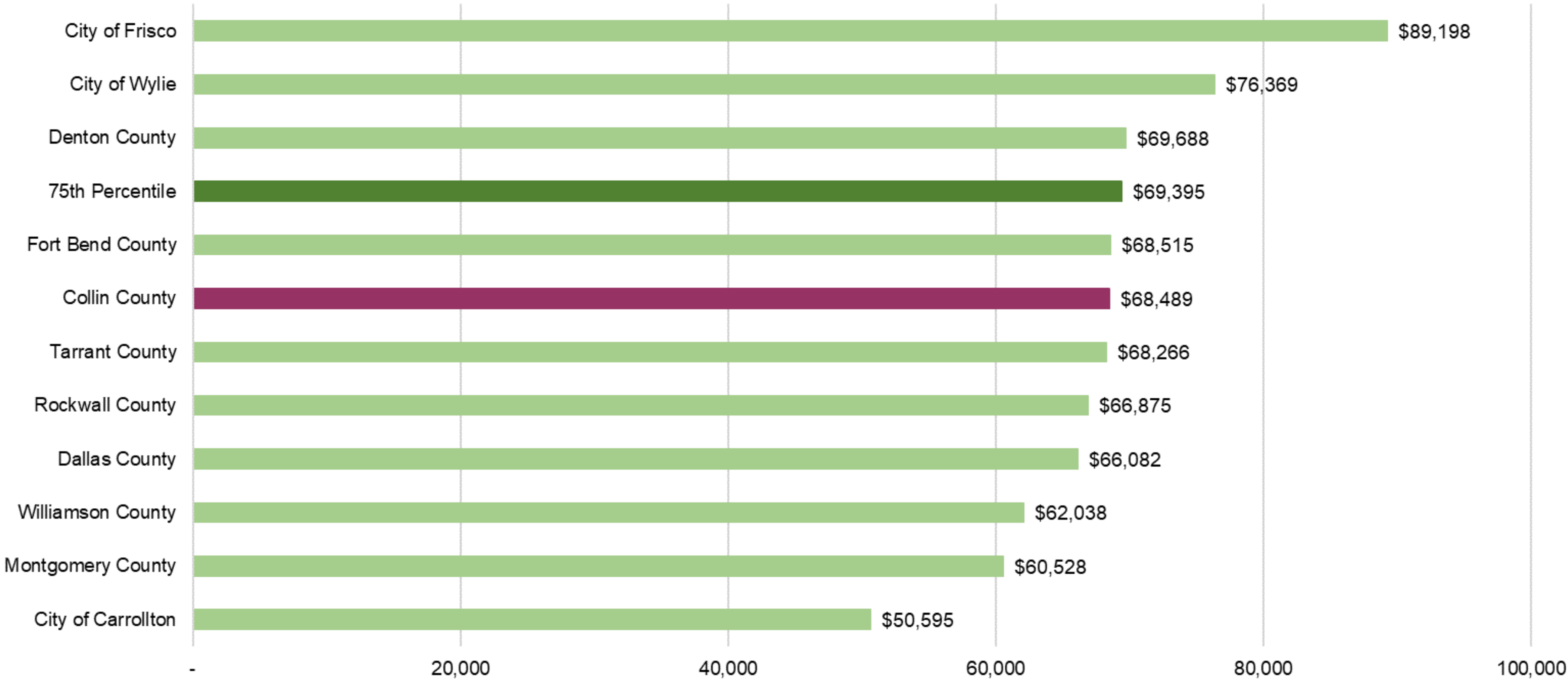
# COURT OFFICER – GRADE 555

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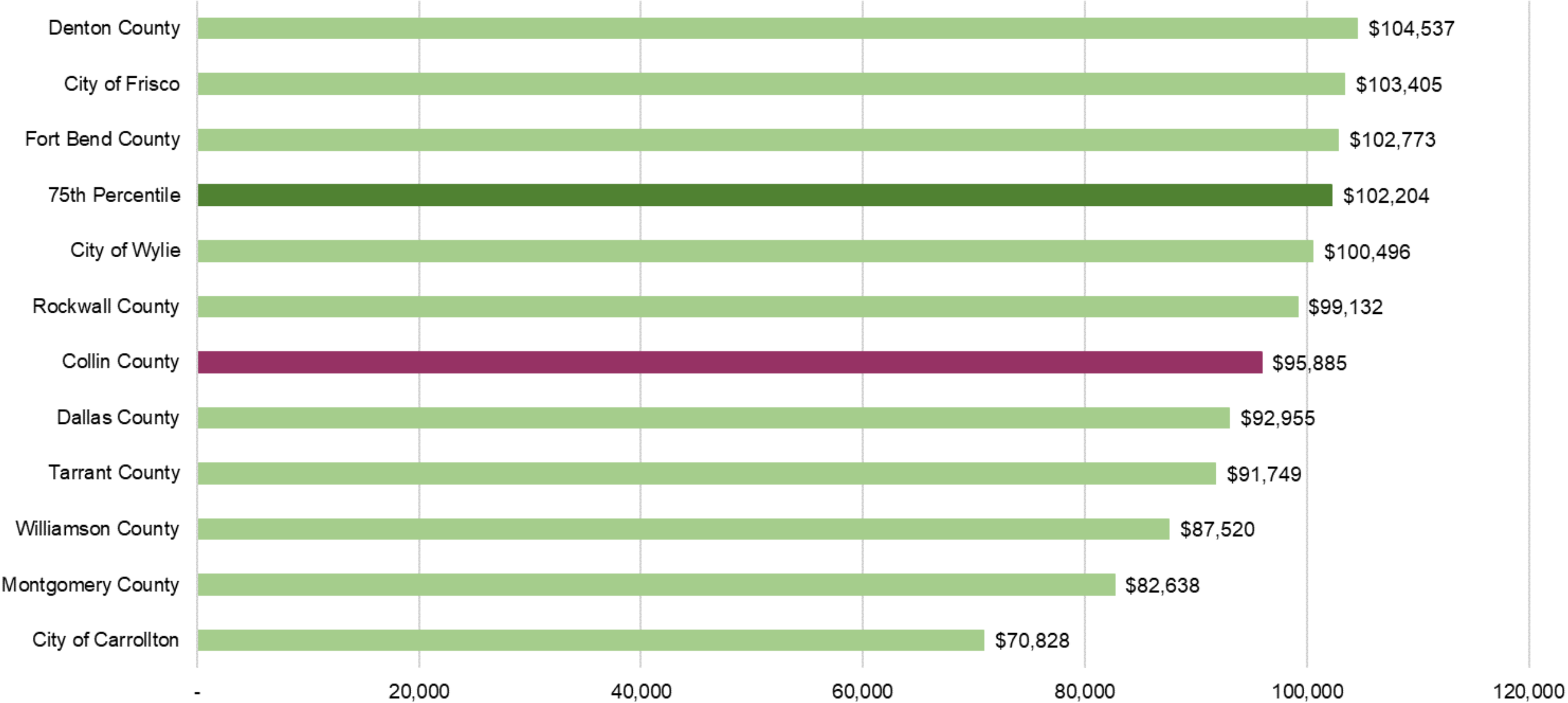


20 incumbents (91%) are in the top quartile of the pay range. Three (3) incumbents (14%) are currently at the pay grade maximum.

# COURT OFFICER MINIMUMS FY 2025



# COURT OFFICER MAXIMUMS FY 2025



# DEPUTY FIRE MARSHAL- GRADE 557

**Three (3) Positions**

Average Length of Service:  
Less than one (1) year

Pay Range:  
\$78,414 to \$109,779

None of the incumbents are in the top quartile of the pay range. All incumbents are under the pay grade max.



## MINIMUM SALARY

1st out of 9

9% above the  
75th percentile

## MAXIMUM SALARY

2nd out of 9

17% above the  
75th percentile

**One (1) Incumbent**

# DEPUTY FIRE MARSHAL MINIMUMS FY 2025



# DEPUTY FIRE MARSHAL MAXIMUMS FY 2025

