

FY2026 Elected Official Compensation



ELECTED OFFICIAL COMPENSATION POLICY

For FY2025, Commissioners Court approved a new policy for elected official compensation. The policy determines how the approved increase percentage will be applied and the resulting salary for the new fiscal year.

Per policy, the 5th and 6th placed salaries from the comparison counties are averaged, then the approved increase percentage is applied to this average. The resulting amount is the new salary for the following fiscal year.

If the elected official's current salary is over the average of all salaries from the comparison counties or over the average of the 5th and 6th placed salaries, then the approved percentage of increase is applied to the current salary.

The Comparison Counties are: Bexar, Dallas, Denton, Fort Bend, Montgomery, Rockwall, Tarrant, Travis, Williamson

**ELECTED
OFFICIAL
COMPENSATION
POLICY**

**County Court at Law,
Probate, and District
Court Judges salaries are
determined by statute.**

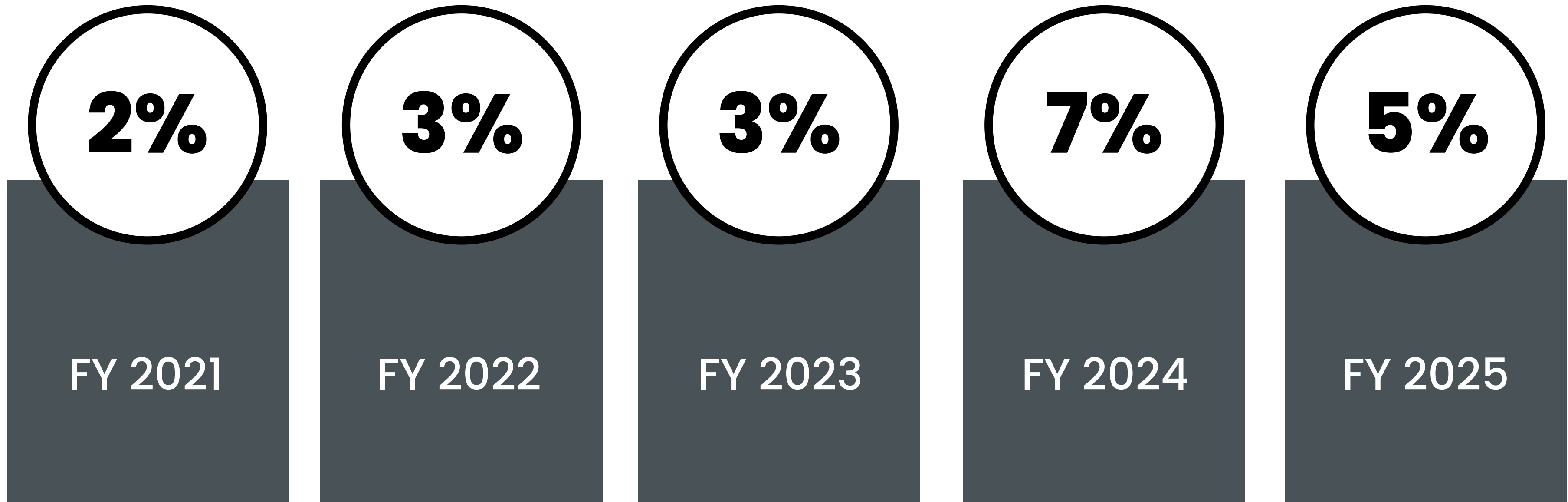
**Salaries are rounded to
the nearest dollar.**

**Average of 5th and 6th
excludes Collin County
for this presentation.**

Position Title	Current Salary	Average of 5th & 6th	Average of All Comparison Entities	Salary Over/ Under Averages
County Judge	\$186,307	\$182,856	\$180,944	OVER
Commissioners	\$160,816	\$161,222	\$167,949	UNDER
Constables	\$131,049	\$131,103	\$132,013	UNDER
County Clerk	\$159,258	\$157,696	\$161,770	OVER
District Attorney	\$77,791	\$79,993	\$90,826	UNDER
District Clerk	\$159,258	\$157,696	\$161,770	OVER
Justices of the Peace	\$143,735	\$148,141	\$141,508	OVER
Sheriff	\$208,378	\$193,707	\$189,848	OVER
Tax Assessor	\$162,532	\$163,938	\$166,529	UNDER

ELECTED OFFICIAL SALARY HISTORY

Collin County increased most elected official salaries by an average of 4% over the past 5 years.



- The averages above do not include County Court at Law Judges, District Court Judges, or the Probate Judge salary increases, since they are based on statutory legislation.
- In FY 2024, some elected official salaries were increased by a larger percentage in order to be comparable with other comparison entities.
- In FY 2025, we adopted a new compensation policy.

ELECTED OFFICIAL SALARY HISTORY

COLLIN COUNTY BY PERCENTAGE

Position	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025	5 Year Total	5 Year Average
County Judge	2%	3%	3%	4%	4%	16%	3%
Commissioners	2%	3%	3%	4%	10%	22%	4%
Constables	2%	3%	3%	6%	5%	19%	4%
County Clerk	2%	3%	3%	6%	4%	18%	4%
County Court at Law Judges ⁽²⁾	1%	0%	-2%	1%	1%	1%	0%
District Attorney ⁽¹⁾	2%	3%	3%	27%	5%	40%	8%
District Clerk	2%	3%	3%	6%	4%	18%	4%
District Judges ⁽¹⁾	0%	0%	0%	0%	0%	0%	0%
Justices of the Peace	2%	3%	3%	6%	7%	21%	4%
Probate Judge ⁽²⁾⁽³⁾	0%	0%	0%	-15%	1%	-14%	-3%
Sheriff	2%	3%	3%	4%	4%	16%	3%
Tax Assessor	2%	4%	3%	8%	4%	21%	4%

(1) Base county supplement only - does not include state salary, additional mandated, or voluntary supplements.

(2) Decrease due to newly elected County Court at Law Judge in FY 2023 and newly elected Probate Judge in FY2024

(3) FY 2024 increase percentage is reflective of the change in salary as of the start of the fiscal year.

In FY 2024, some elected official salaries were increased by a larger percentage in order to be comparable with other comparison entities.

ELECTED OFFICIAL SALARY HISTORY

BASE SALARY AND SUPPLEMENTS

Position	FY 2021	FY 2022	FY 2023	FY 2024	FY 2025
County Judge	\$162,364	\$167,234	\$172,252	\$179,142	\$186,307
Commissioners	\$132,620	\$136,599	\$140,697	\$146,325	\$160,816
Constables	\$110,417	\$113,730	\$117,142	\$124,752	\$131,049
County Clerk	\$136,528	\$140,624	\$144,842	\$153,133	\$159,258
County Court at Law Judge I	\$193,400	\$193,400	\$193,400	\$193,400	\$193,400
County Court at Law Judge II	\$185,000	\$185,000	\$185,000	\$185,000	\$193,400
County Court at Law Judge III	\$185,000	\$185,000	\$185,000	\$193,400	\$193,400
County Court at Law Judge IV & VI	\$185,000	\$185,000	\$193,400	\$193,400	\$193,400
County Court at Law Judge V ⁽³⁾	\$193,400	\$193,400	\$157,000	\$157,000	\$157,000
County Court at Law Judge VII	\$174,713	\$174,713	\$174,713	\$174,713	\$185,000
District Attorney ⁽¹⁾	\$54,742	\$56,385	\$58,706	\$74,019	\$77,791
District Clerk	\$136,528	\$140,624	\$144,842	\$153,133	\$159,258
District Judges ⁽¹⁾ (4)	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000
Justices of the Peace Pct. 1, 2, 3, 4	\$119,697	\$123,288	\$126,986	\$133,973	\$143,735
Probate Judge ⁽³⁾	\$185,000	\$185,000	\$185,000	\$158,000	\$158,000
Salary Supplement ⁽²⁾	\$9,433	\$9,433	\$9,433	\$0	\$0
Sheriff	\$181,598	\$187,046	\$192,657	\$200,363	\$208,378
Tax Assessor	\$134,999	\$140,624	\$144,842	\$156,281	\$162,532

(1) Base county supplement only – does not include state salary. State salary is set by statute.

(2) Salary supplement included longevity and benefit replacement pay, which is required by statute.

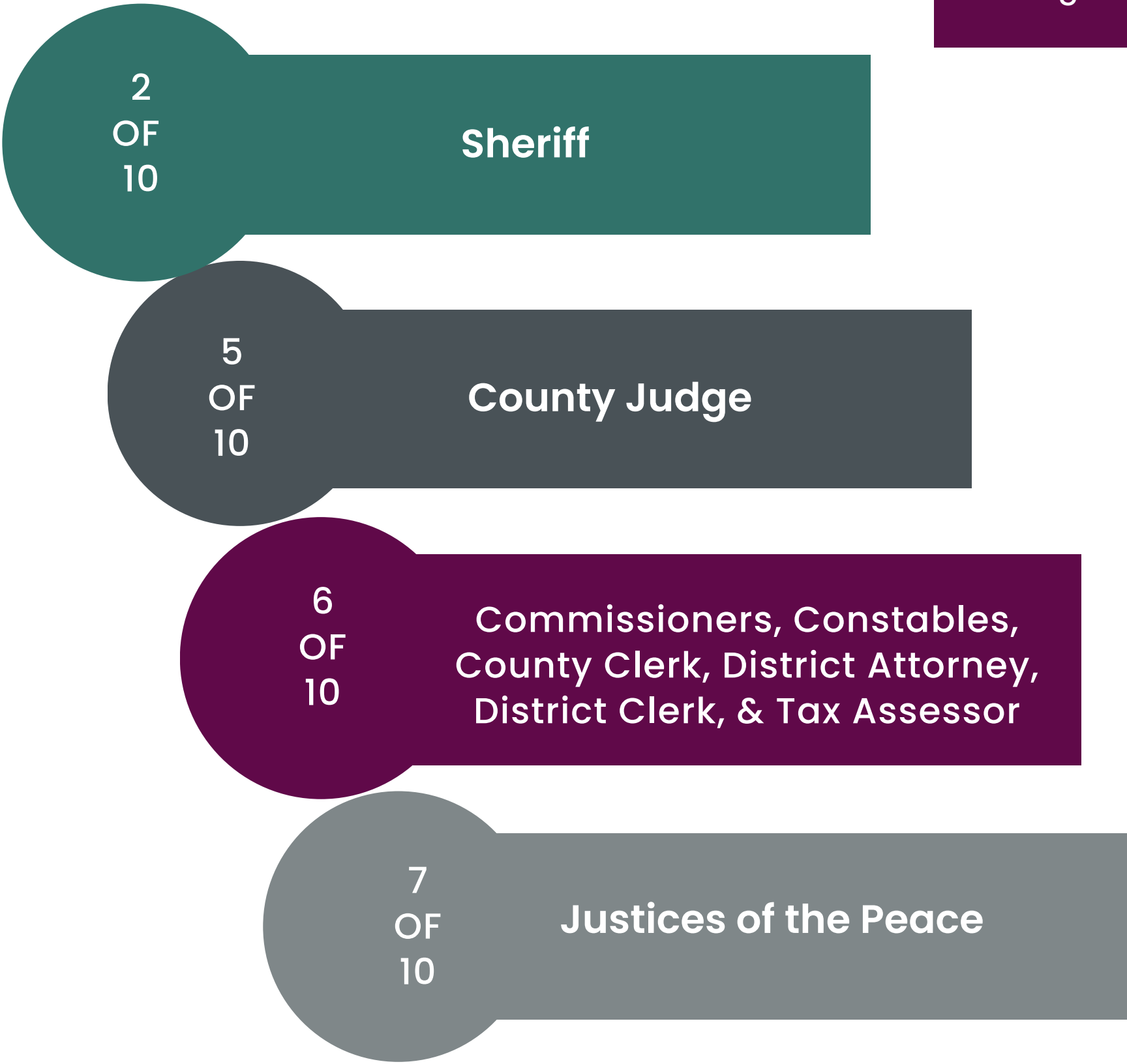
(3) Decrease in salary due to newly elected judge.

(4) In FY2024, the 494th District Judge received a prorated supplement due to working a partial year.

**BASE SALARY
RANKING-
COMPARISON
COUNTIES**

Comparison Counties:

- Dallas 2,606,358
- Tarrant 2,182,947
- Bexar 2,087,679
- Travis 1,334,961
- Collin 1,195,359
- Denton 1,007,703
- Fort Bend 916,778
- Montgomery 711,354
- Williamson 697,191
- Rockwall 131,307



Ranking on base pay or base supplement provided by County only.

Average salary used in ranking where applicable.

ELECTED OFFICIAL SALARY HISTORY – OTHER COUNTIES

5 YEAR AVERAGE – FY 2021 TO FY 2025

	Collin	Bexar	Dallas	Denton	Fort Bend	Montgomery	Rockwall	Tarrant	Travis	Williamson
County Judge	3%	4%	1%	4%	5%	0%	2%	3%	3%	5%
Commissioners ⁽¹⁾	4%	4%	4%	4%	4%	3%	2%	3%	3%	7%
Constables	4%	4%	3%	4%	4%	3%	3%	3%	3%	7%
County Clerk	4%	4%	3%	4%	4%	3%	2%	3%	3%	7%
County Court at Law Judges ⁽¹⁾	0%	1%	0%	-1%	2%	-2%	1%	-1%	0%	3%
District Attorney	8%	4%	7%	13%	27%	16%	0%	3%	6%	28%
District Clerk	4%	4%	3%	4%	4%	3%	2%	3%	3%	7%
District Judges	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Justices of the Peace ⁽¹⁾	4%	4%	3%	4%	4%	3%	2%	3%	3%	7%
Probate Judge ^{(1) (2)}	-3%	2%	0%	0%	n/a	0%	n/a	0%	-2%	n/a
Sheriff	3%	3%	3%	4%	7%	3%	2%	3%	4%	6%
Tax Assessor	4%	4%	3%	4%	5%	4%	2%	3%	3%	6%

(1) Average salary used in the calculation of increase percentage for Commissioners in Dallas, Probate Judges in Dallas, Denton, and Travis, Justices of the Peace in Montgomery, and County Court at Law Judges in all Counties.

(2) Fort Bend, Rockwall, and Williamson do not have Probate Courts.

FY 2024 increase percentage is reflective of the change in salary as of the start of the fiscal year.

ELECTED OFFICIAL SALARY HISTORY – OTHER COUNTIES

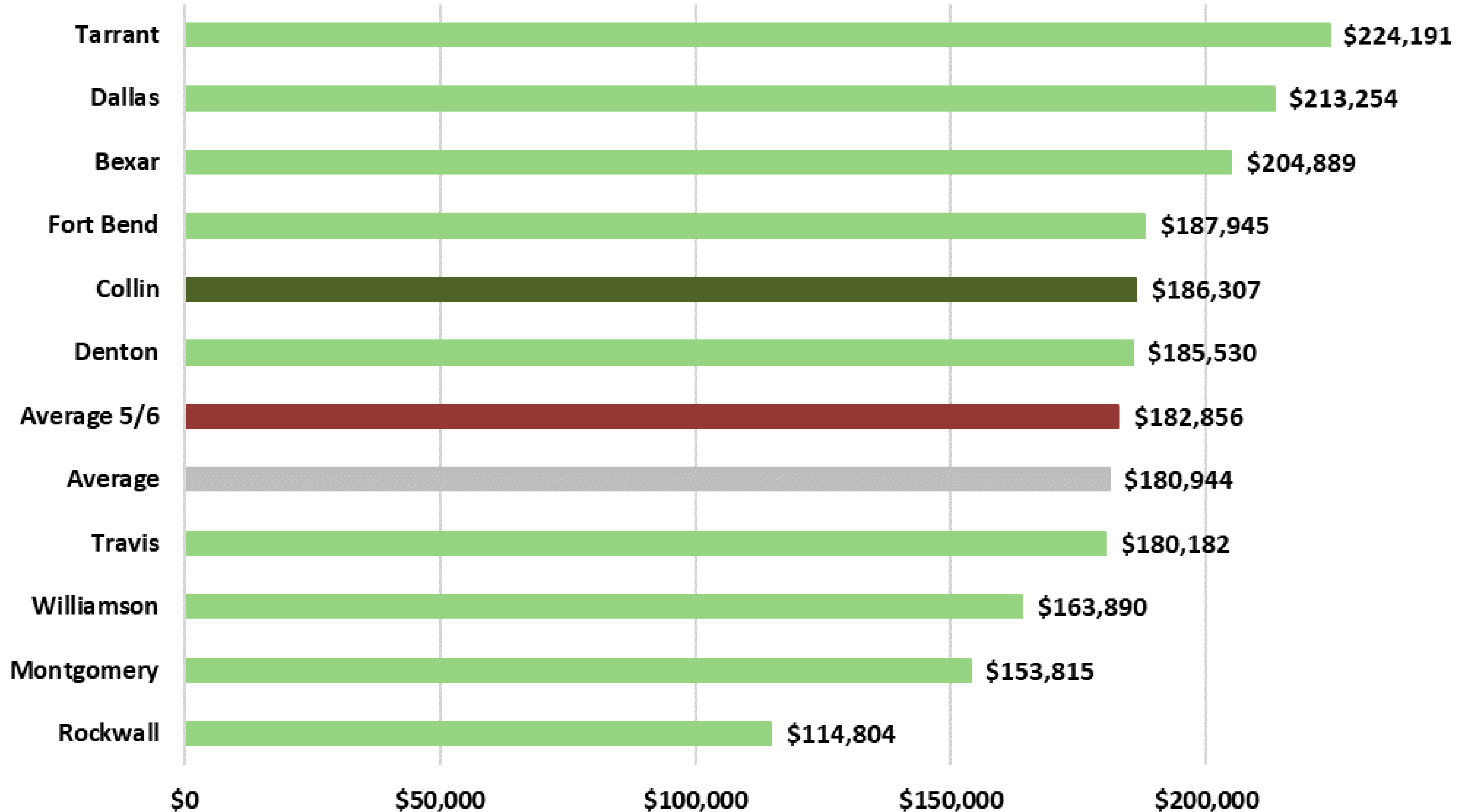
5 YEAR TOTAL – FY 2021 TO FY 2025

	Collin	Bexar	Dallas	Denton	Fort Bend	Montgomery	Rockwall	Tarrant	Travis	Williamson	Average
County Judge	16%	18%	7%	22%	27%	0%	12%	16%	14%	27%	16%
Commissioners ⁽¹⁾	22%	22%	20%	22%	22%	15%	12%	15%	17%	36%	20%
Constables	19%	21%	13%	22%	22%	16%	14%	16%	17%	34%	19%
County Clerk	18%	18%	13%	22%	21%	15%	12%	16%	17%	35%	19%
County Court at Law Judges ⁽¹⁾	1%	3%	2%	-3%	8%	-11%	4%	-7%	0%	14%	1%
District Attorney	40%	18%	34%	63%	136%	79%	0%	16%	31%	139%	56%
District Clerk	18%	18%	13%	22%	21%	15%	12%	16%	17%	35%	19%
District Judges	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%
Justices of the Peace ⁽¹⁾	21%	18%	13%	22%	22%	16%	12%	16%	17%	33%	19%
Probate Judge ^{(1) (2)}	-14%	10%	2%	0%	n/a	0%	n/a	0%	-9%	n/a	-2%
Sheriff	16%	13%	13%	22%	33%	15%	12%	16%	20%	31%	19%
Tax Assessor	21%	18%	13%	22%	24%	22%	12%	16%	17%	31%	20%

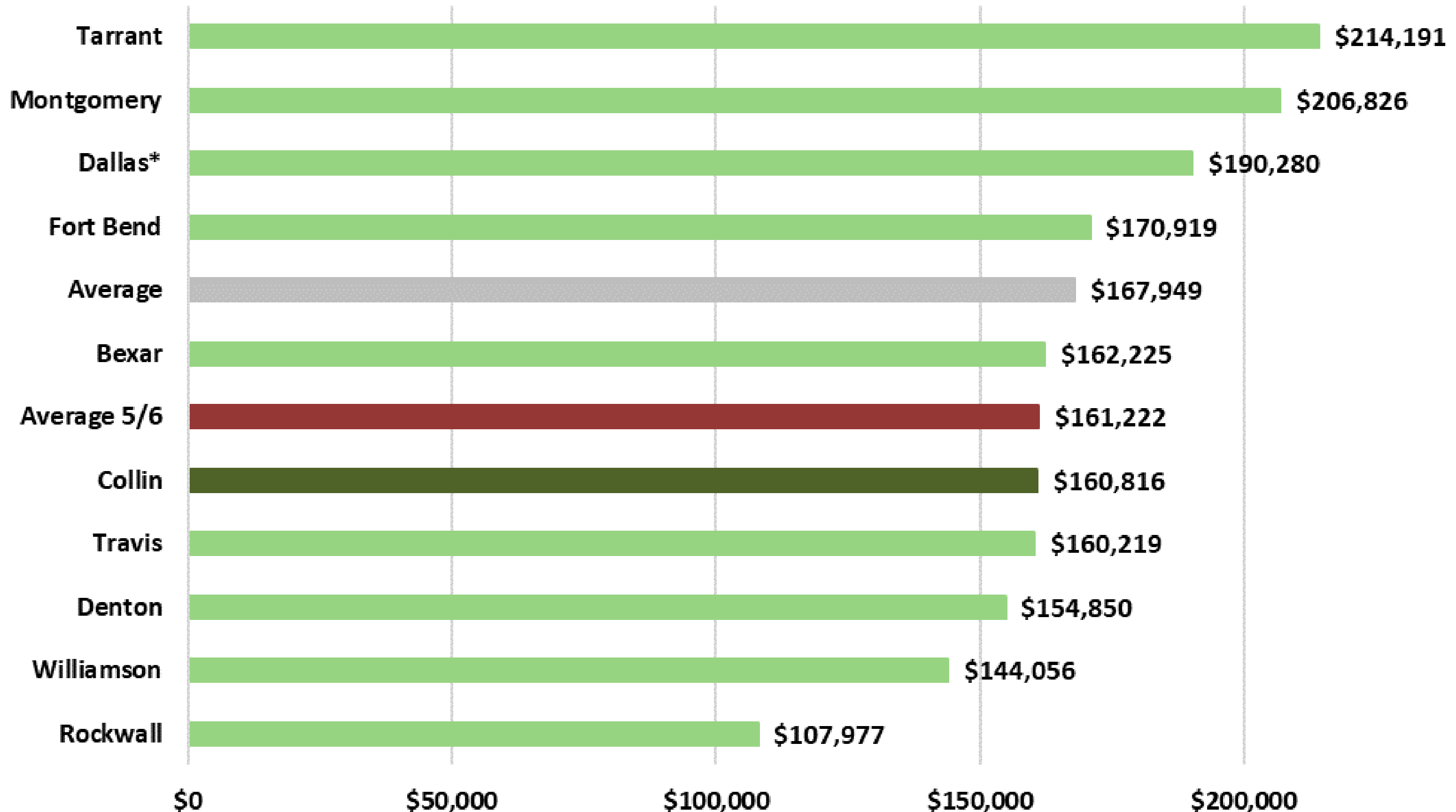
(1) Average salary used in the calculation of increase percentage for Commissioners in Dallas, Probate Judges in Dallas, Denton, and Travis, Justices of the Peace in Montgomery, and County Court at Law Judges in all Counties.

(2) Fort Bend, Rockwall, and Williamson do not have Probate Courts.

COUNTY JUDGE – FY2025

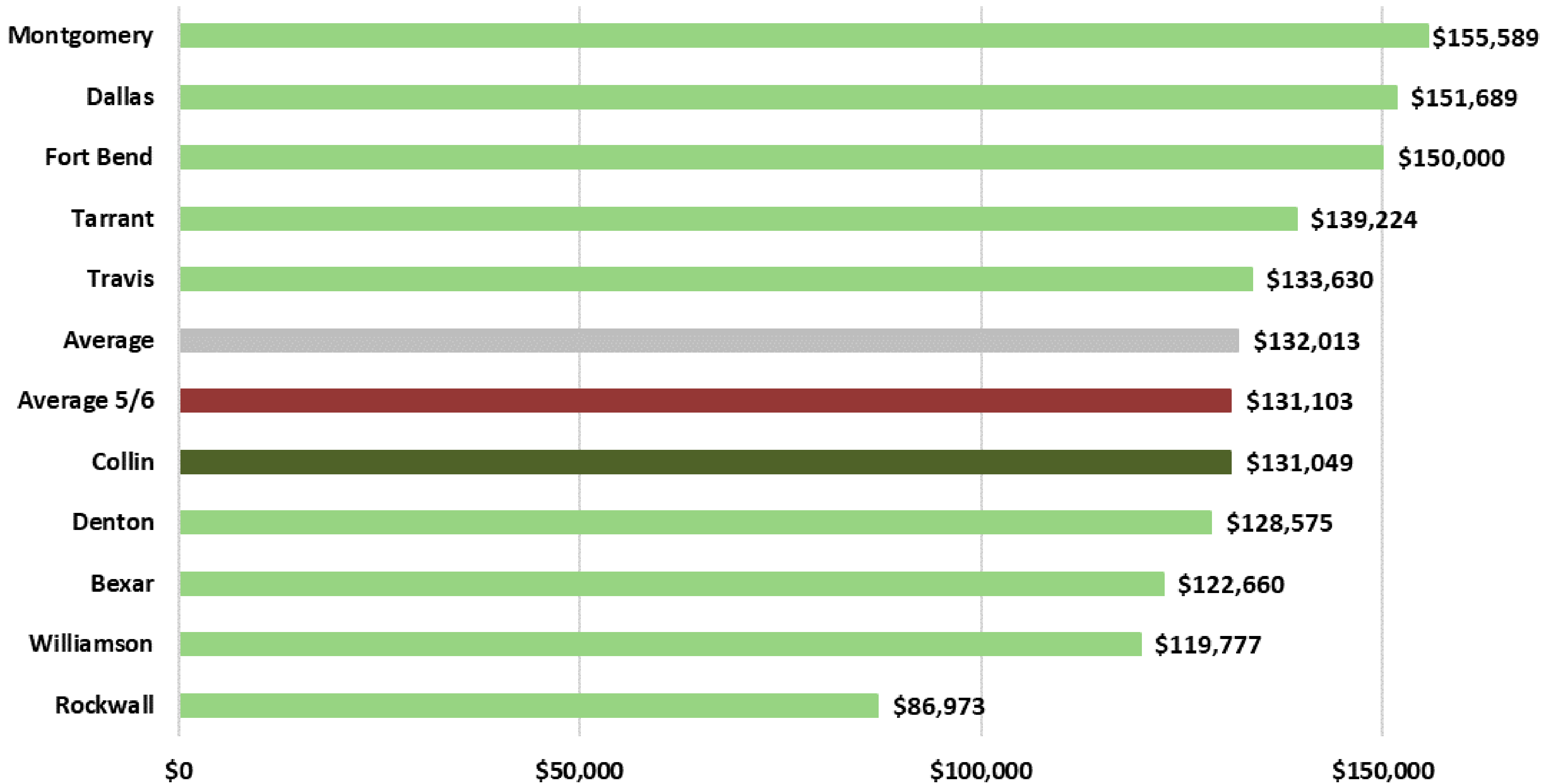


COMMISSIONERS – FY2025

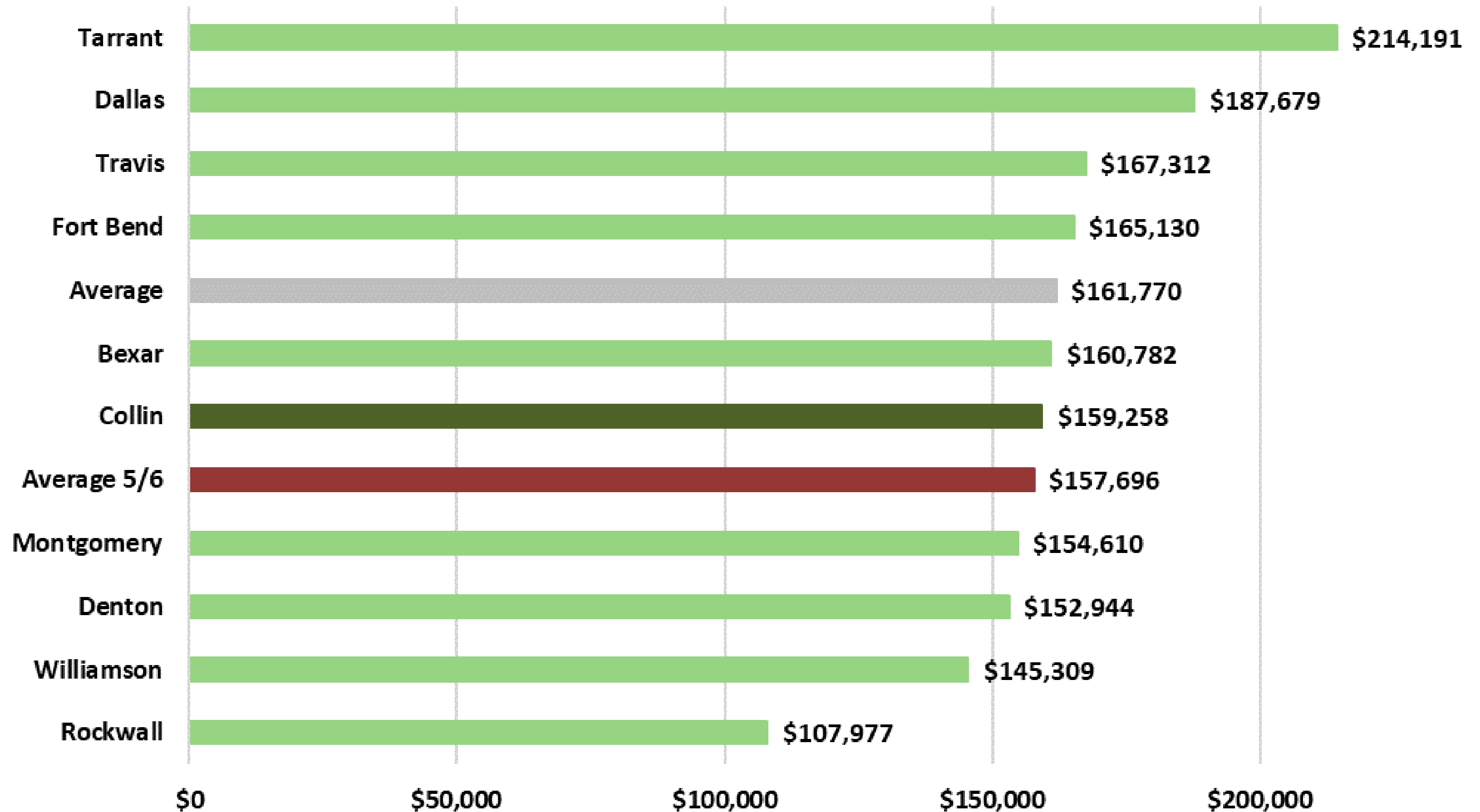


* Average salary used in calculation.

CONSTABLES – FY2025



COUNTY CLERK – FY2025



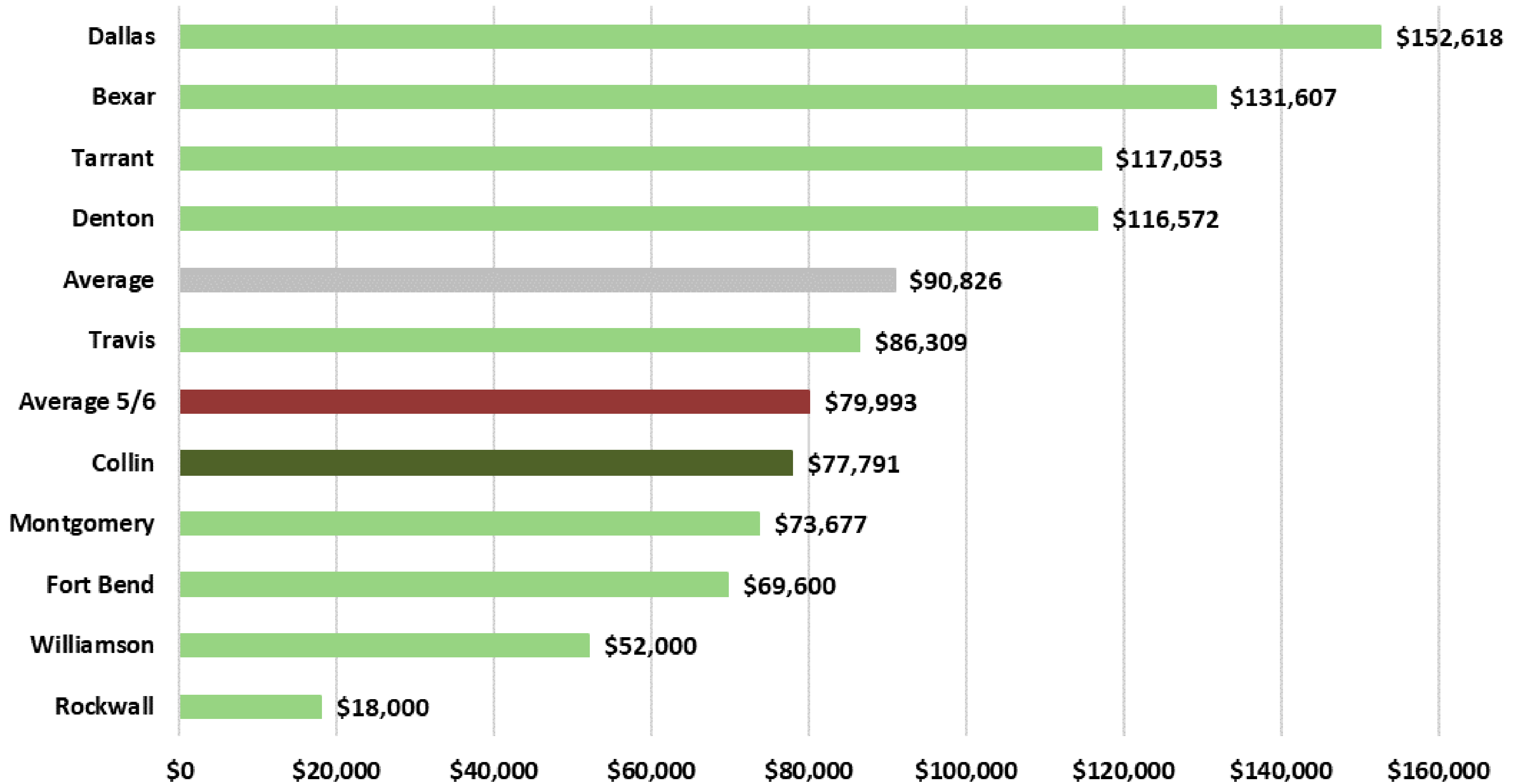
COUNTY COURT AT LAW JUDGES – FY2025



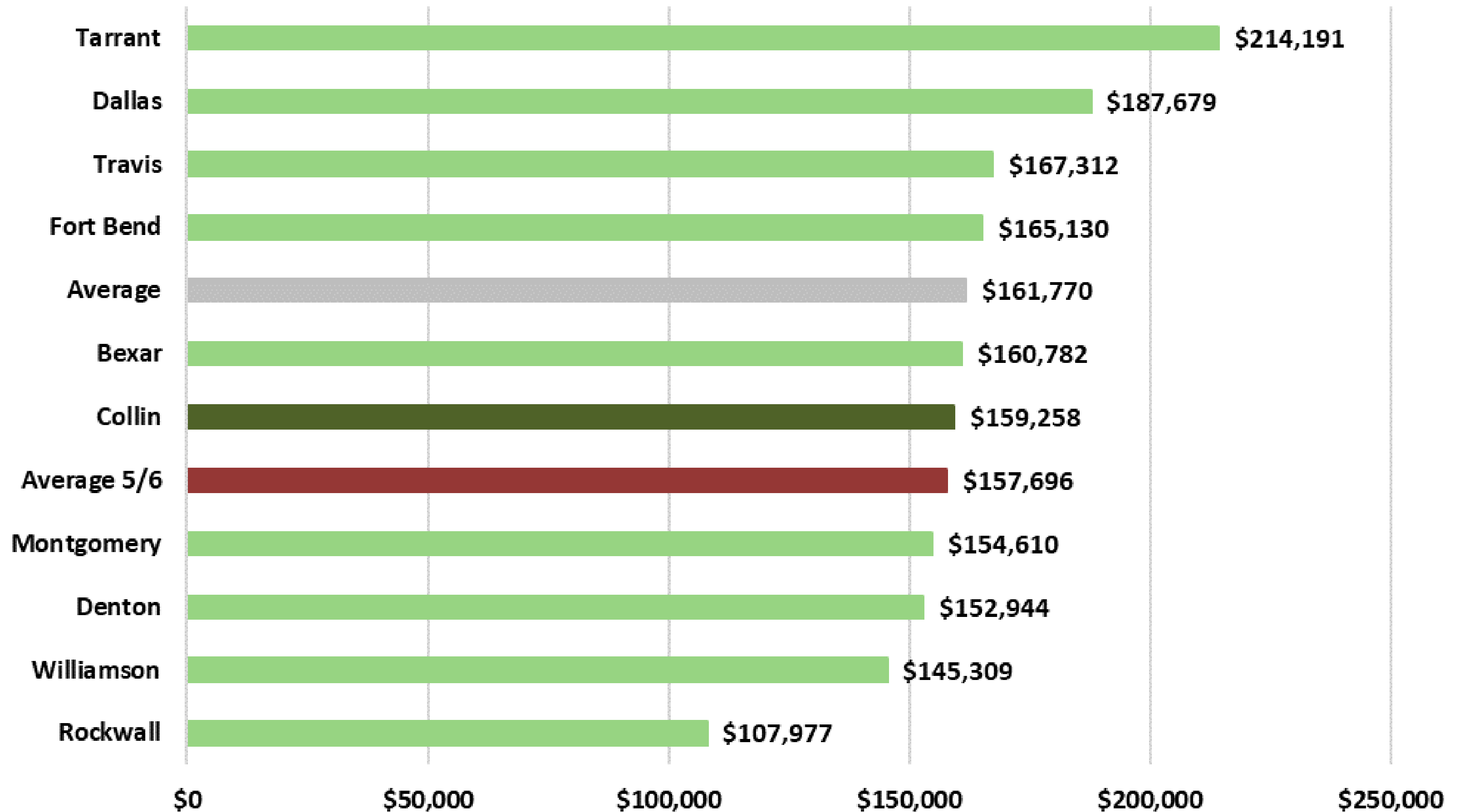
*Average salary used in calculation for all CCL Judges.

County Court at Law Judge's salaries are set by statute and determined by length of service.

DISTRICT ATTORNEY – FY2025



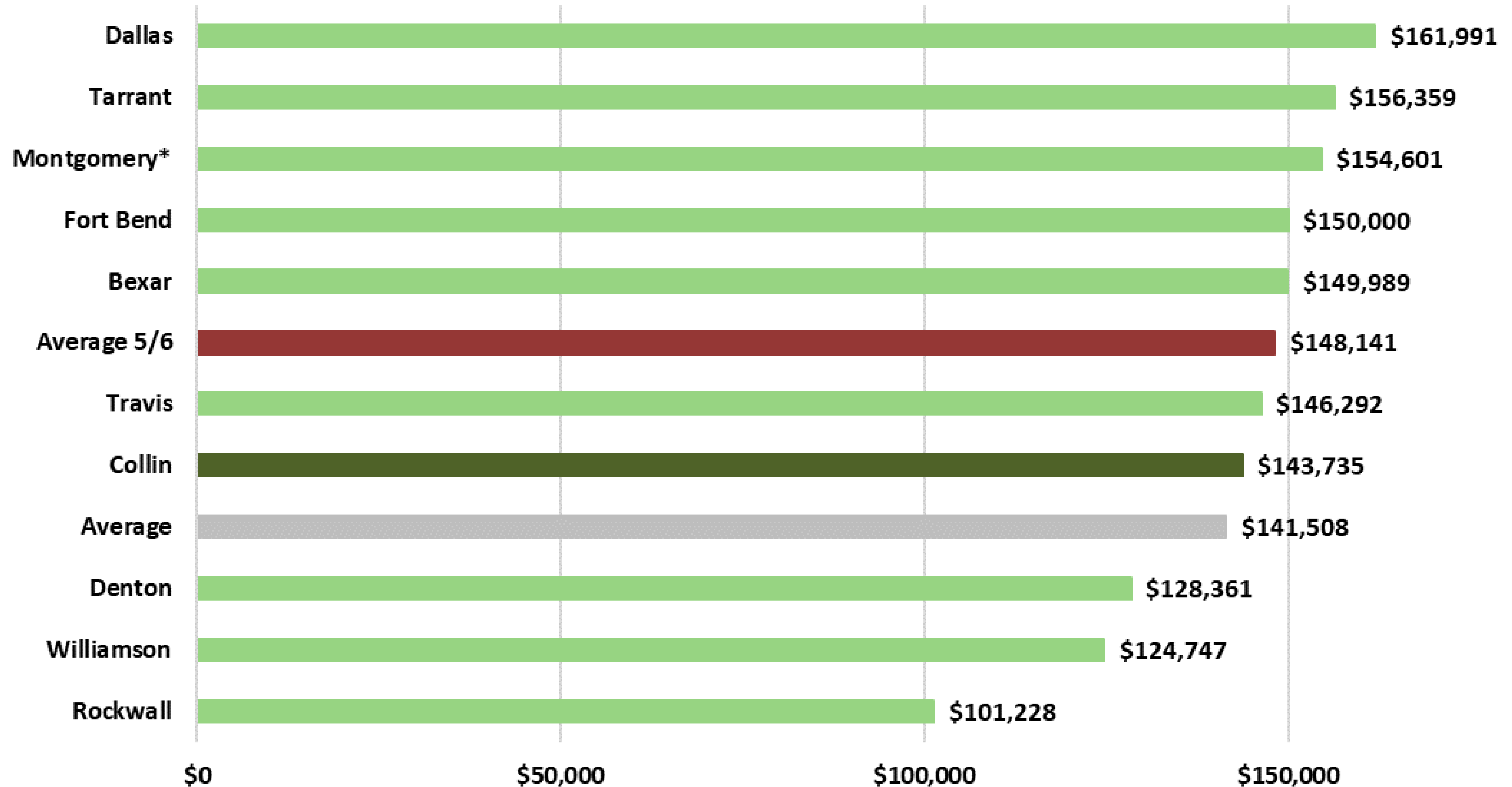
DISTRICT CLERK – FY2025



DISTRICT JUDGES – FY2025

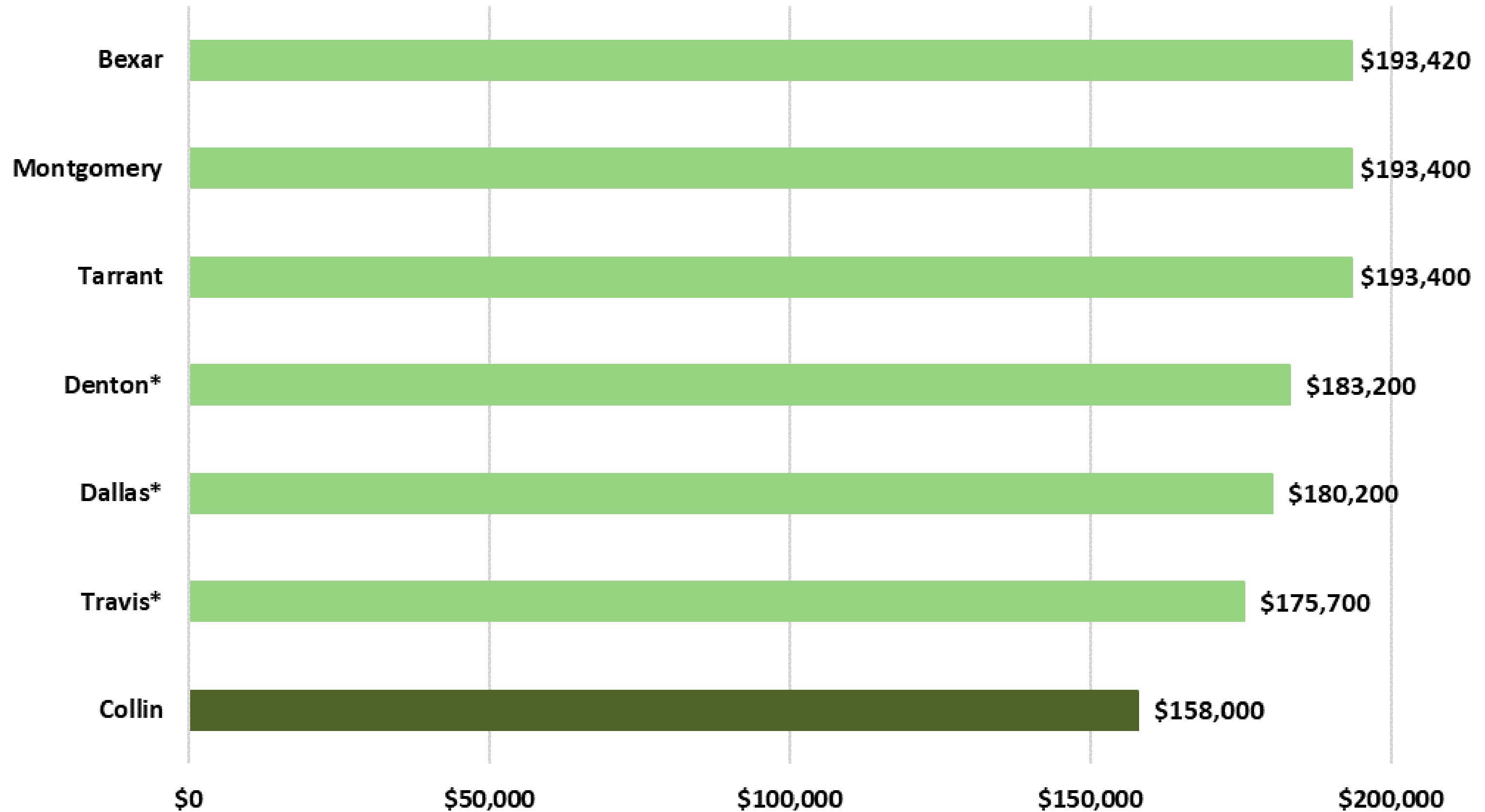


JUSTICES OF THE PEACE – FY2025



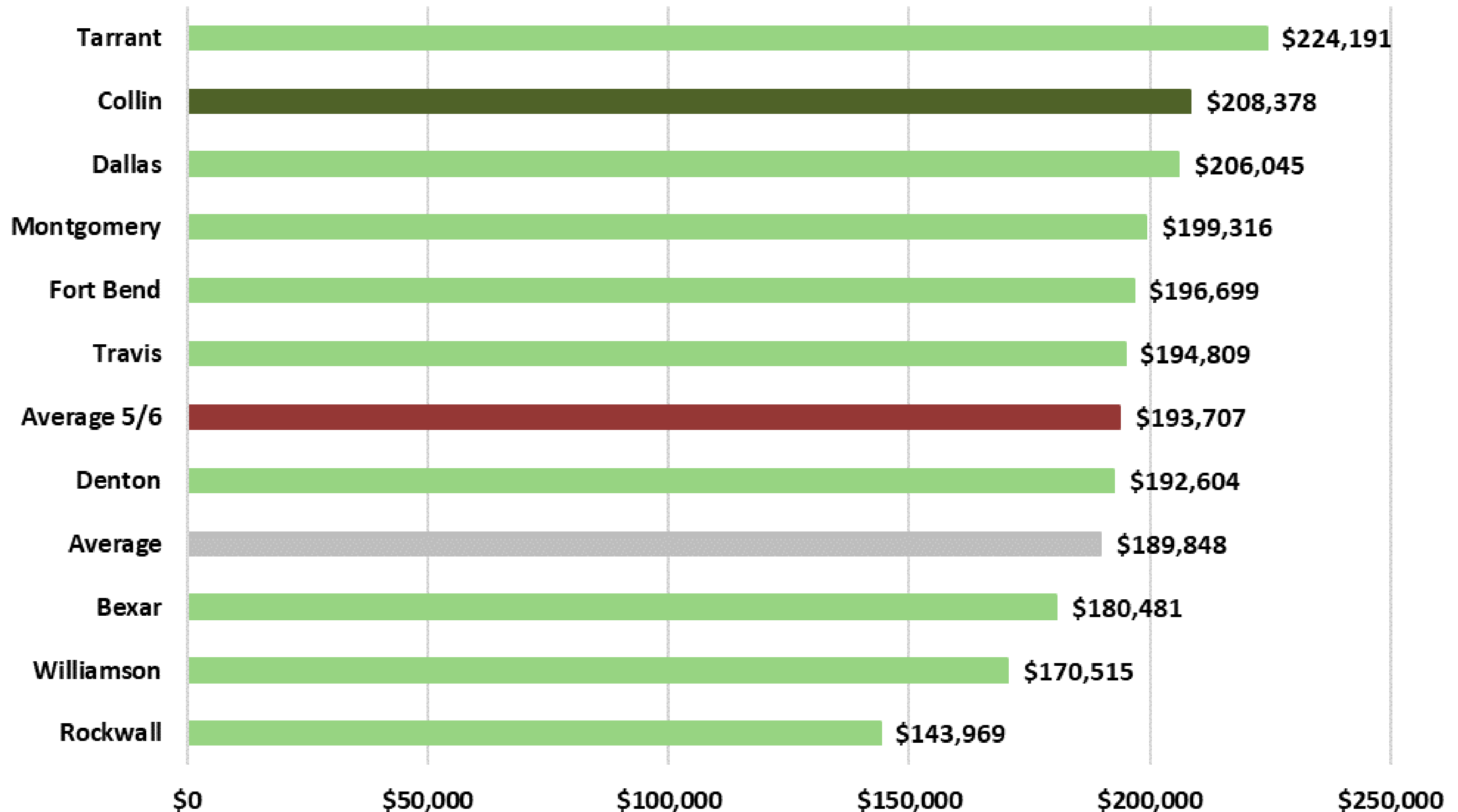
* Average salary used in calculation.

PROBATE JUDGE – FY2025

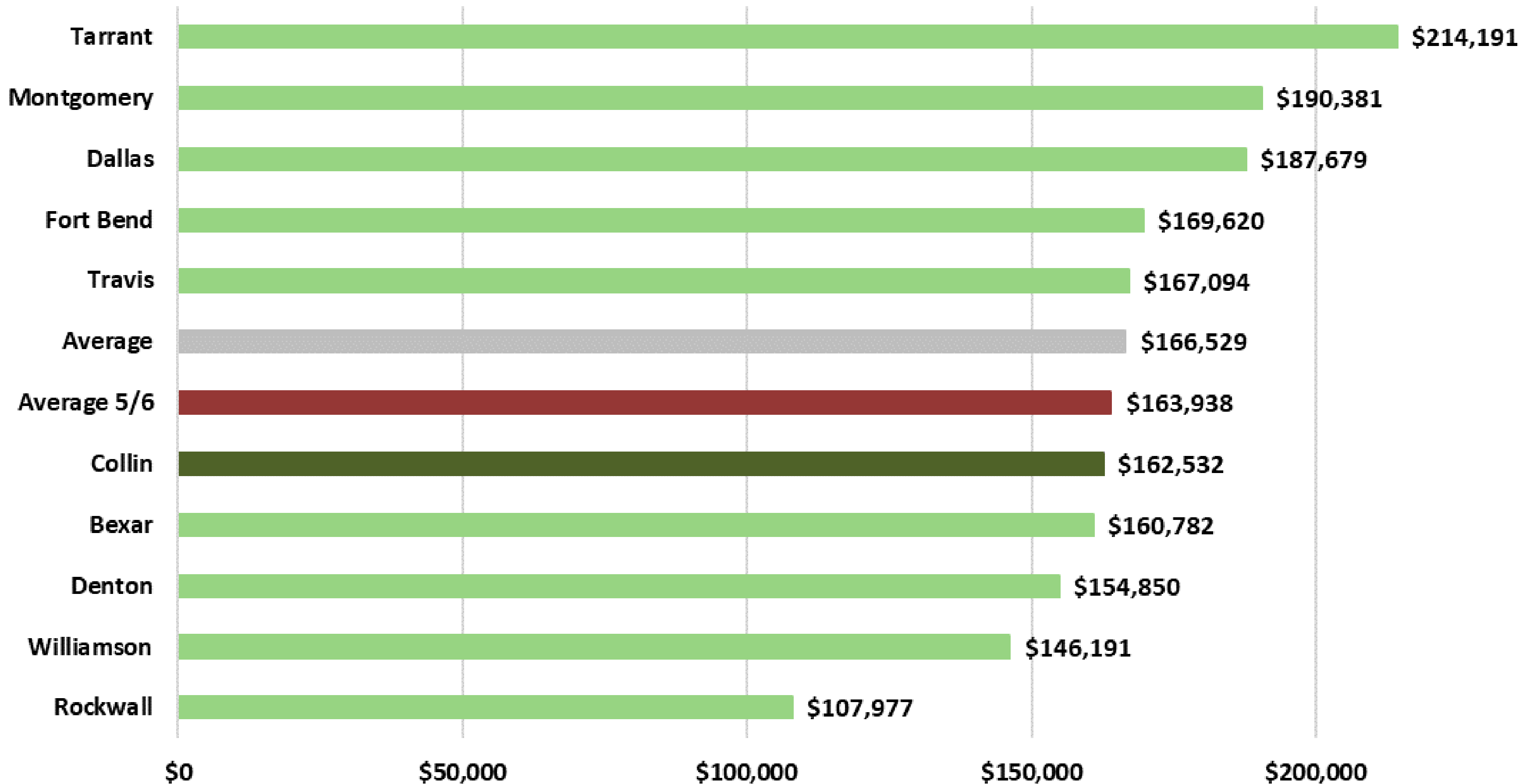


* Average salary used in calculation.
Probate Judge's salary is determined by statute and length of service.

SHERIFF – FY2025



TAX ASSESSOR – FY2025



SENATE BILL 293 – 89(R)

Senate Bill 293 does the following:

- Increases the state base salary of district court judges from \$140,000 to \$175,000 annually, effective September 1, 2025.
- Increases the state longevity for district court judges from \$8,400 to \$10,500 annually.
- Increases the maximum allowable county supplement from \$18,000 to \$25,000 annually. The bill does not require counties to increase the supplement. It only specifies that district judges are eligible to receive up to \$25,000 annually in county supplements.*

Note:

The state base salary of district judges serves as the benchmark for salary increases based on years of service and for calculating the minimum salaries of the county court at law judges, statutory probate court judges, and state prosecutors. This means that any increases to the district judges salaries and supplements also increases the salaries of the Collin County CCL Judges, Probate Judge, and the District Attorney.

District Judges

The State of Texas will raise the salaries and longevity of District Judges in Collin County by an additional sum between \$14,000 and \$18,900, totaling \$244,300 in increases from the State. The County decides the amount of the supplement paid to the District Judges. However, any increase to the county supplements will subsequently also increase the salary of the CCL Judges and the Probate Judge, paid by the County.

Before any increase to the county supplement for District Judges, the budget impact of compensation changes for CCL Judges and the Probate Judge from Senate Bill 293 is \$332,500. If Commissioners Court approves an increase to the county supplement for District Judges to \$25,000 each, the budget impact increases to \$493,500, a difference of \$161,000. This does not include any increase to the county supplement paid to the District Attorney.

*The LAJ District Judge also receives an additional supplement of \$12,250 by the state.

SENATE BILL 293 – 89(R) – CCL JUDGES’ SALARIES

As a result of Senate Bill 293:

Annual Salary = \$1,000 less than the sum of the annual salary for a district judge with comparable years of service as the CCL judge, plus any state and county contributions and supplements paid to a district judge in the county.

Example: A district judge with two (2) years of experience earns \$175,000 annually from the state with Bill 293. The judge also receives a supplement of \$18,000 from the county, making their total annual pay \$193,000 from all sources. A CCL judge in the same county, also with two (2) years of experience, would then receive \$192,000 annually.

Due to the raise in state base salary, CCL Judges in Collin County will also increase accordingly, effective 10/1/2025. Any increase in the county supplement amount paid to district judges will also result in higher increases to the salaries of CCL judges.

Position	FY2025 Salary	FY2026 Salary (\$18,000)	Difference	FY2026 Salary (\$25,000)	Difference
CCL #1 Judge	\$193,400	\$237,500	\$44,100	\$244,500	\$51,100
CCL #2 Judge	\$193,400	\$237,500	\$44,100	\$244,500	\$51,100
CCL #3 Judge	\$193,400	\$237,500	\$44,100	\$244,500	\$51,100
CCL #4 Judge	\$193,400	\$237,500	\$44,100	\$244,500	\$51,100
CCL #5 Judge	\$157,000	\$192,000	\$35,000	\$199,000	\$42,000
CCL #6 Judge	\$193,400	\$237,500	\$44,100	\$244,500	\$51,100
CCL #7 Judge	\$185,000	\$227,000	\$42,000	\$234,000	\$49,000
Totals	\$1,309,000	\$1,606,500	\$297,500	\$1,655,500	\$346,500

SENATE BILL 293 – 89(R) – STATUTORY PROBATE JUDGE

Statutory Probate Judges (SPC) & Senate Bill 293 - Impact for Collin County:

The Statutory Probate Judge for Collin County has one (1) year completed service at this time. The minimum annual salary for this judge, per Senate Bill 293, is equal to the sum of the annual salary for a district judge with comparable years of service as the SPC judge plus any state and county contributions and supplements paid to a district judge in the county.

A district judge with one (1) year of experience earns:
\$175,000 annually from the state with Bill 293
\$18,000 from the Collin County as a county supplement
\$193,000 total annual salary from all sources

Due to the raise in state base salary, the Statutory Probate Judge will earn \$193,000 annually, effective 10/1/2025. Any increase to the county supplement amount for district judges will raise the total annual salary and subsequently the amount paid to the Statutory Probate Judge, as seen below.

Position	FY2025 Salary	FY2026 Salary (\$18,000)	Difference	FY2026 Salary (\$25,000)	Difference
Statutory Probate Judge	\$158,000	\$193,000	\$35,000	\$200,000	\$42,000

SENATE BILL 293 – 89(R) DISTRICT ATTORNEY

The new state base salary of district court judges set by Senate Bill 293 also affects state prosecutor salaries, including the District Attorney for Collin County. State Prosecutors salaries are equal to the state annual salary for a district judge with the comparable years of service.*

- A commissioners court may supplement the state prosecutor's state salary, but may not pay the state prosecutor an amount less than the compensation it pays its highest paid district judge (currently \$18,000).*
- If the amount of a state prosecutor's total annual salary from state and county sources exceeds the maximum combined base salary from all sources for a district judge with comparable years of service, the Texas State Comptroller reduces the state prosecutor's state annual salary by the amount equal to the excess. However, the comptroller may not reduce the state prosecutor's state annual salary to an amount that is less than the state base salary paid to a district judge, which is now \$175,000. The reduced state salary amounts are below.

Since the Comptroller cannot reduce the salary amount less than \$175,000, the District Attorney earns more than a District Court Judge even with the highest allowed County supplement and state longevity, which would be \$245,500.

Before any increase in the county supplement for the District Attorney:

Position	Reduced FY25 State Salary	FY25 County Supplement	FY25 Total Salary (State/County)	ReducedFY26 State Salary	FY2026 County Supplement	FY26 Total Salary (State/County)	Difference Prior to Any Increase
District Attorney	\$141,809	\$77,791	\$219,600	\$175,000	\$77,791	\$252,791	\$33,191

Amounts are rounded to nearest dollar.
*According to the Texas State Government Code, Title 2, Subtitle C, Chapter 46.

ELECTED OFFICIAL COMPENSATION POLICY

Current

The current policy states the 5th and 6th placed salaries from the comparison counties are averaged, then the approved increase percentage is applied to this average. The resulting amount is the new salary for the following fiscal year.

If the elected official's current salary is over the average of all salaries from the comparison counties or over the average of the 5th and 6th placed salaries, then the approved percentage of increase is applied to the current salary.

Court Consideration

Updated policy would state the 5th and 6th placed salaries from the comparison counties, excluding Collin County, are averaged, then the approved increase percentage is applied to this average. The resulting amount is the new salary for the following fiscal year.

If the elected official's current salary is over the average of the 5th and 6th placed salaries, the overage will be deducted from any salary increase. Salaries will not go below the elected officials current salary.