

LAW ENFORCEMENT COMPENSATION

A decorative graphic at the top of the slide features a blue line with circular markers and a light green area chart. The line starts on the left, dips, then rises to a peak, followed by several smaller peaks and valleys. The area chart is filled with light green and follows the general trend of the line. The background of the slide is a solid blue color with vertical dashed lines.

2016 Presentation for FY 2017 Budget

GENERAL INFORMATION

This presentation will focus on reviewing the salary ranges for various law enforcement positions throughout Collin County.

There will be a separate presentation on annual increases.

Law Enforcement positions were benchmarked against the following organizations:

- Denton County
- Fort Bend County
- Montgomery County
- Tarrant County
- Williamson County
- City of Allen
- City of Frisco
- City of McKinney
- City of Plano
- City of Wylie



BENCHMARK POSITIONS

There are approximately 426 employees in the 17 benchmark law enforcement positions with an average length of service of 10 years. The benchmark positions are:

Position Title	# incumbents
Detention Officer	218
Dispatcher	14
Transfer Officer	26
Criminal Justice Info Supervisor	1
Court Officer	20
Deputy Constable	19
Deputy Sheriff Recruit	2
Deputy Sheriff	63
Deputy Fire Marshal	2

Position Title	# incumbents
Criminal Investigator	11
Felony Investigator	15
Public Safety Comm Manager	1
Sergeant (Patrol)	6
Lieutenant	21
Captain	5
Jail Administrator	1
Deputy Chief	2

- 89% of the headcount in the law enforcement pay grades are in benchmarked positions.
- 7 (2%) employees in benchmarked positions are at or over the maximum of the pay range.

BENCHMARK POSITION TURNOVER

Individual position turnover statistics for Fiscal Year 2015 were:

Position Title	Turnover %	Terms vs Avg Posns
Detention Officer	22%	51 of 231
Dispatcher	21% ↓	3 of 14
Transfer Officer	4%	1 of 24
Criminal Justice Information Supervisor	0%	0 of 1
Court Officer (Bailiff)	0% ↓	0 of 17
Deputy Constable	9% ↑	2 of 22
Deputy Sheriff*	9% ↑	6 of 67
Deputy Fire Marshal	126% ↑	2 of 1.6

Position Title	Turnover %	Terms vs Avg Posns
Criminal Investigator	0% ↓	0 of 12
Felony Investigator	6%	1 of 16
Public Safety Communication Manager	0%	0 of 1
Sergeant (Patrol)	0% ↓	0 of 3
Lieutenant	10%	2 of 21
Captain	0%	0 of 6
Assistant Chief Deputy	0%	0 of 1
Chief Deputy Sheriff	0%	0 of 1

- Overall FY 2015 turnover for the positions listed above was 15%.
- Overall FY 2015 turnover for the positions above, excluding Detention Officer, was 8%.
- Overall FY 2015 turnover for the Sheriff's Office (including non-benchmarked positions) was 16%.

*Deputy Sheriff includes licensed and unlicensed personnel.

COMPARISON TURNOVER

Collin County Sheriff's Office turnover for FY 2015 was:

Category	% Turnover
Sheriff's Office - ALL positions	16.1%*
Sheriff's Office - Non-Jail positions	11.9%*
Jail positions only	18.0%*
Detention Officer only	22.0%

As a comparison, the following figures reflect Sheriff's Office or Police turnover rates for surveyed cities and counties:

Cities	% Turnover
City of Allen	7.1%*
City of Frisco	7.5%*
City of McKinney	9.9%
City of Plano	7.4%*
City of Wylie	5.9%*

Counties	% Turnover
Dallas County	13.2%*
Denton County	17.9%*
Fort Bend County	11.8%*
Montgomery County	10.6%*
Tarrant County	13.8%
Williamson County	12.0%*

*Support staff included in turnover number.

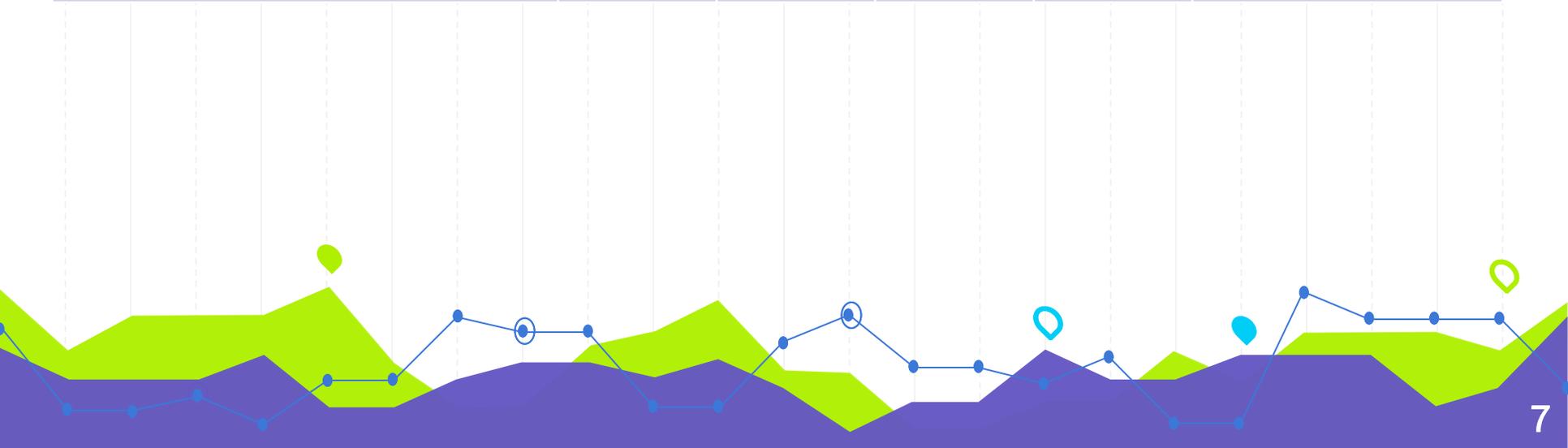
QUARTILE RANKINGS (PAY-IN-GRADE) FOR NON-EXEMPT BENCHMARK POSITIONS

Job Title	Pay Grade	Quartile 1	Quartile 2	Quartile 3	Quartile 4	Over Max	At Pay Grade Max
Detention Officer	550	52%	9%	9%	30%	0%	0% (0 of 218)
Dispatcher	551	50%	14%	7%	29%	0%	0% (0 of 14)
Transfer Officer*	552	38%	4%	8%	27%	0%	0% (0 of 26)
Criminal Justice Information Supervisor	553	0%	0%	0%	100%	0%	0% (0 of 1)
Court Officer	554	5%	25%	15%	55%	0%	0% (0 of 20)
Deputy Constable	555	36%	11%	0%	32%	21% (4 of 19)	11% (2 of 19)
Deputy Sheriff Recruit	555	100%	0%	0%	0%	0%	0% (0 of 2)
Deputy Sheriff	556	30%	16%	13%	41%	0%	0% (0 of 63)
Deputy Fire Marshal	557	50%	0%	50%	0%	0%	0% (0 of 2)
Criminal Investigator	557	9%	0%	9%	82%	0%	0% (0 of 11)
Felony Investigator	557	13%	20%	20%	40%	7% (1 of 15)	0% (0 of 15)
Public Safety Comm. Manager	557	0%	0%	100%	0%	0%	0% (0 of 1)
Sergeant	558	0%	50%	50%	0%	0%	0% (0 of 6)
Total Non-Exempt		42%	11%	11%	34%	1% (5 of 398)	0.5% (2 of 398)

* 23% of Transfer Officers are under pay grade minimum until license earned

QUARTILE RANKINGS (PAY-IN-GRADE) FOR EXEMPT BENCHMARK POSITIONS

Job Title	Pay Grade	Quartile 1	Quartile 2	Quartile 3	Quartile 4	At Max Pay Grade Max
Lieutenant	570	9%	19%	29%	43%	0% (0 of 21)
Captain	572	0%	0%	40%	60%	0% (0 of 5)
Jail Administrator	574	0%	0%	100%	0%	0% (0 of 1)
Deputy Chief	575	100%	0%	0%	0%	0% (0 of 2)
Total Exempt		7%	14%	32%	46%	0% (0 of 28)



BENCHMARK POSITIONS AVERAGE YEARS OF SERVICE BY PAY QUARTILE AND GRADE

Pay Grade	Quartile 1 Years of Service	Quartile 2 Years of Service	Quartile 3 Years of Service	Quartile 4 Years of Service
550	1.7	7.1	9.6	15.9
551	2.5	10.3	9.4	15.1
552	4.7	7.7	11.4	14.2
553	n/a	n/a	n/a	23.1
554	6.8	11.3	13.5	17.3
555	2.7	3.9	n/a	13.8
556	3.0	9.1	11.8	17.6
557	4.5	9.7	10.5	17.5
558	n/a	9.5	16.1	n/a
570	8.2	15.9	16.0	22.6
572	n/a	n/a	25.5	24.7
574	n/a	n/a	26.1	n/a
575	12.7	n/a	n/a	33.4
Average Years of Service	5.2	9.0	12.4	17.0

RESPONSE TO ADEQUATE COMPENSATION QUESTION

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

Job Title	Terminated Employees	Completed an Exit Interview	Strongly Agree	Agree	Disagree	Strongly Disagree	Employees Who Agree or Strongly Agree**
Deputy Constable	2	1	1	0	0	0	1
Deputy Fire Marshal	2	2	0	0	2	0	0
Deputy Sheriff	5	5	2	2	1	0	4
Deputy Sheriff – Recruit	1	1	1	0	0	0	1
Detention Officer	51	37	10	18	6	3	28
Dispatcher	3	3	1	2	0	0	3
Criminal Investigator	1	1	0	1	0	0	1
Felony Investigator	1	1	0	1	0	0	1
Lieutenant	2	2	1	1	0	0	2
Transfer Officer	1	1	0	1	0	0	1

*Data collected from Exit Interviews conducted for Fiscal Year 2015.

**42 of 54 (78%) respondents agreed or strongly agreed that they were provided an adequate rate of pay for their jobs.

SUPPLEMENTAL PAY

Organization	Longevity Pay	Special Teams Pay	Training Officer Pay	Education Pay	TCOLE Certification Pay	Shift Differential
Collin County	State Mandated and County	No	Yes	No	No	Yes (Exempt and Non-Exempt)
Denton County	State Mandated and County	SWAT and SORT	No	Yes	Yes	No
Fort Bend County	State Mandated and County	Motorcycle	No	No	Yes	No
Montgomery County	State Mandated	SWAT, Motorcycle, Canine	Yes	No	Yes	No
Tarrant County	State Mandated	No	Yes	No	Yes	Yes (Non-Exempt only)
Williamson County	State Mandated	No	Yes	No	Yes	No
City of Allen	State Mandated	No	Yes	No	Yes	No
City of Frisco	State Mandated	No	Yes	Yes	Yes	No
City of McKinney	City	No	Yes	Yes	Yes	No
City of Plano	State Mandated	No	Yes	No	Yes	No
City of Wylie	State Mandated	No	Yes	No	Yes	No

PAY RANGE MOVEMENT HISTORY

Pay Range	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	Total 5 Years	Average of 5 Years
Law Enforcement Exempt	0%	0%	3%	1%	3.5%	7.5%	1.5%
Law Enforcement Non-Exempt	0%	0%	3%	0%	3.5%	6.5%	1.3%

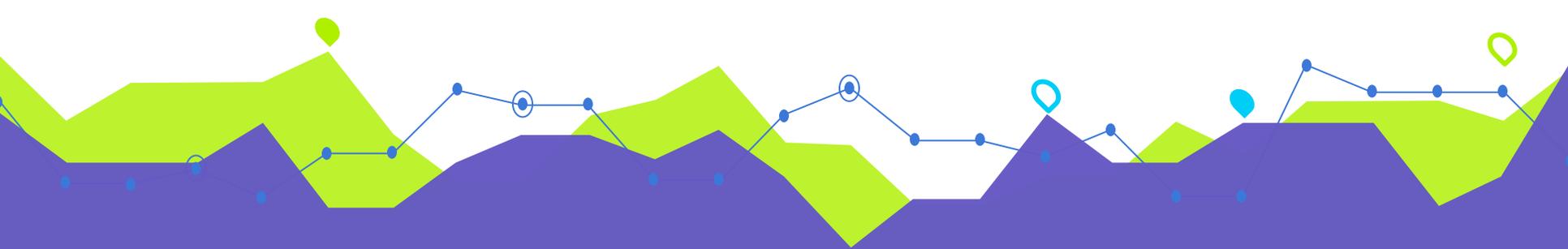


ADDITIONAL INFORMATION



DETAILS BY POSITION





BENCHMARKED JAIL POSITIONS

JAIL BENCHMARK MATCHES

Collin County	Detention Officer	Transfer Officer	Lieutenant (Housing)	Captain	Jail Administrator
Denton County	Detention Officer I	Deputy Sheriff (Transfer)	Detention Sergeant	Captain	No match
Fort Bend County	Detention Officer	Detention Deputy	Sergeant – Jail	No match	No match
Montgomery County	Detention Officer – Civilian	Deputy – Transport	Sergeant – Detention	No match	Jail Captain
Tarrant	Officer, Detention	No match	Sergeant – Confinement	No match	Assistant Jail Administrator
Williamson County	Correctional Officer	Correctional Officer - Jailer	Sergeant	Captain	No match
City of Allen	No match	No match	No match	No match	No match
City of Frisco	Detention Officer	No match	No match	No match	No match
City of McKinney	No match	No match	No match	No match	No match
City of Plano	Detention Officer	No match	No match	No match	No match
City of Wylie	No match	No match	No match	No match	No match

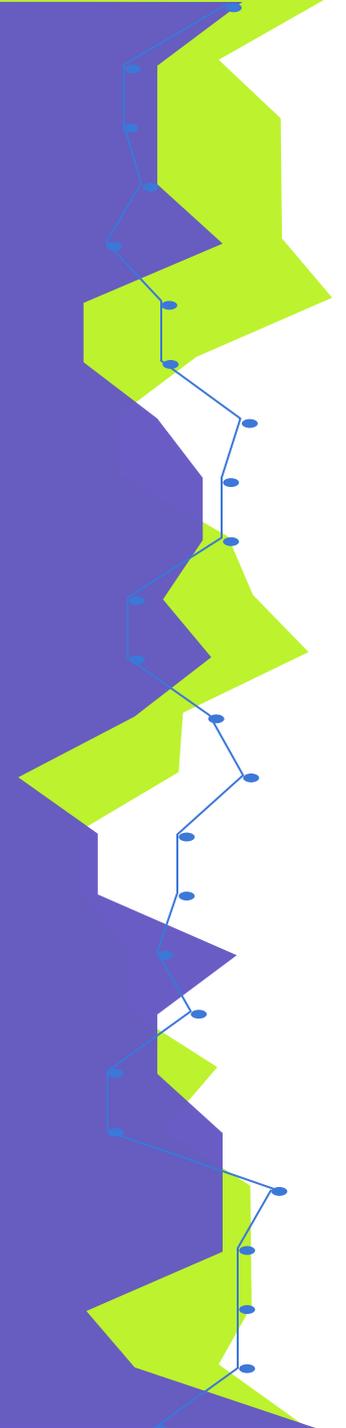
JAIL SALARY RANKING

Ranking is from highest to lowest salary. A ranking of one (1) denotes highest pay.

Job Title	Minimum Ranking	Maximum Ranking
Detention Officer	3 of 8	3 of 8
Transfer Officer	4 of 5	4 of 5
Lieutenant (Housing)*	2 of 6	2 of 6
Captain*	1 of 3	2 of 3
Jail Administrator*	2 of 3	2 of 3

*These positions typically do not hire in at the minimum salary; they are promoted from within.

DETENTION OFFICER GRADE 550



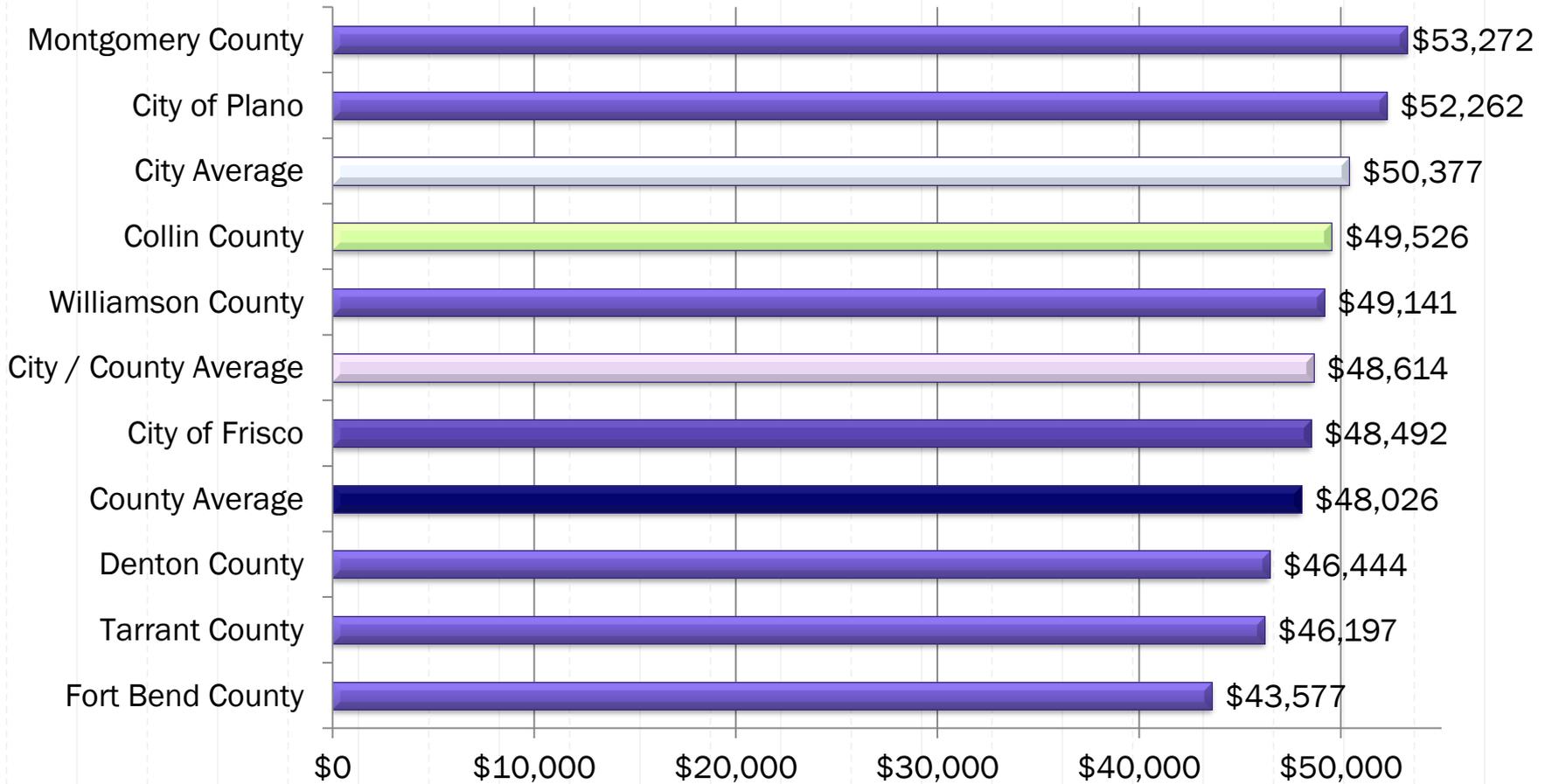
DETENTION OFFICER

- 242 authorized Detention Officer positions.
 - 218 incumbents.
- The average length of service is seven (7) years.
- The pay range for this position is \$35,195 to \$49,526.
- 65 (30%) are in the top quartile of the pay range.
 - 58 are within 2% of the pay grade maximum.
 - No Detention Officers are currently at the pay grade maximum.
- Collin County ranks three (3) out of eight (8) for minimum salary, 4% above the City/County average for minimum pay.
- Collin County ranks three (3) out of eight (8) for maximum pay, 2% above the City/County average for maximum pay.

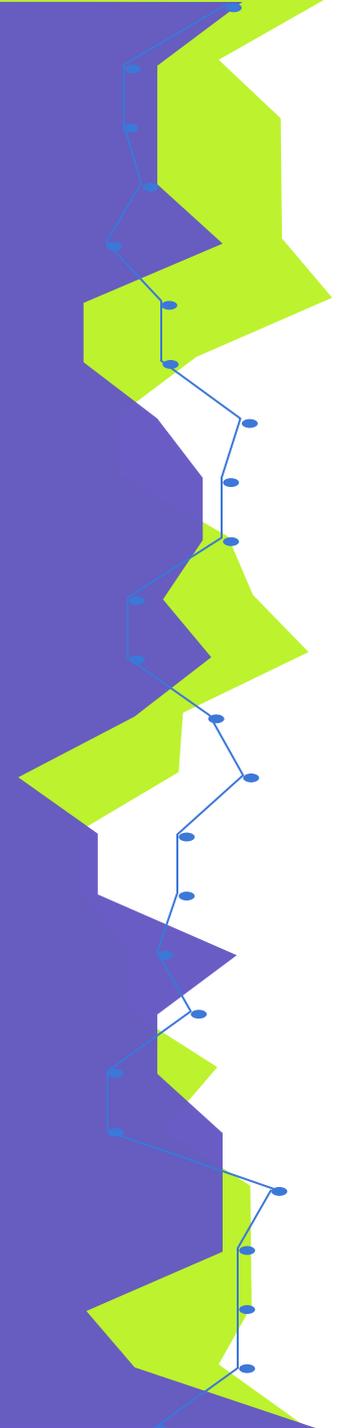
DETENTION OFFICER MINIMUMS FY 2016



DETENTION OFFICER MAXIMUMS FY 2016



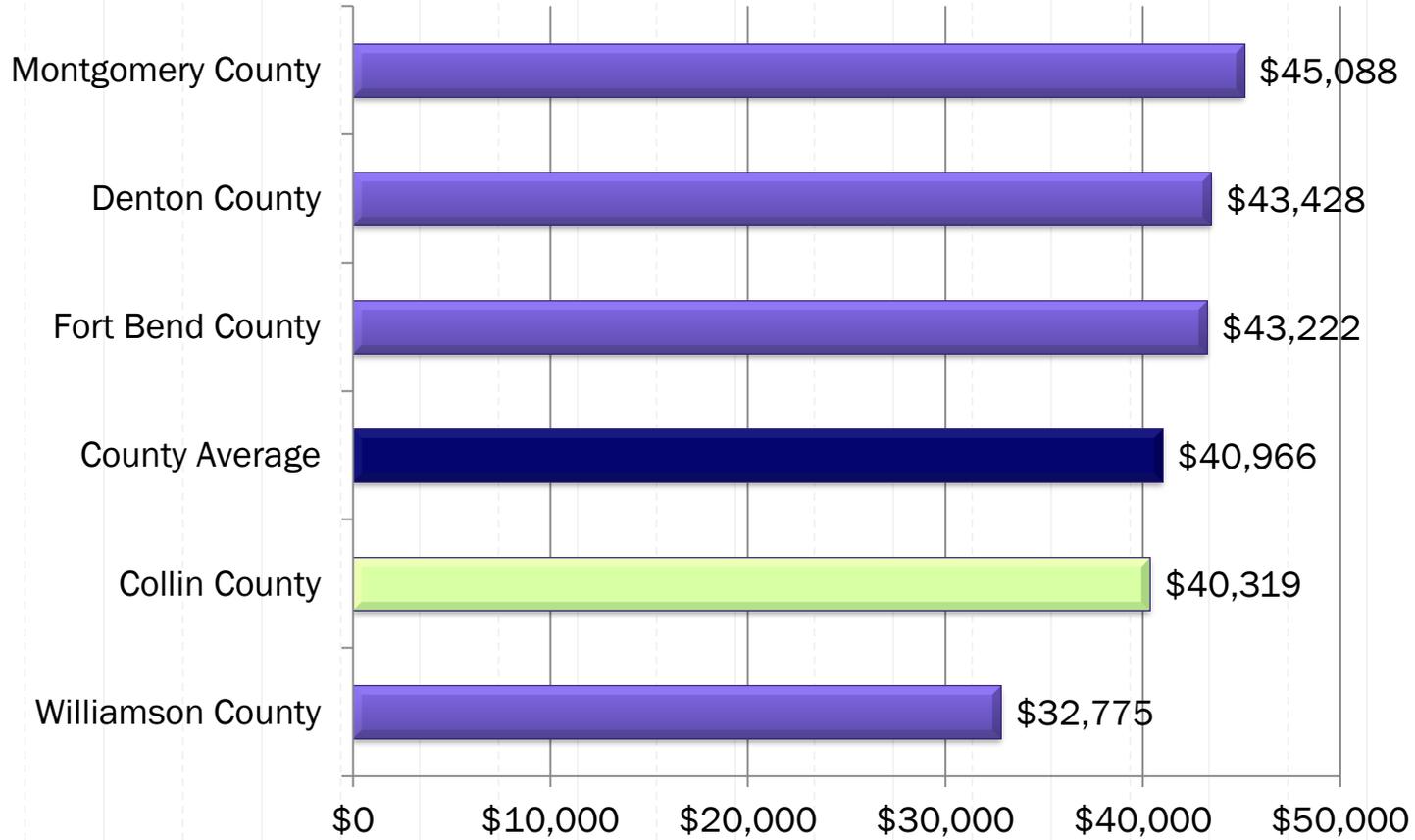
TRANSFER OFFICER GRADE 552



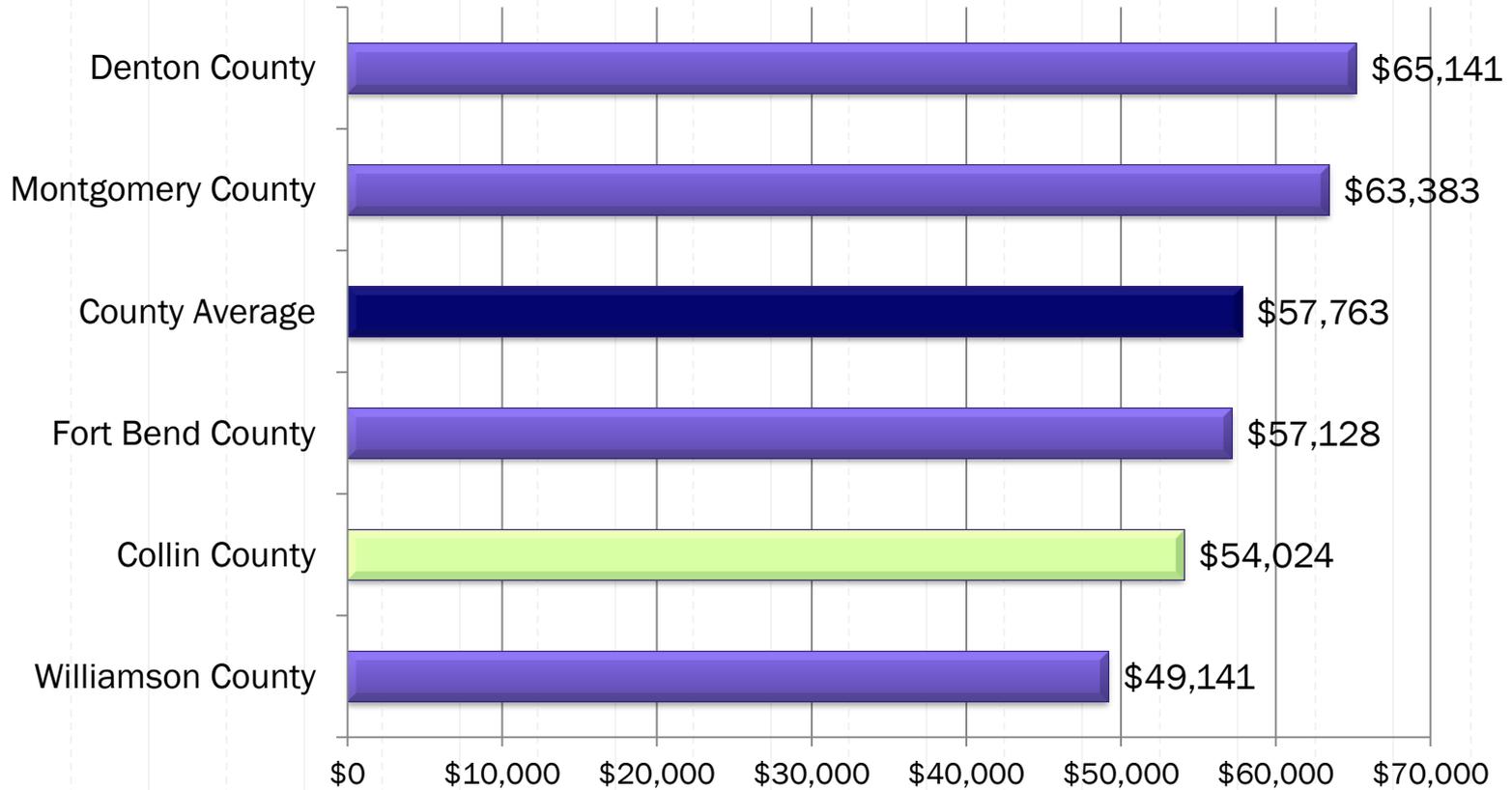
TRANSFER OFFICER

- 26 authorized Transfer Officer positions.
 - 26 incumbents
- The average length of service is just over seven (7) years.
- The pay range for this position is \$40,319 to \$54,024.
- 7 (27%) are in the top quartile of the pay range.
 - 5 are within 2% of the pay grade maximum.
 - No Transfer Officers are currently at the pay grade maximum.
- Collin County's minimum and maximum pay ranks four (4) of five (5) out of the surveyed counties.
- Montgomery and Denton use peace officer positions and Fort Bend and Williamson use detention positions.

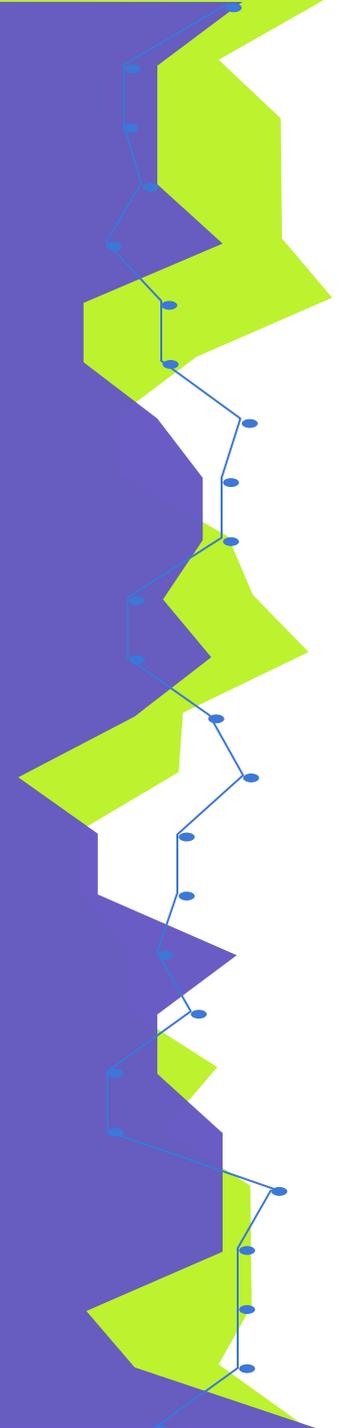
TRANSFER OFFICER MINIMUMS FY 2016



TRANSFER OFFICER MAXIMUMS FY 2016



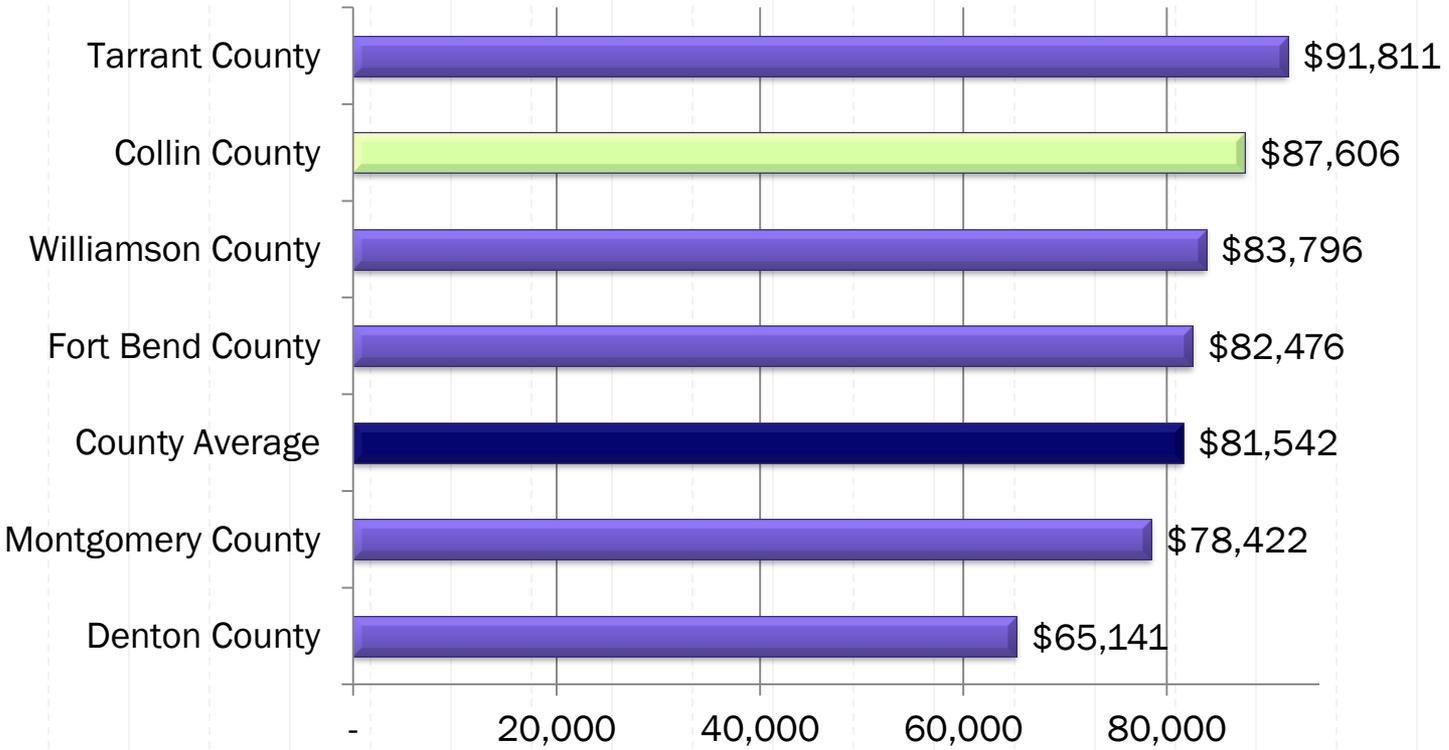
LIEUTENANT (JAIL)
GRADE 570



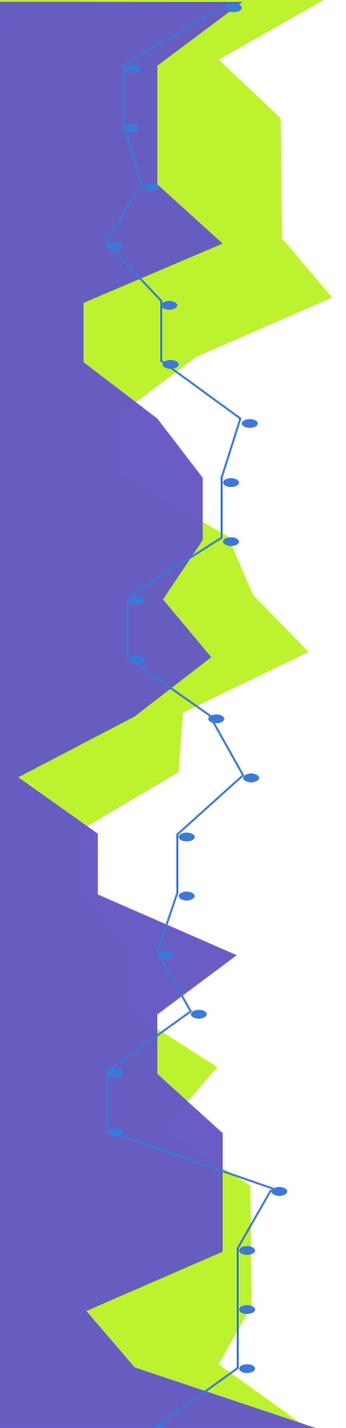
LIEUTENANT (JAIL)

- Thirteen (13) Lieutenant positions assigned to the jail.
 - 10 assigned to housing.
 - 3 assigned to various other jail areas.
- The average length of service is 17 years.
- The pay range for this position is \$65,357 to \$87,606.
- Four (4) incumbents (31%) are in the top quartile of the pay range.
 - Three (3) are within 2% of range maximum.
 - None are at the pay range maximum.
- Lieutenant (Housing) performs first-line supervision of Detention Officers. Therefore, it was matched to positions at other organizations that also perform first-line supervision duties in detention facilities.
- Lieutenants are typically promoted from within, so minimum pay is generally not applicable.
- Collin County's maximum salary is 2nd highest of all matches at other organizations.
- We do not differentiate between Lieutenants assigned to Housing and Lieutenants assigned to Patrol from a compensation standpoint.

LIEUTENANT (JAIL) MAXIMUMS FY 2016



CAPTAIN (JAIL)
GRADE 572



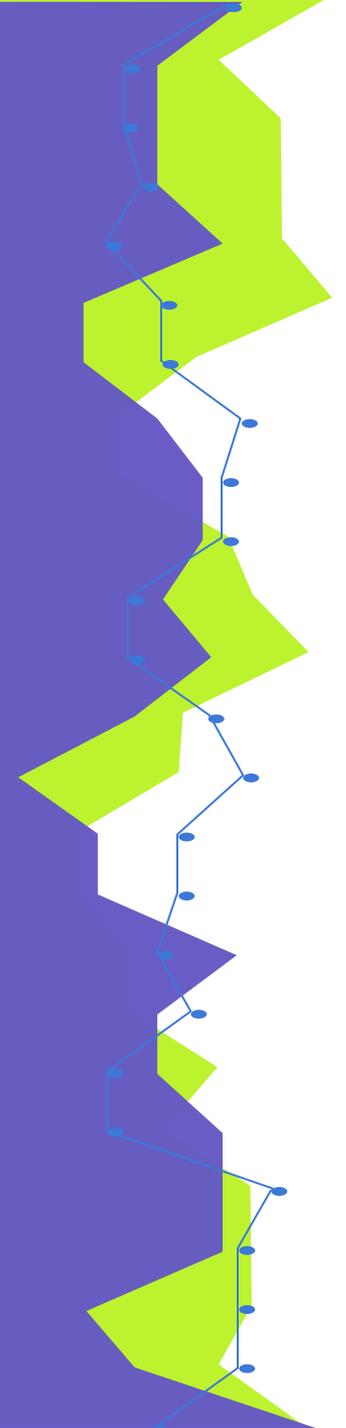
CAPTAIN (JAIL)

- Four (4) Captains assigned to the Jail.
- The average length of service is 24 years.
- The pay range for this position is \$75,917 to \$101,749.
- Two (2) incumbents (50%) are in the top quartile of the pay range.
 - None are at the pay range maximum.
- Collin County's pay grade minimum is 6% above market average and pay grade maximum is 1% above market average.
- Captains are typically promoted from within, so minimum pay is generally not applicable.

CAPTAIN (JAIL) MAXIMUMS FY 2016



JAIL ADMINISTRATOR (JAIL) GRADE 574

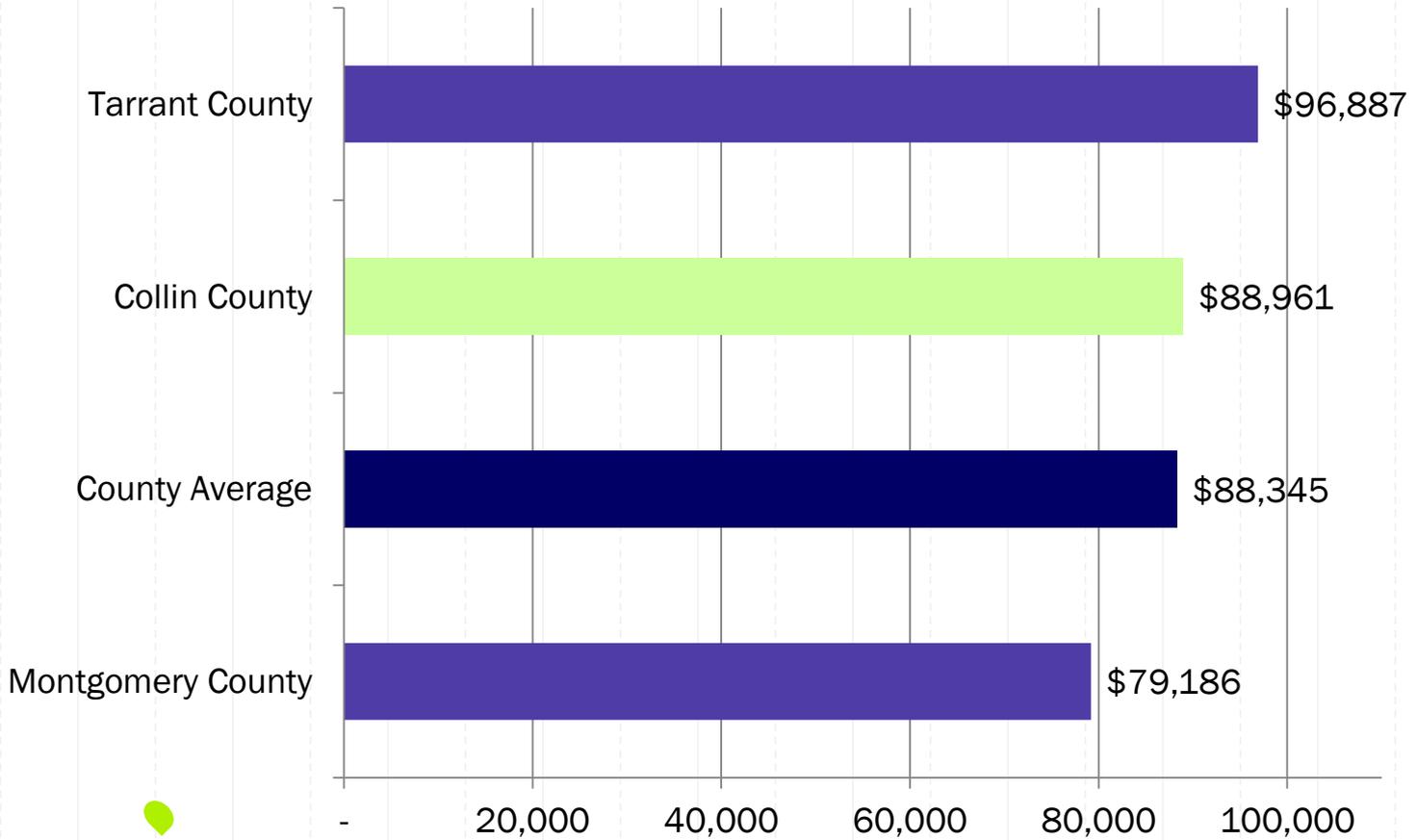


JAIL ADMINISTRATOR (JAIL)

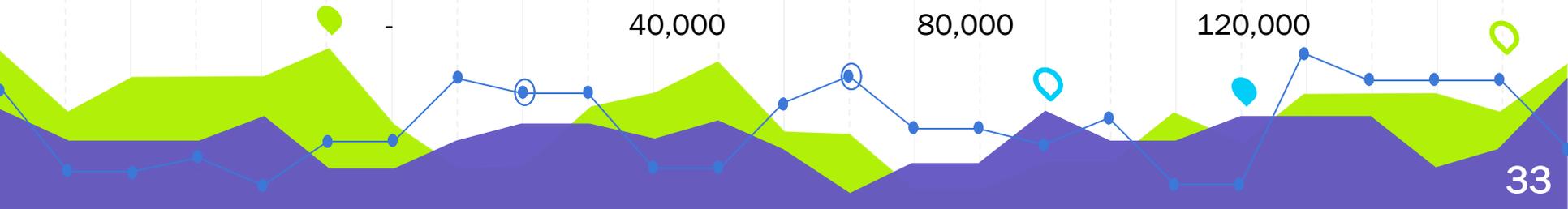
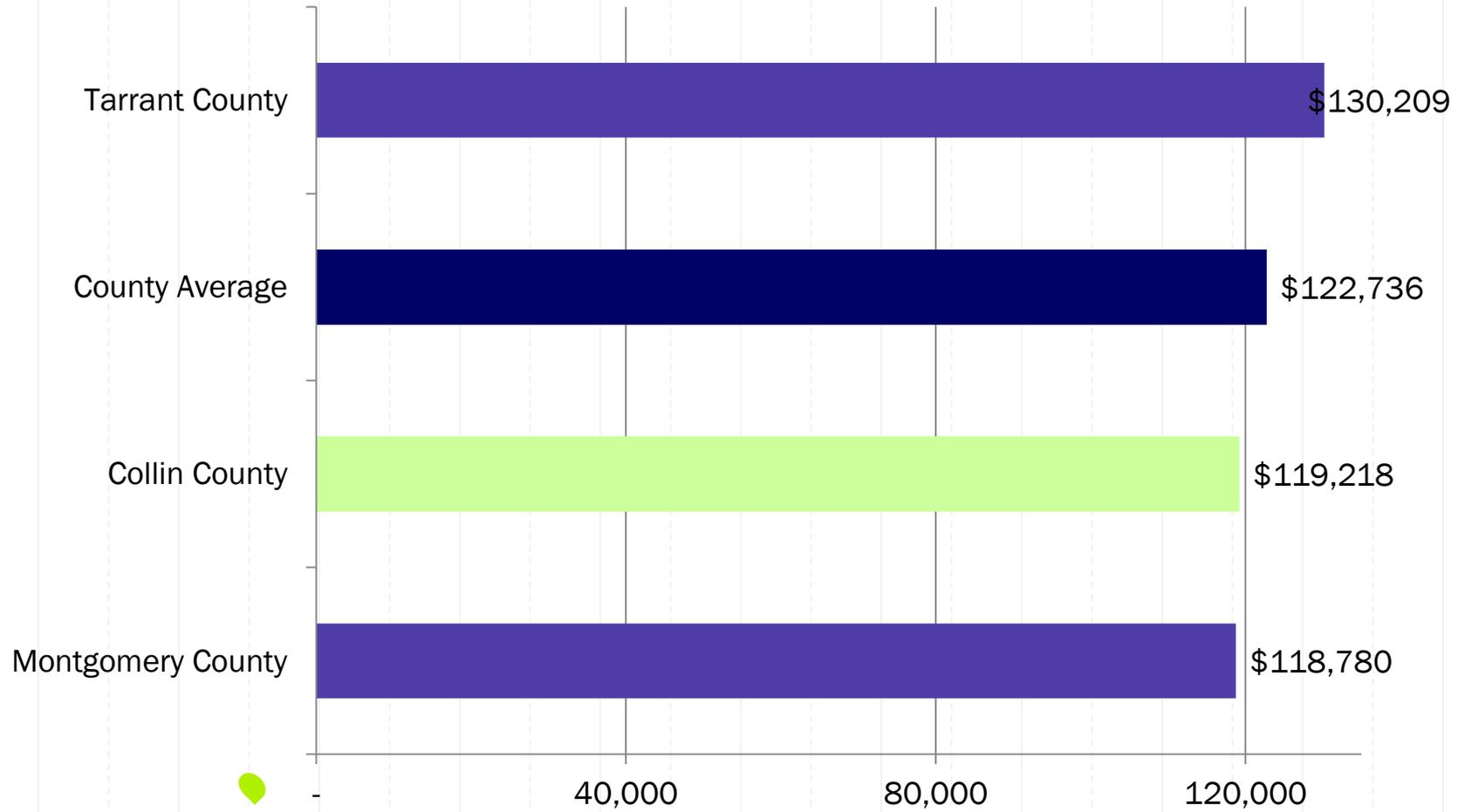
- One (1) Jail Administrator assigned to the Jail.
- The average length of service is 26 years.
- The pay range for this position is \$88,961 to \$119,218.
- Collin County's pay grade minimum is 1% above market average and pay grade maximum is 3% below market average.

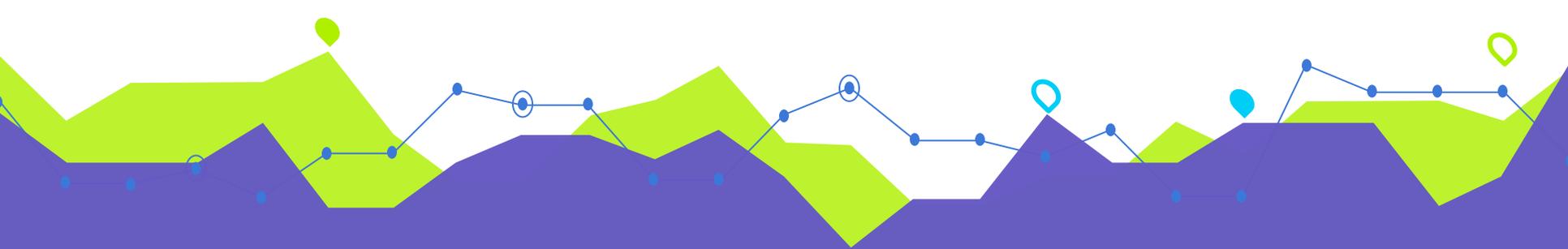


JAIL ADMINISTRATOR (JAIL) MINIMUMS FY 2016



JAIL ADMINISTRATOR (JAIL) MAXIMUMS FY 2016

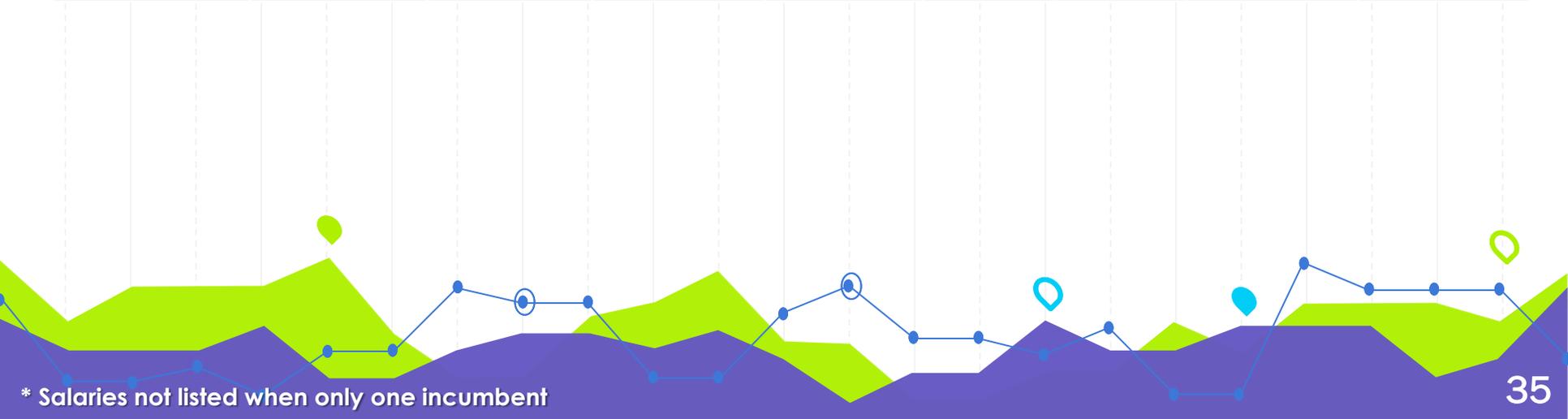




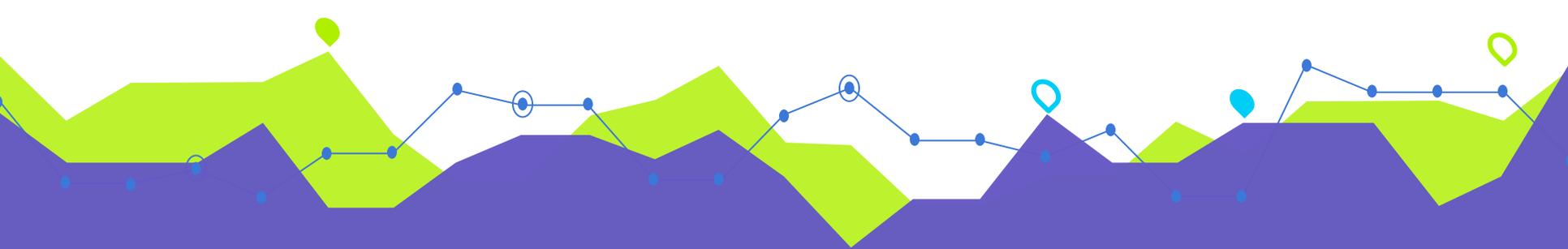
NON-BENCHMARKED JAIL POSITIONS

JAIL NON-BENCHMARKED POSITIONS

	# Incumbents	# Positions	Avg. Years of Service	Avg. Salary	Grade Min	Grade Max	Incumbents in Top Quartile	Incumbents At/Over Max
Community Correction Officer	1	1	15	*	\$43,311	\$58,058	1	0
Jail Case Officer	3	3	8	\$44,662	\$43,311	\$58,058	0	0
Courthouse Deputy	5	5	9	\$49,645	\$45,953	\$61,537	1	0
Jail Sergeant	20	20	11	\$57,642	\$53,024	\$71,041	2	0
Inmate Program Coordinator	1	1	6	*	\$56,548	\$75,795	0	0
Jail Case Coordinator	1	1	26	*	\$56,548	\$75,795	0	0



* Salaries not listed when only one incumbent



SHERIFF'S OFFICE NON-HOUSING BENCHMARKED POSITIONS

SHERIFF'S OFFICE POSITION MATCHES

NON-HOUSING

Collin County	Dispatcher	Criminal Justice Info Supervisor	Deputy Sheriff (Recruit)	Deputy Sheriff	Criminal Investigator	Public Safety Comm Manager	Sergeant	Lieutenant (Patrol)	Deputy Chief
Denton County	Comm Officer	No match	No match	Deputy Sheriff	Investigator	Sr. Comm. Supervisor	Sergeant	Lieutenant	Assistant Chief
Fort Bend County	No match	No match	No match	Deputy Sheriff	Investigator	Public Safety Comm. Manager	Sergeant - Patrol	Lieutenant - Patrol	Major
Montgomery County	No match	No match	No match	Deputy - Patrol	Investigator Crime Scene	Supervisor, Dispatch	Sergeant - Patrol	Lieutenant - Patrol	No match
Tarrant County	No match	Asst. Records Mgr	Sheriff, Deputy - Cadet	Deputy Sheriff	No match	Comms, Sergeant	Sergeant	No match	Executive Chief Deputy
Williamson County	Dispatcher I	No match	No match	Deputy Sheriff	Detective	No match	Sergeant	Lieutenant	Assistant Chief Deputy
City of Allen	Dispatcher	Police Records Supervisor	Police Recruit	Police Officer II	No match	No match	No match	No match	Deputy Chief
City of Frisco	Police Dispatcher	No match	Police Officer Cadet	Police Officer	No match	No match	No match	Police Lieutenant	No match
City of McKinney	Comm Specialist I	Police Records Supervisor	Police Recruit	Police Officer	No match	Comm Manager	Sergeant - Patrol	Lieutenant	Assistant Chief
City of Plano	No match	No match	Police Recruit	Police Officer	No match	Public Safety Comm. Manager	No match	Police Lieutenant	No match
City of Wylie	Dispatcher	No match	Police Recruit	Police Officer	No match	Comm Manager	Sergeant	No match	No match

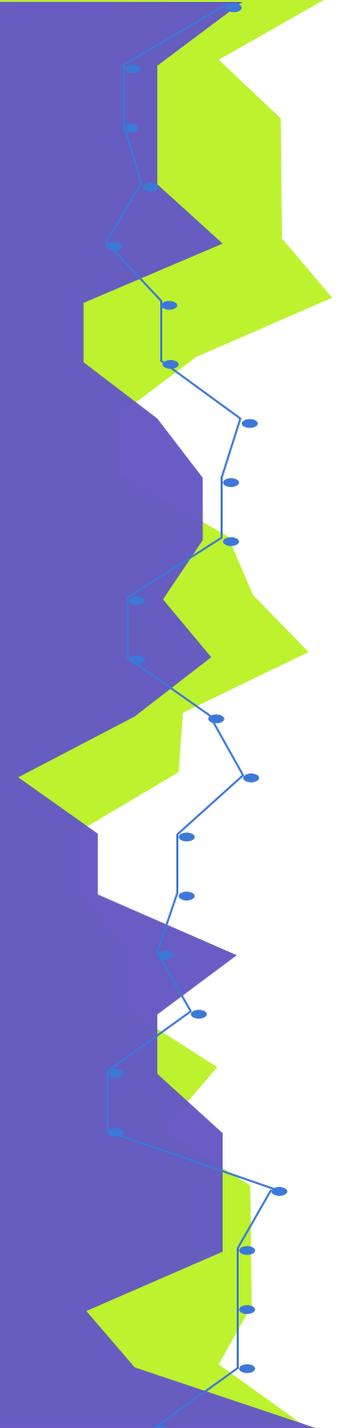
SHERIFF'S OFFICE NON-HOUSING SALARY RANKING

Positions were ranked against Denton, Fort Bend, Montgomery, Tarrant, and Williamson Counties, and the Cities of Allen, Frisco, McKinney, Plano, and Wylie.

- Ranking is from highest to lowest salary. A ranking of one (1) denotes highest compensation paid.

Job Title	Minimum Ranking	Maximum Ranking
Dispatcher	3 of 7	5 of 7
Deputy Sheriff (Recruit)	5 of 7	1 of 7
Deputy Sheriff	6 of 11	6 of 11
Criminal Investigator	1 of 5	2 of 5
Sergeant	4 of 8	5 of 8
Lieutenant (Patrol)	4 of 5	4 of 5

DISPATCHER GRADE 551



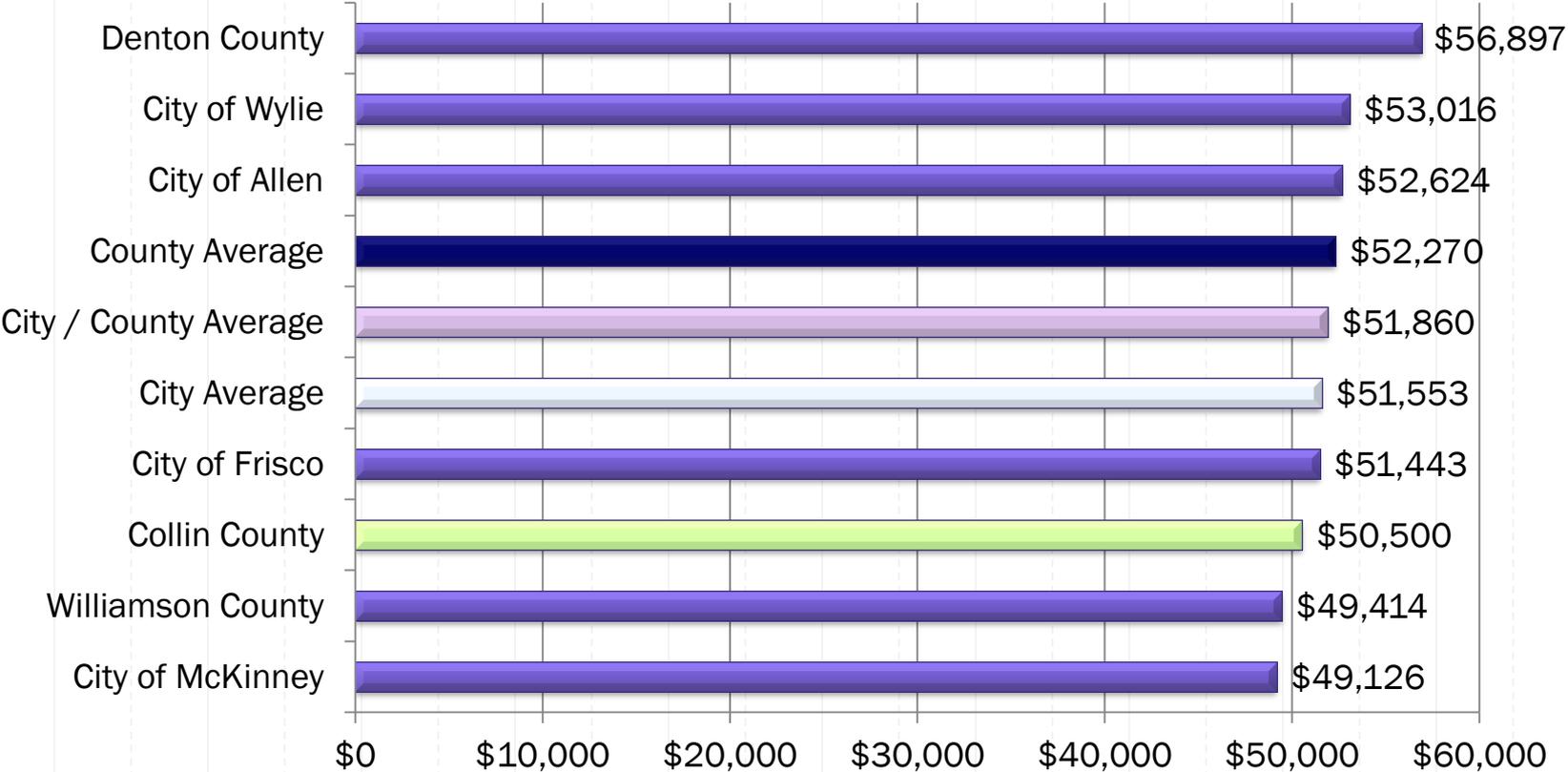
DISPATCHER

- 20 authorized Dispatcher positions.
- The average length of service is 8 years.
- The pay range for this position is \$37,676 to \$50,500.
- Four (4) incumbents (29%) are in the top quartile of the pay range.
 - None are at range maximum.
- Collin County is ranked three (3) out of seven (7) for minimum salary. We are 3.5% over the City/County average minimum.
- Collin County ranked five (5) out of seven (7) for maximum salary. We are 3% below the City/County average maximum.

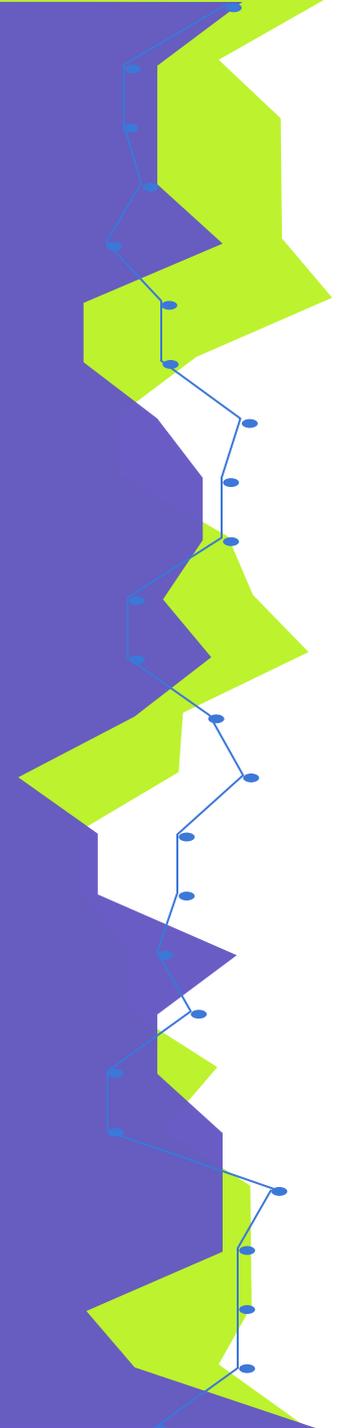
DISPATCHER MINIMUMS FY 2016



DISPATCHER MAXIMUMS FY 2016



DEPUTY SHERIFF – RECRUIT
GRADE 555



DEPUTY SHERIFF - RECRUIT

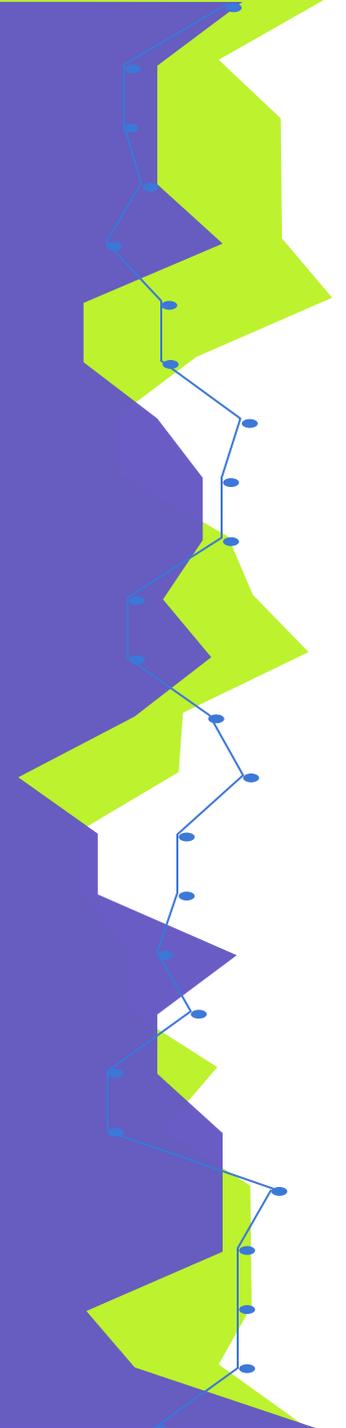
- (2) incumbents for Deputy Sheriff - Recruit.
- Collin County was ranked five (5) out of seven (7) for minimum salary below the cities of Plano, Allen, Frisco, and McKinney.
- Hires for this position are brought in at range minimum of \$49,477.
- Maximum salaries are not applicable for this position.



DEPUTY SHERIFF – RECRUIT MINIMUMS FY 2016



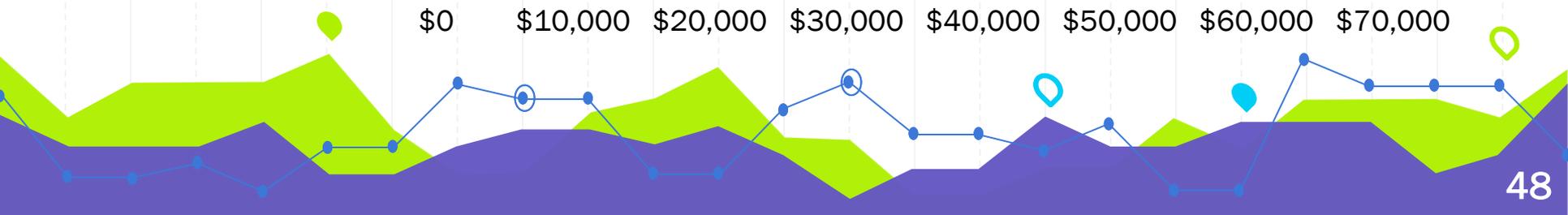
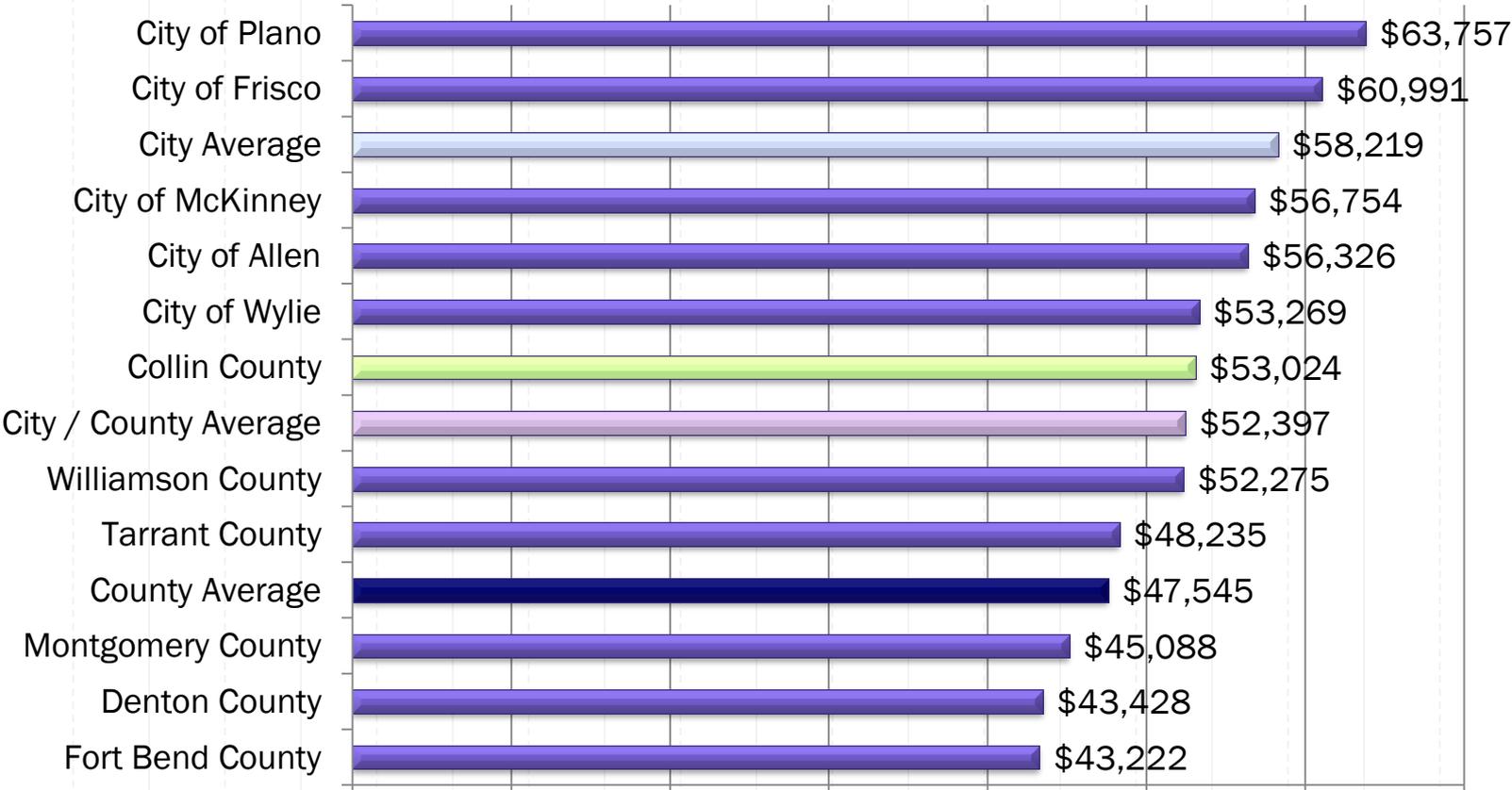
**DEPUTY SHERIFF
GRADE 556**



DEPUTY SHERIFF

- 67 authorized Deputy Sheriff positions
- The average length of service is 11 years.
- The pay range for this position is \$53,024 to \$71,041.
- 26 incumbents (41%) are in the top quartile of the pay range.
 - 23 are within 2% of pay range maximum.
 - None are at pay range maximum.
- Collin County was ranked six (6) out of 11 for minimum salary. We are slightly above the City/County minimum average.
- Collin County was ranked six (6) out of 11 for maximum salary. We are slightly above the City/County maximum average.

DEPUTY SHERIFF MINIMUMS FY 2016

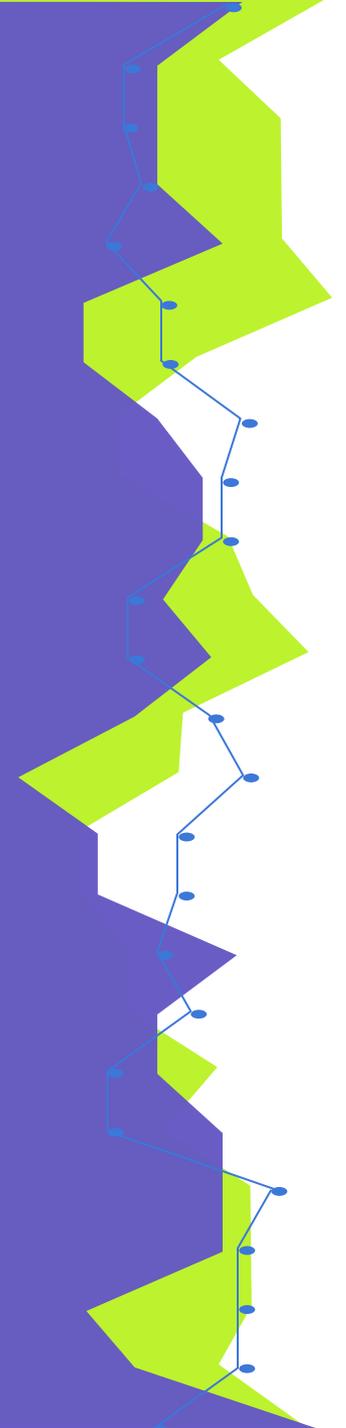


DEPUTY SHERIFF MAXIMUMS FY 2016



CRIMINAL INVESTIGATOR

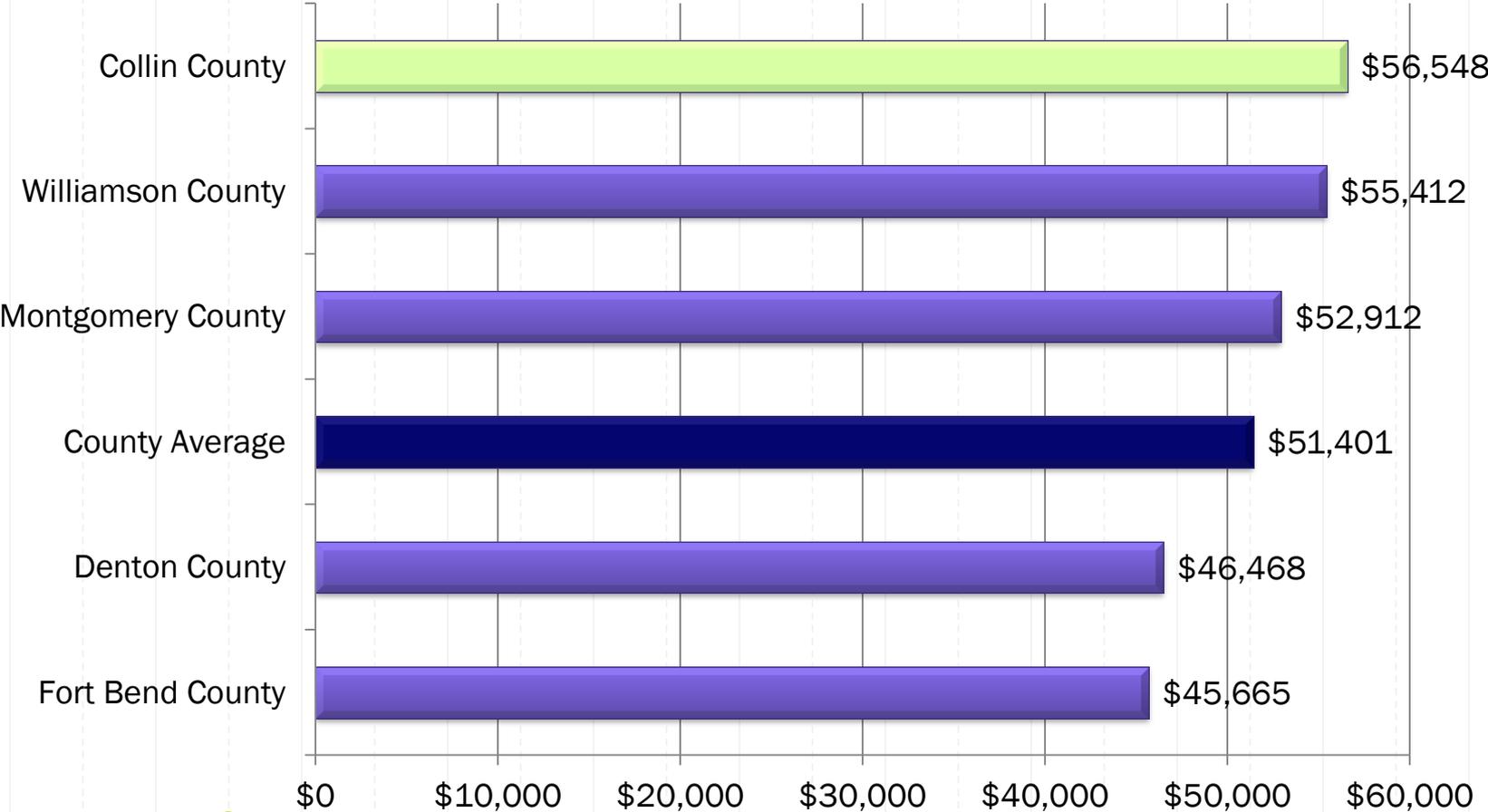
GRADE 557



CRIMINAL INVESTIGATOR

- 11 authorized Criminal Investigator positions
- The average length of service is 18 years.
- The pay range for this position is \$56,548 to \$75,795.
- Nine (9) incumbents (82%) are in the top quartile of the pay range.
 - All these incumbents are within 2% of range maximum.
 - None are at pay range maximum.
- Collin County was ranked one (1) out of five (5) for minimum salary.
- Collin County was ranked two (2) out of five (5) for maximum salary.

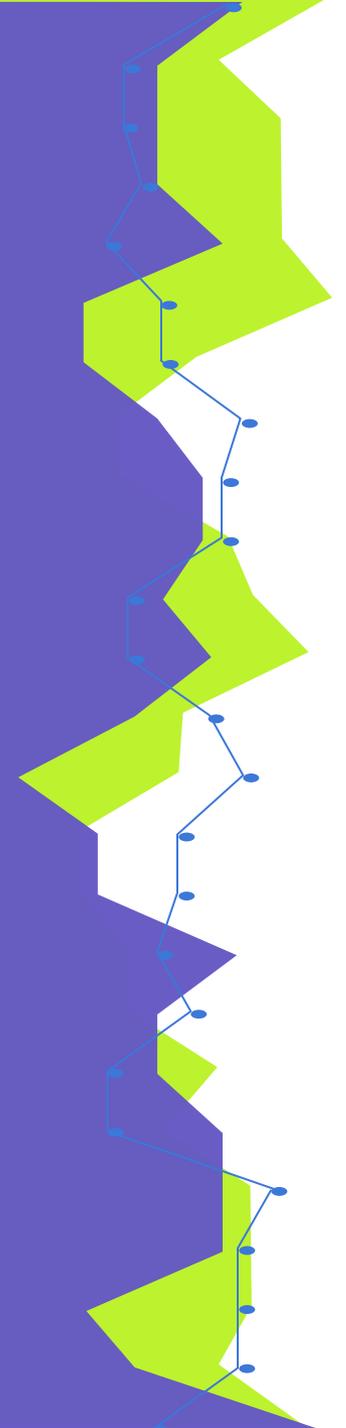
CRIMINAL INVESTIGATOR MINIMUMS FY 2016



CRIMINAL INVESTIGATOR MAXIMUMS FY 2016



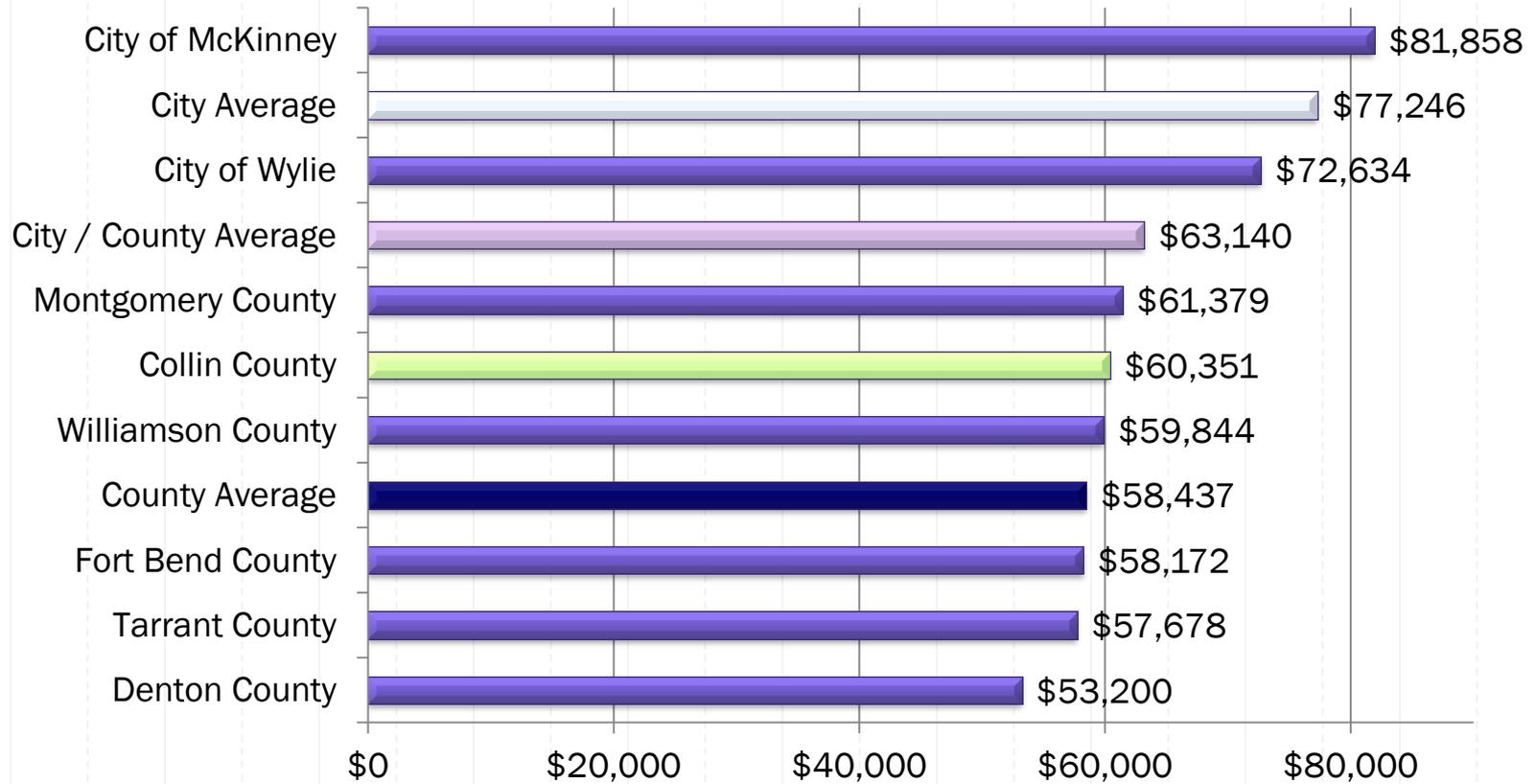
**SERGEANT (PATROL)
GRADE 558**



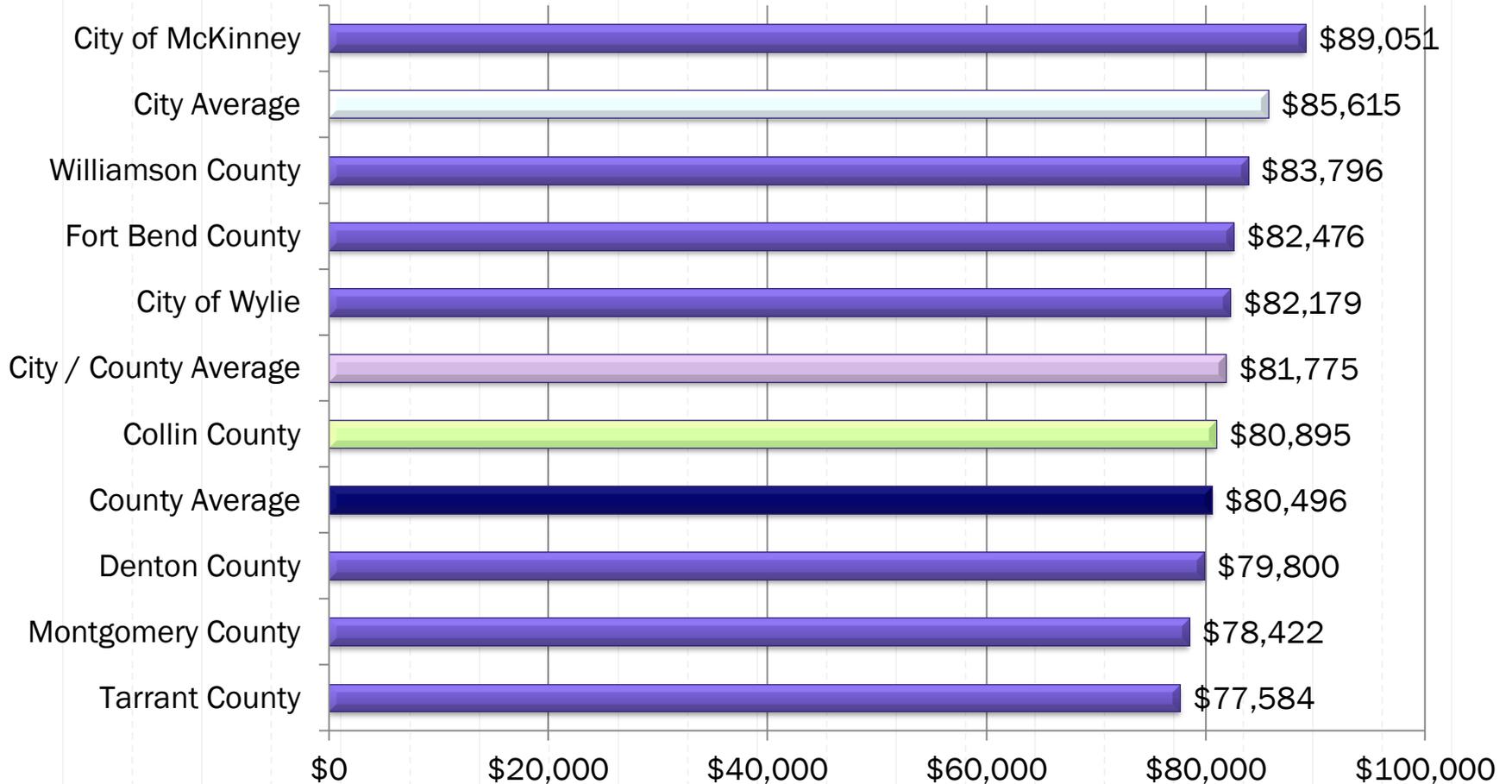
SERGEANT (PATROL)

- Six (6) authorized Sergeant positions.
 - Three (3) assigned to Patrol.
 - Three (3) assigned to Investigations.
- Matched to Sergeants with patrol duties at other organizations.
- The average length of service is 13 years.
- The pay range for this position is \$60,351 to \$80,895.
- Half of the incumbents fall into the 2nd quartile, and the other half fall into the 3rd quartile.
- Collin County's minimum salary is ranked four (4) out of eight (8). We are 5% below the City/County average for minimum.
- Collin County's maximum salary is ranked five (5) out of eight (8). We are 1% below the City/County average for maximum.

SERGEANT (PATROL) MINIMUMS FY 2016

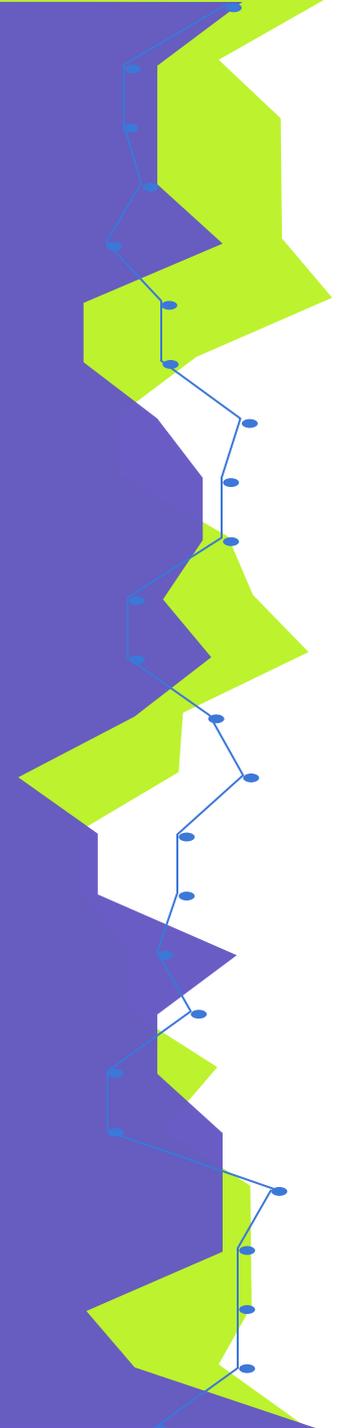


SERGEANT (PATROL) MAXIMUMS FY 2016



LIEUTENANT (NON-JAIL)

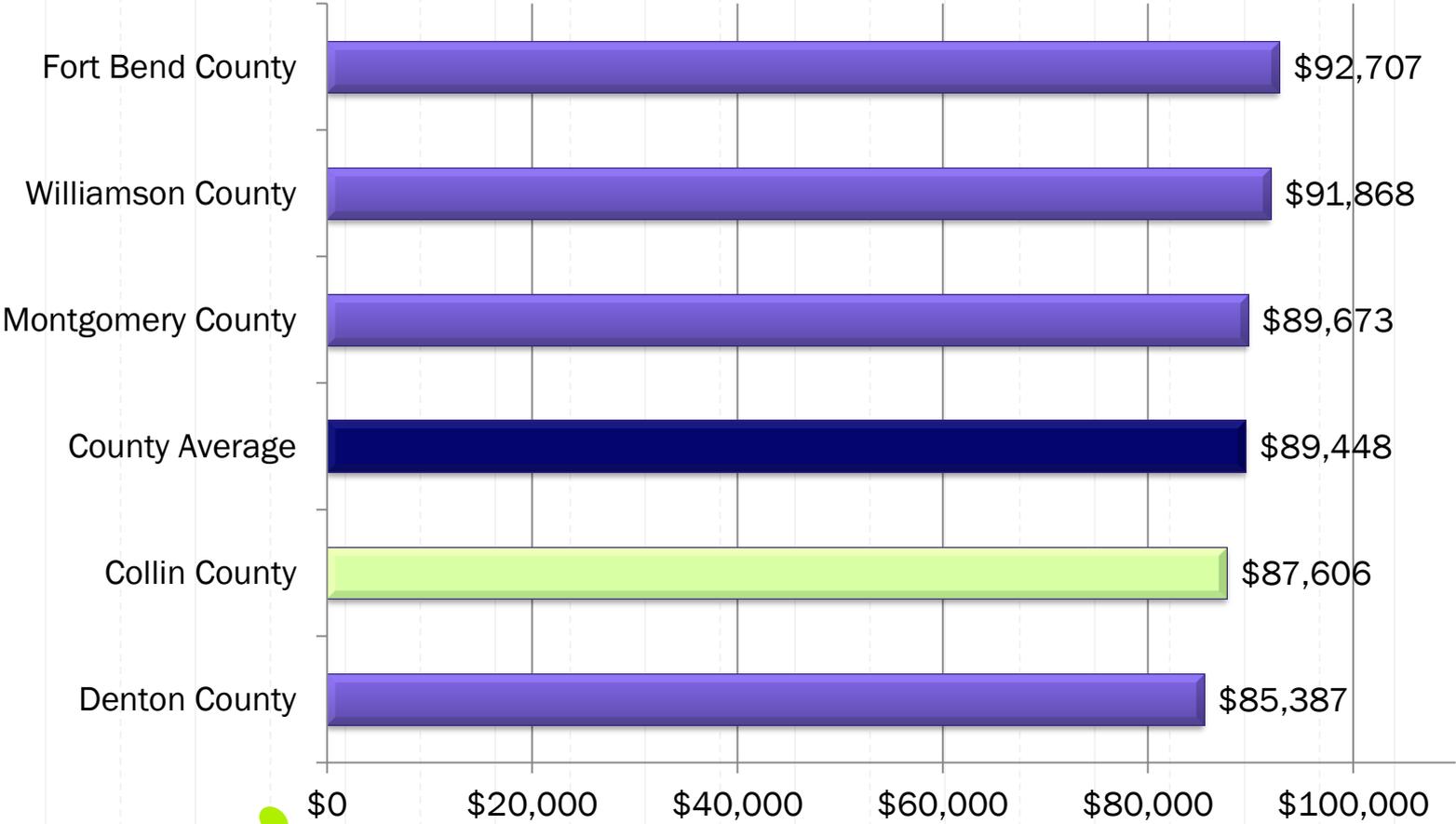
GRADE 570



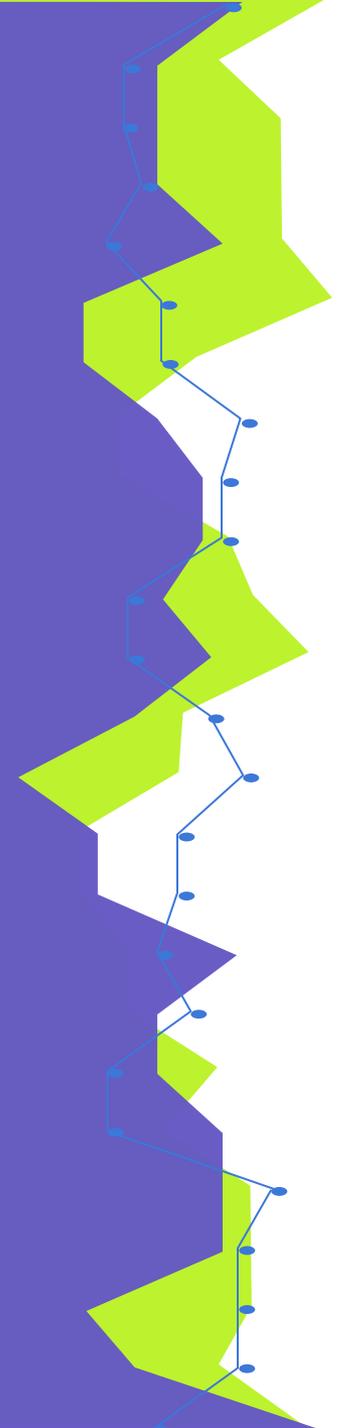
LIEUTENANT (NON-JAIL)

- Three (3) Lieutenants assigned to Patrol.
- Five (5) Lieutenants assigned to various areas other than Patrol or Jail.
 - These Lieutenants work in Investigations, Support Services, Courthouse, Community Services and Training.
- The average length of service for Non-Jail Lieutenant is 19 years.
- The pay range for this position is \$65,357 to \$87,606.
- Five (5) incumbents (63%) are in the top quartile of the pay range.
 - All of those in the top quartile are also within 2% of pay range maximum.
- Lieutenants are typically promoted from within, so minimum pay is generally not applicable.
- Collin County's average Lieutenant salary is in line with comparison County average.
 - We do not differentiate between Lieutenants assigned to Jail and Lieutenants assigned to Non-Jail from a compensation standpoint.

LIEUTENANT (PATROL) MAXIMUMS FY 2016



DEPUTY CHIEF GRADE 575



DEPUTY CHIEF

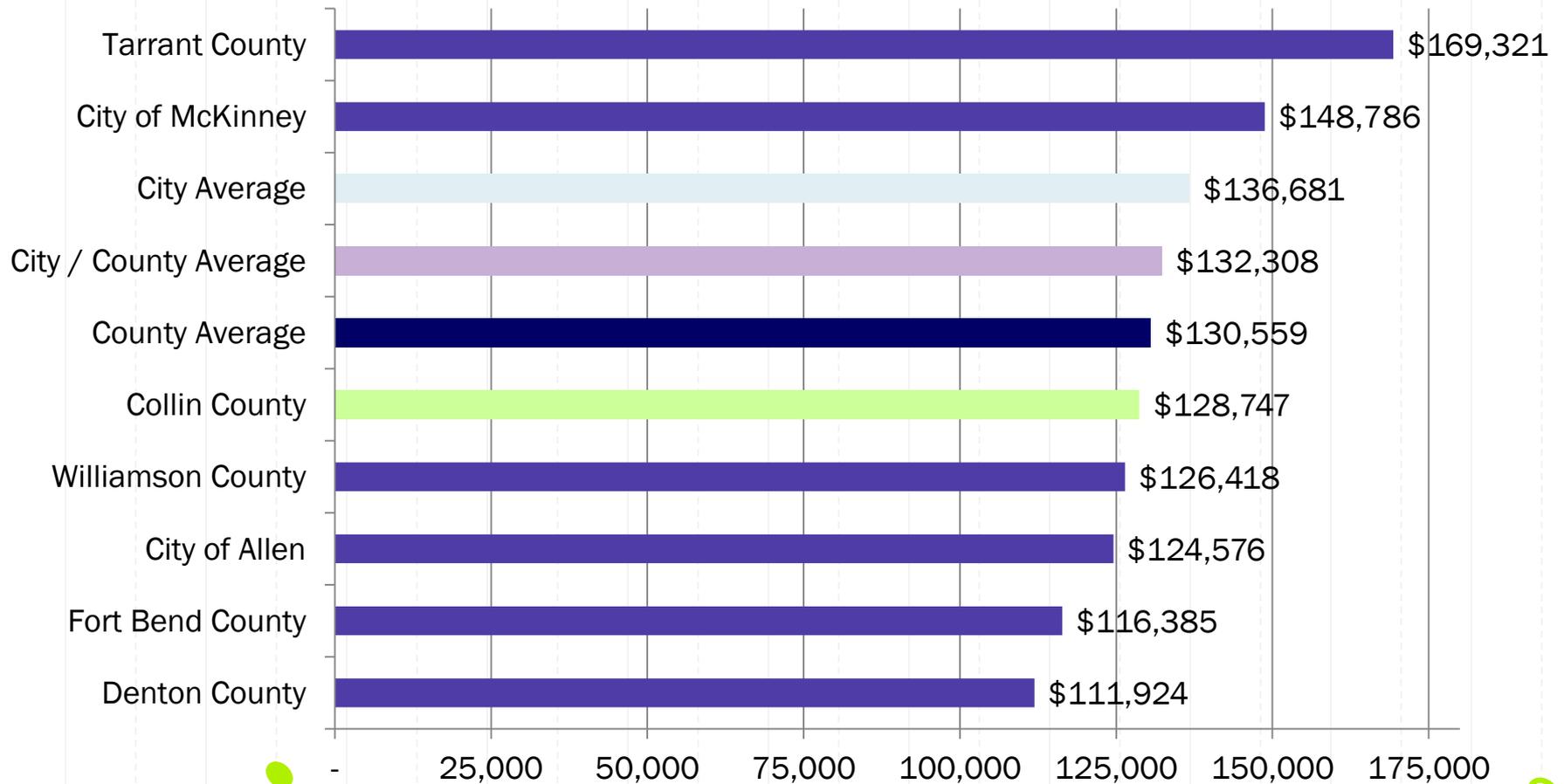
- Two (2) authorized Deputy Chief positions.
- The average length of service is 12.7 years.
- The pay range for this position is \$96,080 to \$128,747.
- Collin County's minimum salary is ranked four (4) out of seven (7). We are 2% below the City/County average for minimum.
- Collin County's maximum salary is ranked four (3) out of seven (7). We are 3% below the City/County average for maximum.

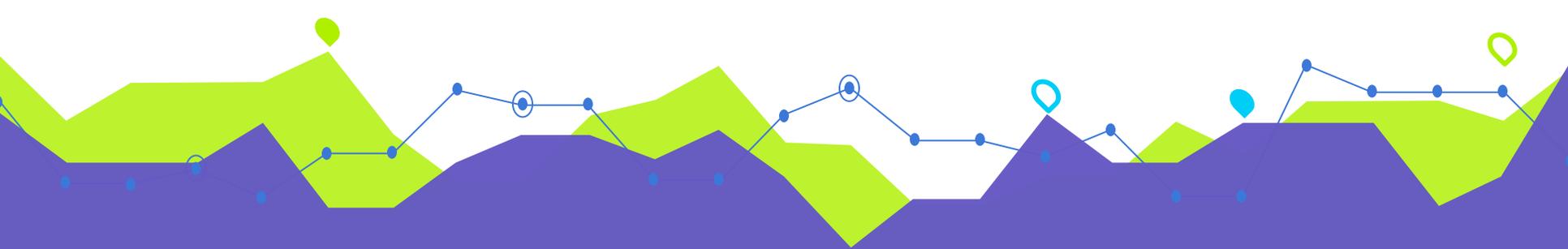


DEPUTY CHIEF MINIMUMS FY 2016



DEPUTY CHIEF MAXIMUMS FY 2016



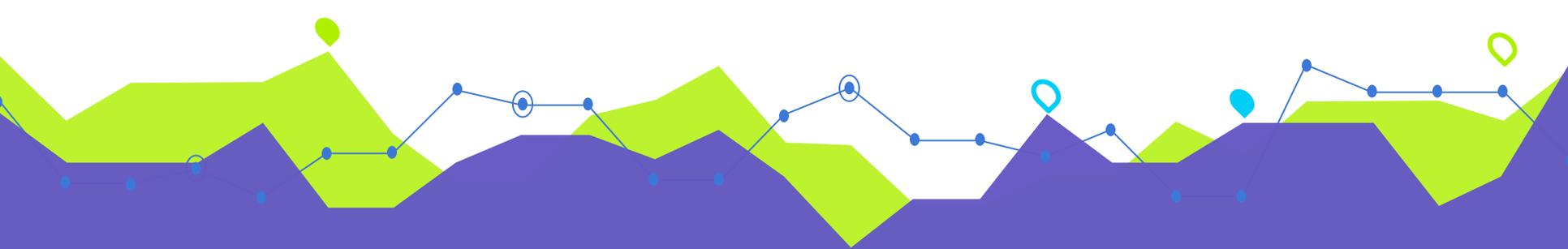


SHERIFF'S OFFICE NON-HOUSING NON-BENCHMARKED POSITIONS

SHERIFF'S OFFICE NON- HOUSING NON-BENCHMARKED POSITIONS

	# Incumbents	# Positions	Avg. Years of Service	Avg. Salary	Grade Min	Grade Max	Incumbents in Top Quartile	Incumbents At/Over Max
Asst. Comm. Supervisor	3	3	16	\$54,652	\$43,311	\$58,058	1	0
Captain-Professional Standards	1	1	30	*	\$75,917	\$101,749	1	0
Major - Operations	1	1	16	*	\$82,358	\$110,390	0	0
Major - Support Services	1	1	27	*	\$82,358	\$110,390	1	0

* Salaries not listed when only one incumbent



BENCHMARKED CONSTABLE POSITIONS

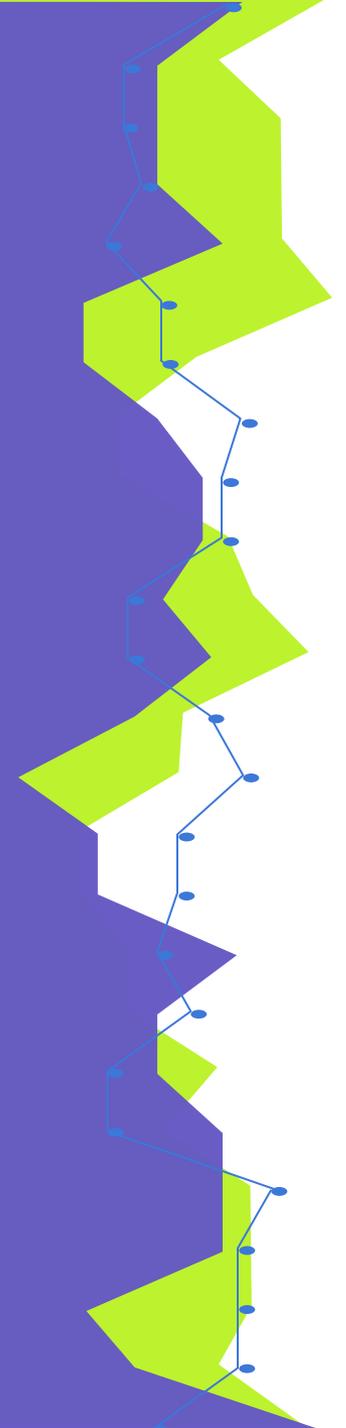
CONSTABLE LAW ENFORCEMENT SALARY RANKING

Positions were ranked against Denton, Fort Bend, Montgomery, Tarrant and Williamson Counties.

Ranking is from highest to lowest salary. A ranking of one (1) denotes highest compensation paid.

Job Title	Minimum Ranking	Maximum Ranking
Deputy Constable	2 of 6	2 of 6

**DEPUTY CONSTABLE
GRADE 555**



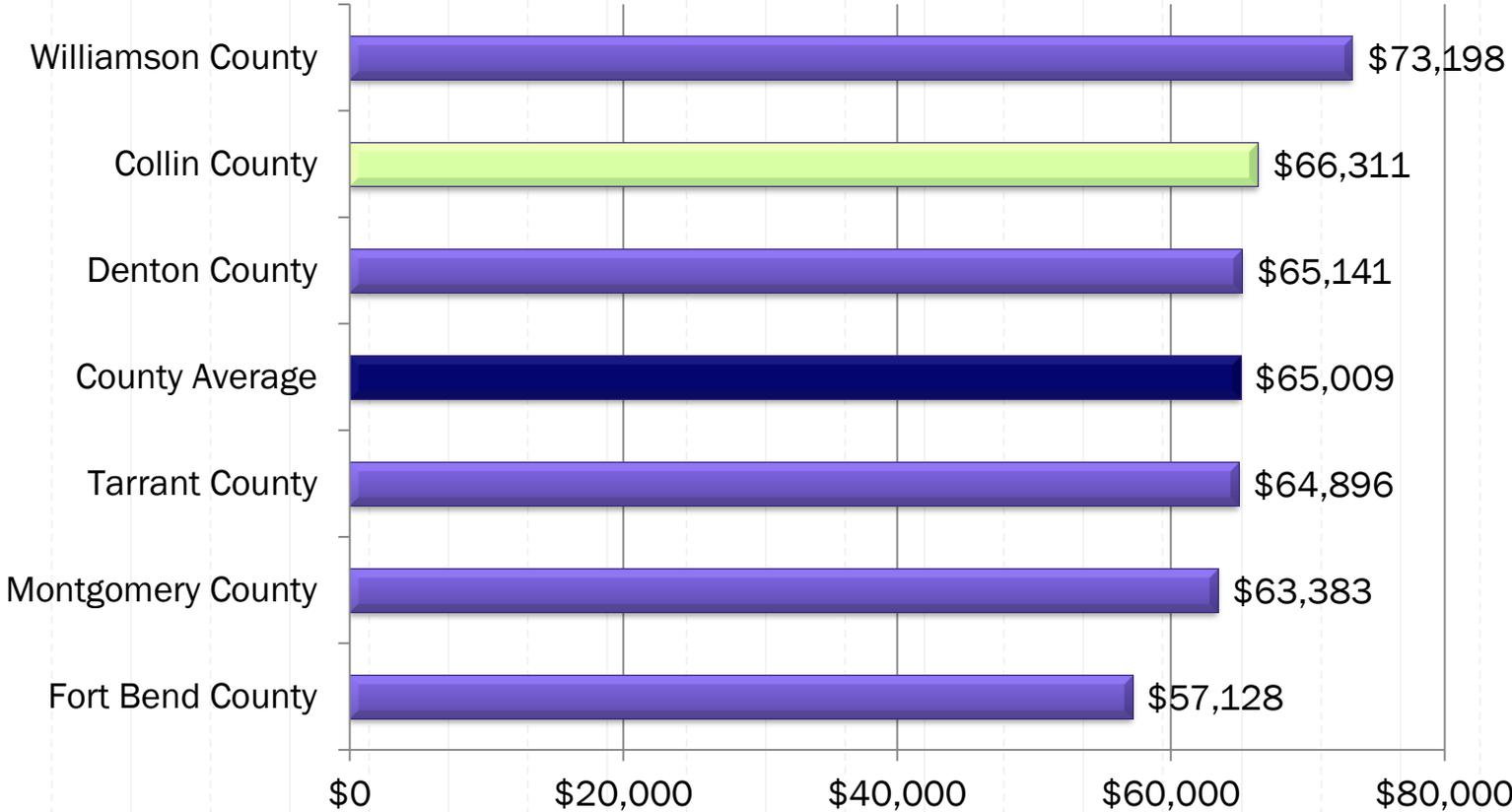
DEPUTY CONSTABLE

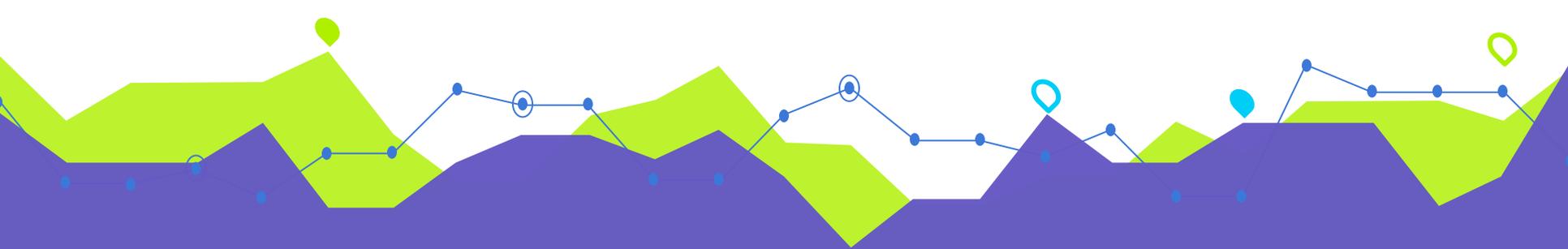
- 19 authorized Deputy Constable positions.
- The average length of service is 10 years.
- The pay range for this position is from \$49,477 to \$66,311.
- Four (4) incumbents (21%) are over range maximum as a result of title consolidation from FY 2013.
 - Two (2) incumbents are at maximum.
- Collin County's minimum salary is ranked two (2) out of six (6). We are 5% above County average for minimum.
- Collin County's maximum salary is ranked two (2) out of six (6). We are 2% above County average for maximum.

DEPUTY CONSTABLE MINIMUMS FY 2016



DEPUTY CONSTABLE MAXIMUMS FY 2016



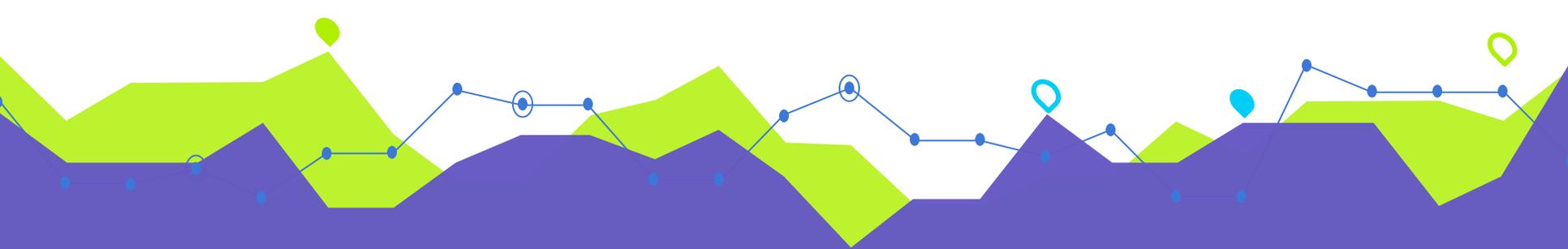


CONSTABLE NON-BENCHMARKED POSITIONS

CONSTABLE NON-BENCHMARKED POSITIONS

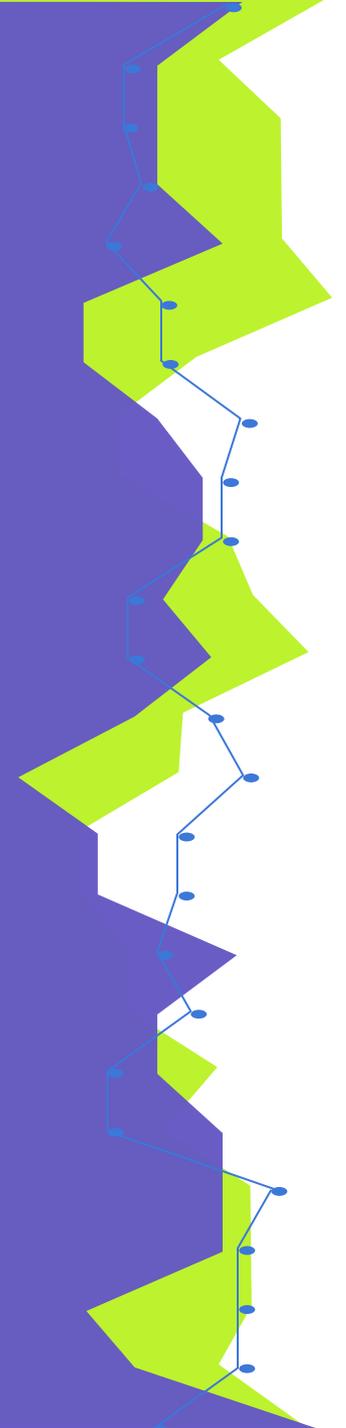
	# Incumbents	# Positions	Avg. Years of Service	Avg. Salary	Grade Min	Grade Max	Incumbents in Top Quartile	Incumbents At/Over Max
Chief Deputy Constable	0	1	n/a	*	\$65,357	\$87,606	n/a	n/a
Deputy Constable II	2	2	3	\$53,571	\$53,024	\$71,041	0	0

* Salaries not listed when only one incumbent



DISTRICT ATTORNEY BENCHMARKED POSITIONS

FELONY INVESTIGATOR GRADE 557



FELONY INVESTIGATOR

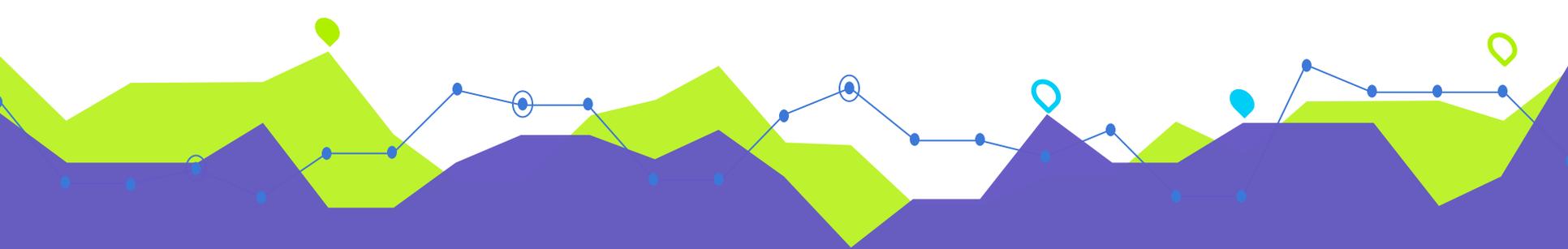
- 16 authorized Felony Investigator positions.
- The average length of service is 12 years.
- The pay range for this position is \$56,548 to \$75,795.
- Six (6) incumbents (40%) are in the top quartile of the pay range.
 - One (1) is within 2% of pay grade maximum.
 - None are at pay range maximum.
 - One (1) is over pay grade maximum.
- Collin County's minimum and maximum pay rank two (2) out of four (4).
 - We are 6% above County average for minimum and slightly under County average for maximum.

FELONY INVESTIGATOR MINIMUMS FY 2016



FELONY INVESTIGATOR MAXIMUMS FY 2016



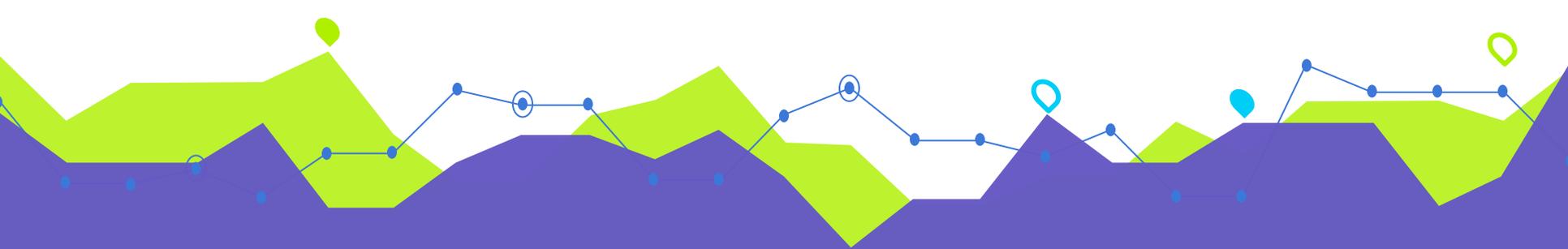


DISTRICT ATTORNEY NON-BENCHMARKED POSITIONS

DISTRICT ATTORNEY NON-BENCHMARKED POSITIONS

	# Incumbents	# Positions	Avg. Years of Service	Avg. Salary	Grade Min	Grade Max	Incumbents in Top Quartile	Incumbents At/Over Max
Chief Criminal Investigator	1	1	5	*	\$82,358	\$110,390	0	0
Deputy Chief Investigator	1	1	17	*	\$75,917	\$101,749	0	0
Misdemeanor Investigator	7	7	10	\$58,456	\$53,024	\$71,041	0	0

* Salaries not listed when only one incumbent



COURTS LAW ENFORCEMENT

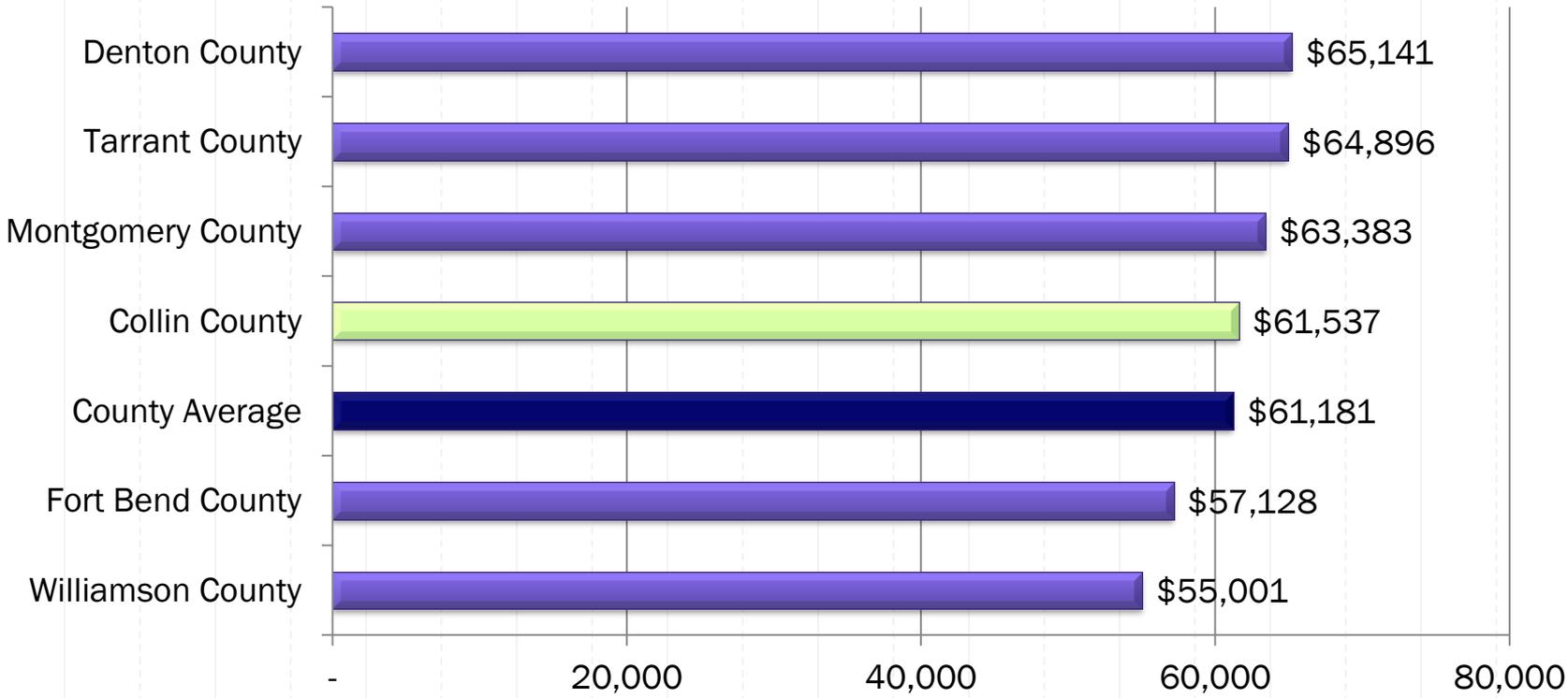
COURT OFFICER

- 20 authorized Court Officer positions.
- The average length of service for this position is 15 years.
- The pay range for this position is \$45,953 to \$61,537.
- 11 incumbents (55%) are in the top quartile of the pay range.
 - Four (4) are within 2% of pay range maximum.
 - None are at maximum.
- Collin County's minimum salary is ranked two (2) out of six (6). We are 5% above County average for minimum.
- Collin County's maximum salary is ranked four (4) out of six (6). We are slightly above County average for maximum.
- In Denton, Fort Bend, Montgomery, Tarrant and Williamson Counties the Bailiff position is under the Sheriff's Office.

COURT OFFICER MINIMUMS FY 2016



COURT OFFICER MAXIMUMS FY 2016



SUMMARY

As part of this analysis we reviewed the pay ranges of the positions and identified any positions whose minimum and maximum were 10% higher or lower than the average minimum and maximum.

- The City/County average was used in this calculation if applicable; if there was not a City/County average, the County average was used.
- None of the positions reviewed exceeded the 10% variance from the average.

Analysis of Collin County pay vs. Market pay

- Regression analysis was used to compare the relationship between Collin County pay and Market pay.
- Based upon the results of the analysis, we recommend the following:
 - Move Exempt Law Enforcement pay grades up by 1%.
 - Move Non-Exempt Law Enforcement pay grades up by 3%.