



FY2027

Elected Official
Presentation

ELECTED OFFICIAL COMPENSATION POLICY

For FY2026, 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, if approved by court.

Per policy, 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 with the approved increase percentage applied, the elected official maintains their current salary.

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
and does not include an
increase until the
increase percentage is
discussed and approved.**

Position Title	Current Salary	Average of 5th & 6th	Salary Over/ Under Averages
County Judge	\$186,307	\$187,784	UNDER
Commissioners	\$160,816	\$164,806	UNDER
Constables	\$131,049	\$135,628	UNDER
County Clerk	\$159,258	\$163,060	UNDER
District Attorney	\$77,791	\$73,111	OVER
District Clerk	\$159,258	\$163,060	UNDER
Justices of the Peace	\$143,735	\$151,128	UNDER
Sheriff	\$208,378	\$199,893	OVER
Tax Assessor	\$162,532	\$166,453	UNDER

ELECTED OFFICIAL SALARY HISTORY

COLLIN COUNTY BY PERCENTAGE

Position	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	5 Year Average	5 Year Total
County Judge	3%	3%	4%	4%	0%	3%	14%
Commissioners	3%	3%	4%	10%	0%	4%	20%
Constables	3%	3%	6%	5%	0%	3%	17%
County Clerk	3%	3%	6%	4%	0%	3%	16%
County Court at Law Judges (2)(4)	0%	-2%	1%	1%	23%	5%	23%
District Attorney (1)	3%	3%	27%	5%	0%	8%	38%
District Clerk	3%	3%	6%	4%	0%	3%	16%
District Judges (1)	0%	0%	0%	0%	0%	0%	0%
Justices of the Peace	3%	3%	6%	7%	0%	4%	19%
Probate Judge (2)(3)(4)	0%	0%	-15%	1%	22%	2%	8%
Sheriff	3%	3%	4%	4%	0%	3%	14%
Tax Assessor	4%	3%	8%	4%	0%	4%	19%

(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.

(4) FY 2026, increase due statue changes.

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

COLLIN COUNTY BASE SALARY AND SUPPLEMENTS

Position	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026
County Judge	\$167,234	\$172,252	\$179,142	\$186,307	\$186,307
Commissioners PCT 1-4	\$136,599	\$140,697	\$146,325	\$160,816	\$160,816
Constables	\$113,730	\$117,142	\$124,752	\$131,049	\$131,049
County Clerk	\$140,624	\$144,842	\$153,133	\$159,258	\$159,258
County Court at Law Judge I	\$193,400	\$193,400	\$193,400	\$193,400	\$237,500
County Court at Law Judge II	\$185,000	\$185,000	\$185,000	\$193,400	\$237,500
County Court at Law Judge III	\$185,000	\$185,000	\$193,400	\$193,400	\$237,500
County Court at Law Judge IV & VI	\$185,000	\$193,400	\$193,400	\$193,400	\$237,500
County Court at Law Judge V (3)	\$193,400	\$157,000	\$157,000	\$157,000	\$192,000
County Court at Law Judge VII	\$174,713	\$174,713	\$174,713	\$185,000	\$227,000
District Attorney (1)	\$56,385	\$58,076	\$74,019	\$77,791	\$77,791
District Clerk	\$140,624	\$144,842	\$153,133	\$159,258	\$159,258
District Judges (1)(4)	\$18,000	\$18,000	\$18,000	\$18,000	\$18,000
Justices of the Peace PCT 1-4	\$123,288	\$126,986	\$133,973	\$143,735	\$143,735
Probate Judge (3)	\$185,000	\$185,000	\$158,000	\$158,000	\$193,000
Salary Supplement (2)	\$9,433	\$9,433	\$0	\$0	\$0
Sheriff	\$187,046	\$192,657	\$200,363	\$208,378	\$208,378
Tax Assessor	\$140,624	\$144,842	\$156,281	\$162,532	\$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.

ELECTED OFFICIAL SALARY HISTORY

BASE SALARY AND SUPPLEMENTS

Comparison Counties:

Dallas: 2,661,397

Tarrant: 2,248,466

Bexar: 2,160,088

Travis: 1,389,670

Collin: 1,297,179

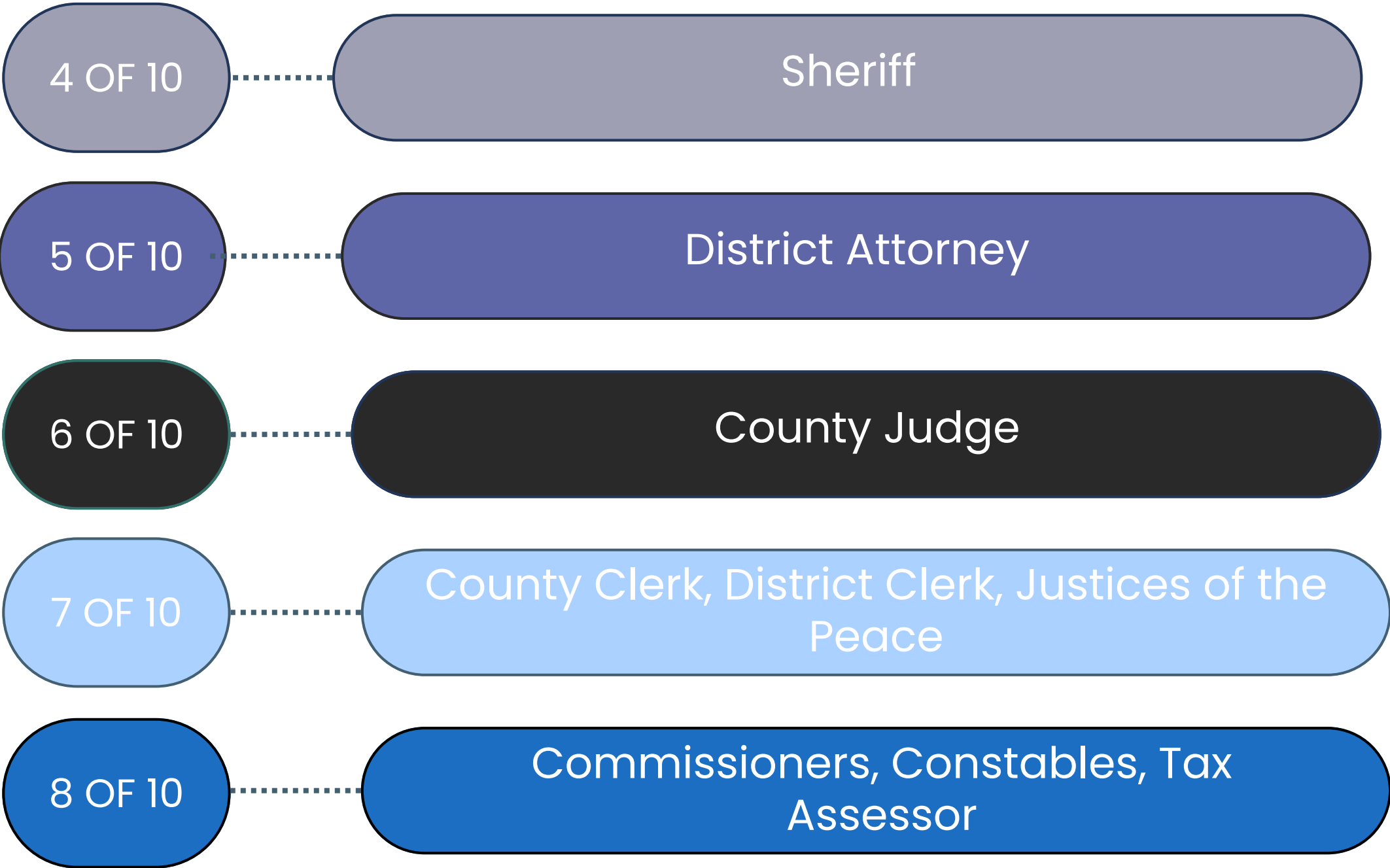
Denton: 1,069,346

Fort Bend: 975,191

Montgomery: 781,194

Williamson: 752,827

Rockwall: 140,738



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 2022 TO FY 2026

Position	Collin	Bexar	Dallas	Denton	Fort Bend	Montgomery	Rockwall	Tarrant	Travis	Williamson
County Judge	3%	4%	2%	6%	6%	0%	2%	4%	3%	5%
Commissioners	4%	5%	5%	6%	5%	3%	3%	4%	4%	8%
Constables	3%	6%	3%	6%	5%	4%	4%	4%	4%	7%
County Clerk	3%	4%	3%	6%	5%	3%	3%	4%	4%	7%
County Court at Law Judges (1)	5%	4%	5%	5%	7%	4%	6%	3%	5%	7%
District Attorney	8%	4%	7%	14%	28%	16%	8%	4%	-1%	41%
District Clerk	3%	4%	3%	6%	5%	3%	3%	4%	4%	7%
District Judges	0%	8%	8%	8%	8%	8%	8%	0%	8%	8%
Justices of the Peace (1)	4%	5%	3%	6%	5%	3%	3%	4%	3%	7%
Probate Judge (1)(2)	2%	5%	5%	5%	-	9%	-	2%	4%	-
Sheriff	3%	4%	3%	6%	7%	4%	3%	4%	4%	7%
Tax Assessor	4%	4%	3%	6%	5%	4%	3%	4%	4%	7%

(1) Average salary used in the calculation of increase percentage for Probate Judges in Bexar, Dallas, Denton, Tarrant, 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

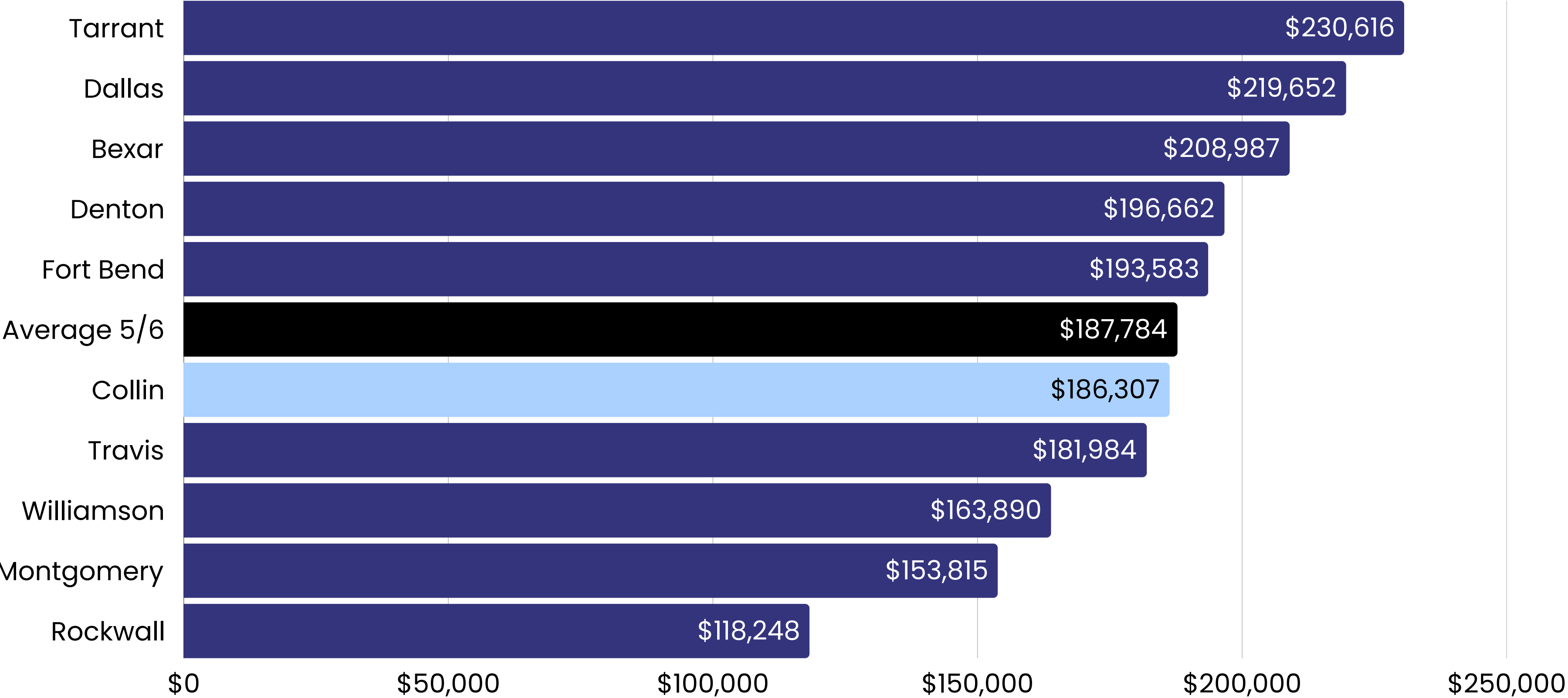
5 YEAR TOTAL – FY 2022 TO FY 2026

Position	Collin	Bexar	Dallas	Denton	Fort Bend	Montgomery	Rockwall	Tarrant	Travis	Williamson
County Judge	14%	20%	10%	28%	30%	0%	11%	19%	15%	27%
Commissioners	20%	24%	25%	28%	25%	16%	15%	19%	18%	38%
Constables	17%	28%	16%	28%	25%	22%	27%	19%	18%	36%
County Clerk	16%	20%	16%	28%	24%	16%	15%	19%	18%	37%
County Court at Law Judges (1)	23%	21%	27%	25%	37%	-11%	31%	14%	25%	41%
District Attorney	38%	20%	37%	69%	140%	80%	39%	19%	-7%	174%
District Clerk	16%	20%	16%	28%	24%	16%	15%	19%	18%	37%
District Judges	0%	39%	39%	39%	39%	39%	39%	0%	39%	39%
Justices of the Peace (1)	19%	25%	16%	28%	25%	16%	15%	19%	17%	35%
Probate Judge (1)(2)	8%	24%	26%	26%	-	26%	-	9%	18%	-
Sheriff	14%	22%	16%	28%	36%	20%	15%	19%	21%	33%
Tax Assessor	19%	20%	16%	28%	27%	22%	15%	19%	18%	33%

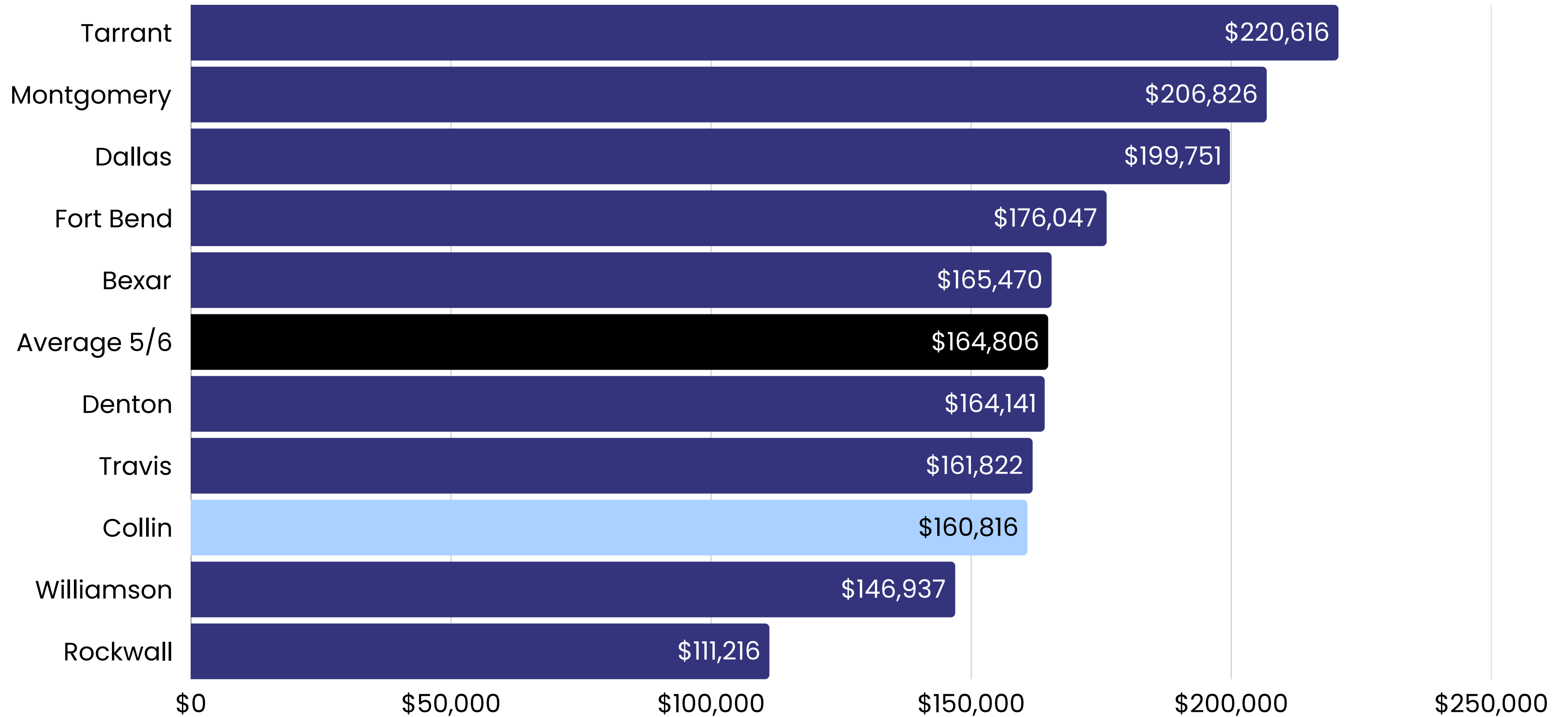
(1) Average salary used in the calculation of increase percentage for Probate Judges in Bexar, Dallas, Denton, Tarrant, and Travis, Justices of the Peace in Montgomery, and County Court at Law Judges in all Counties.

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

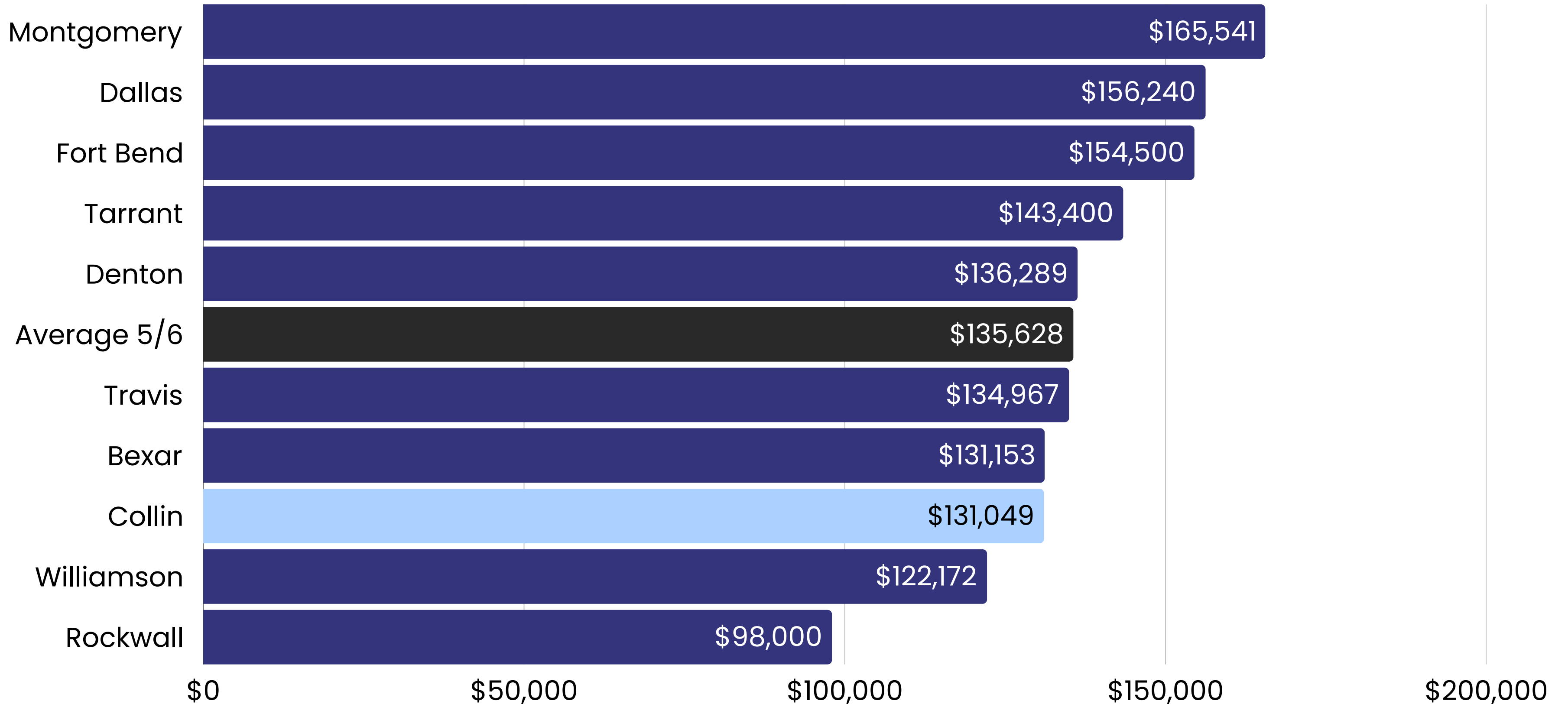
COUNTY JUDGE – FY2026



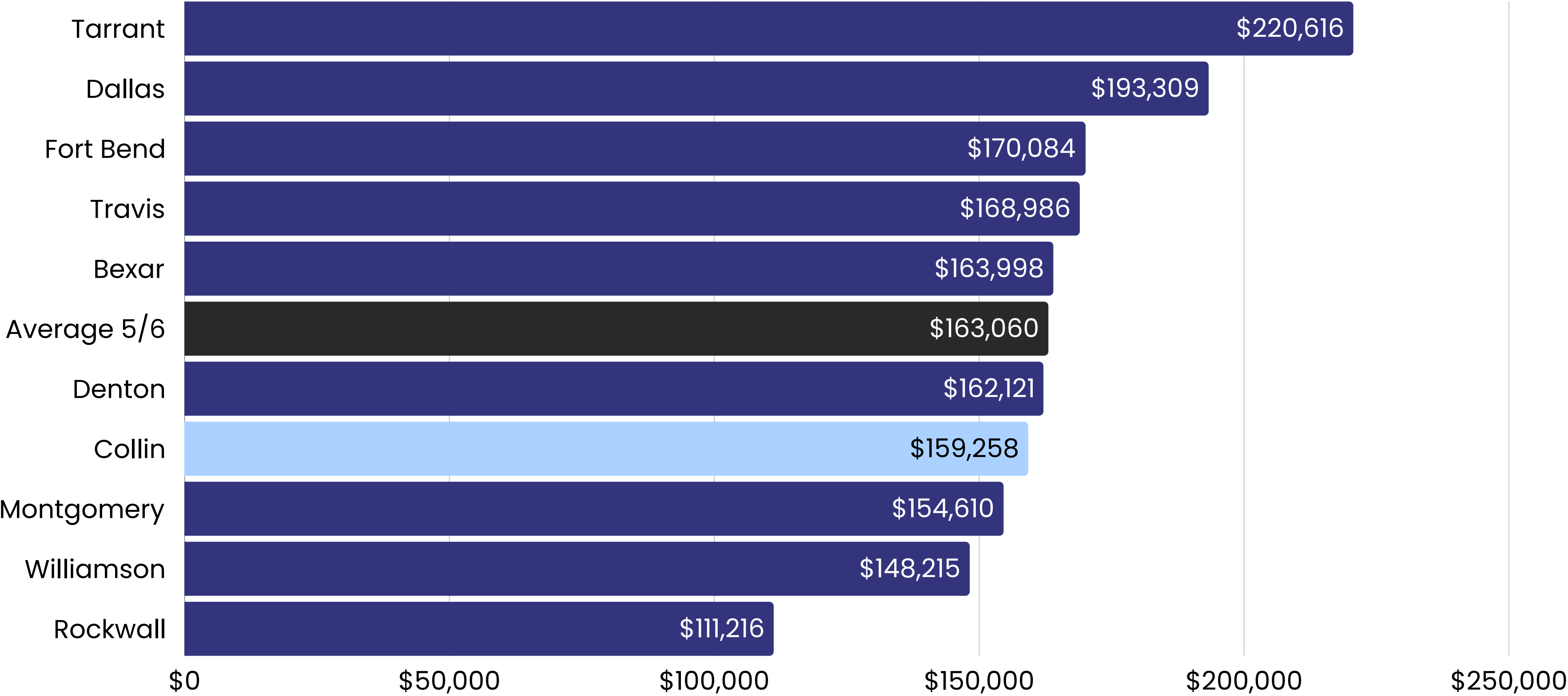
COMMISSIONERS – FY2026



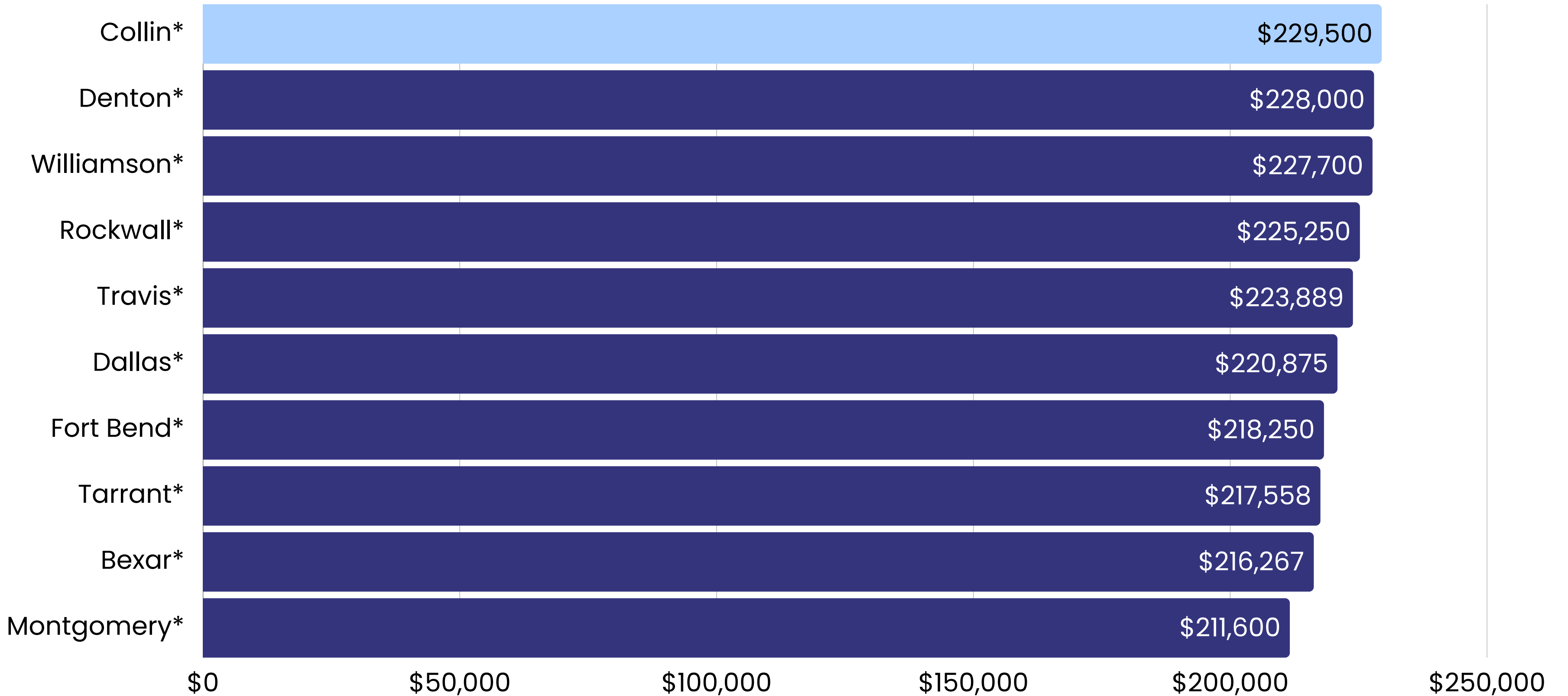
CONSTABLES – FY2026



COUNTY CLERK – FY2026



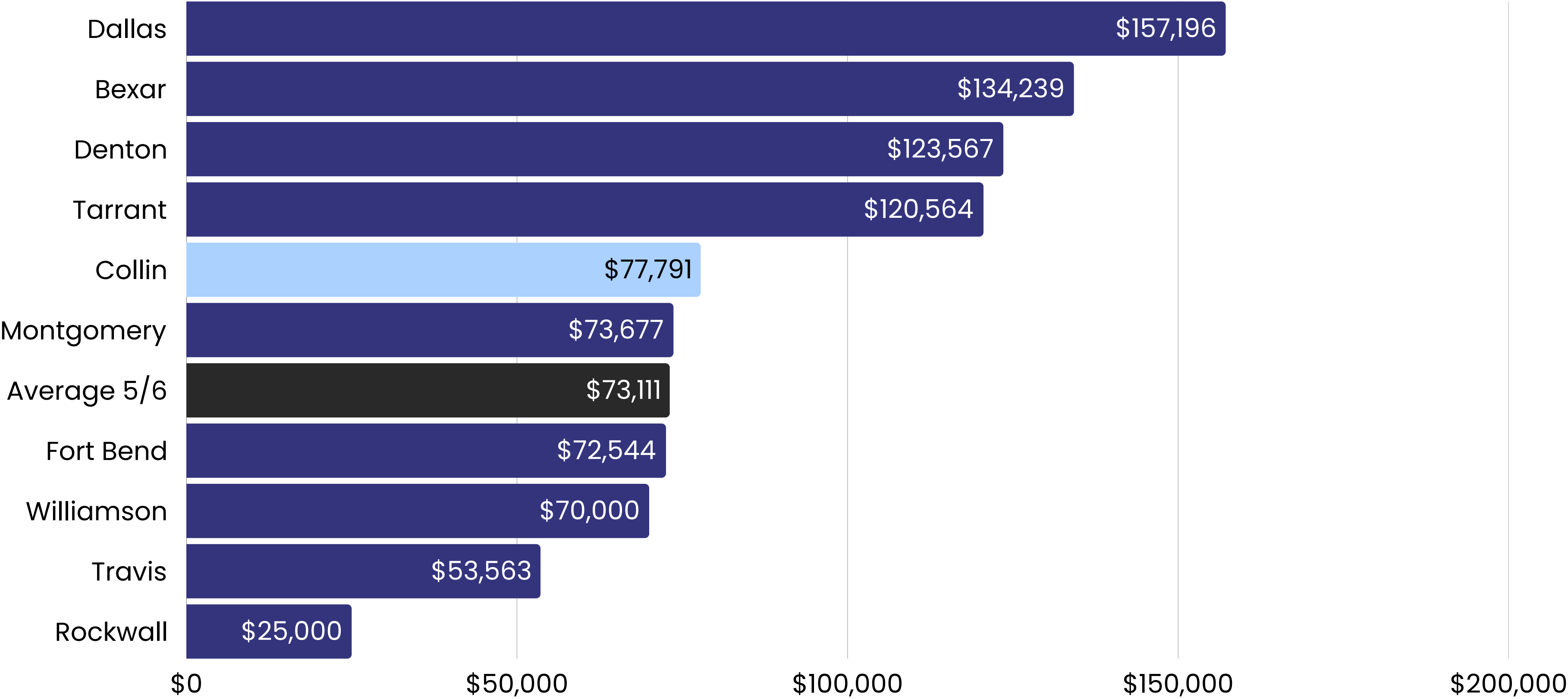
COUNTY COURT AT LAW JUDGES – FY2026



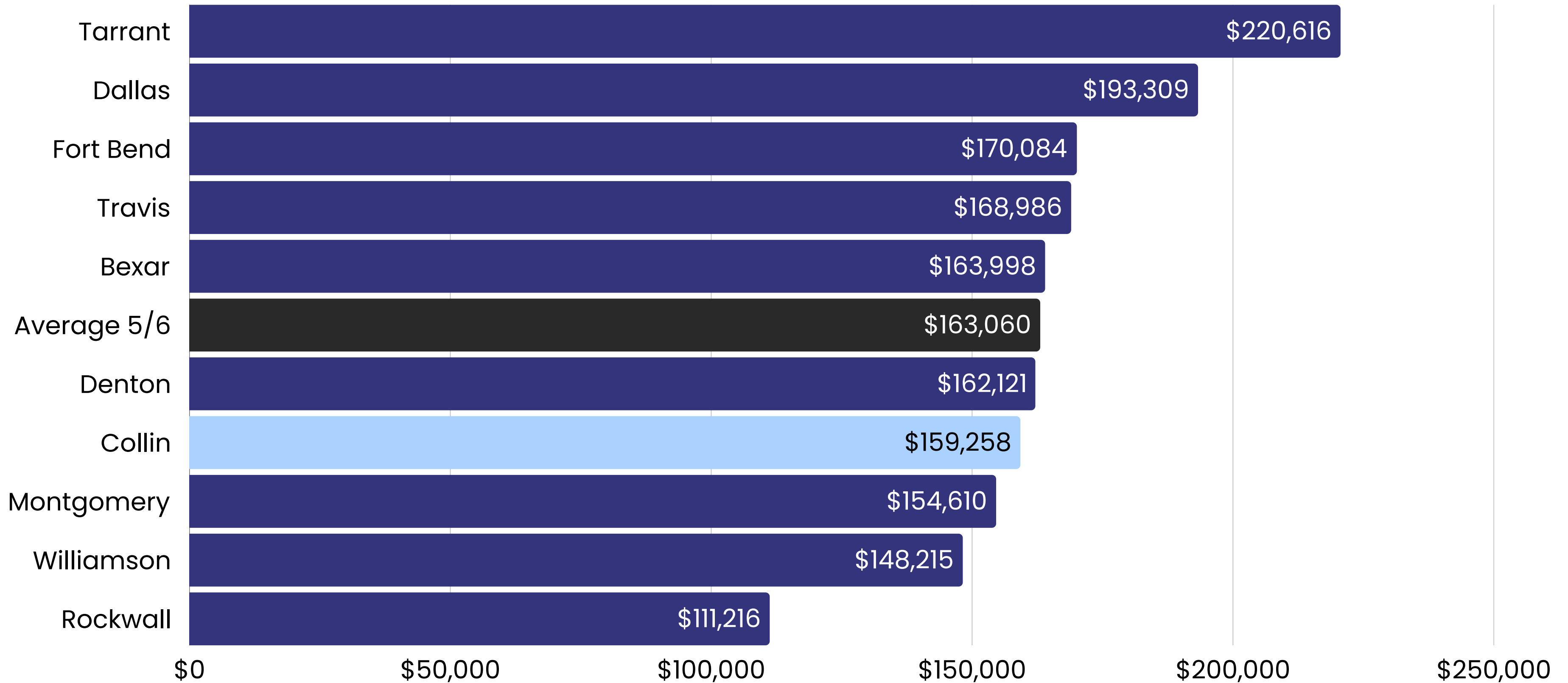
*Average salary used in calculation for all CCL Judges.

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

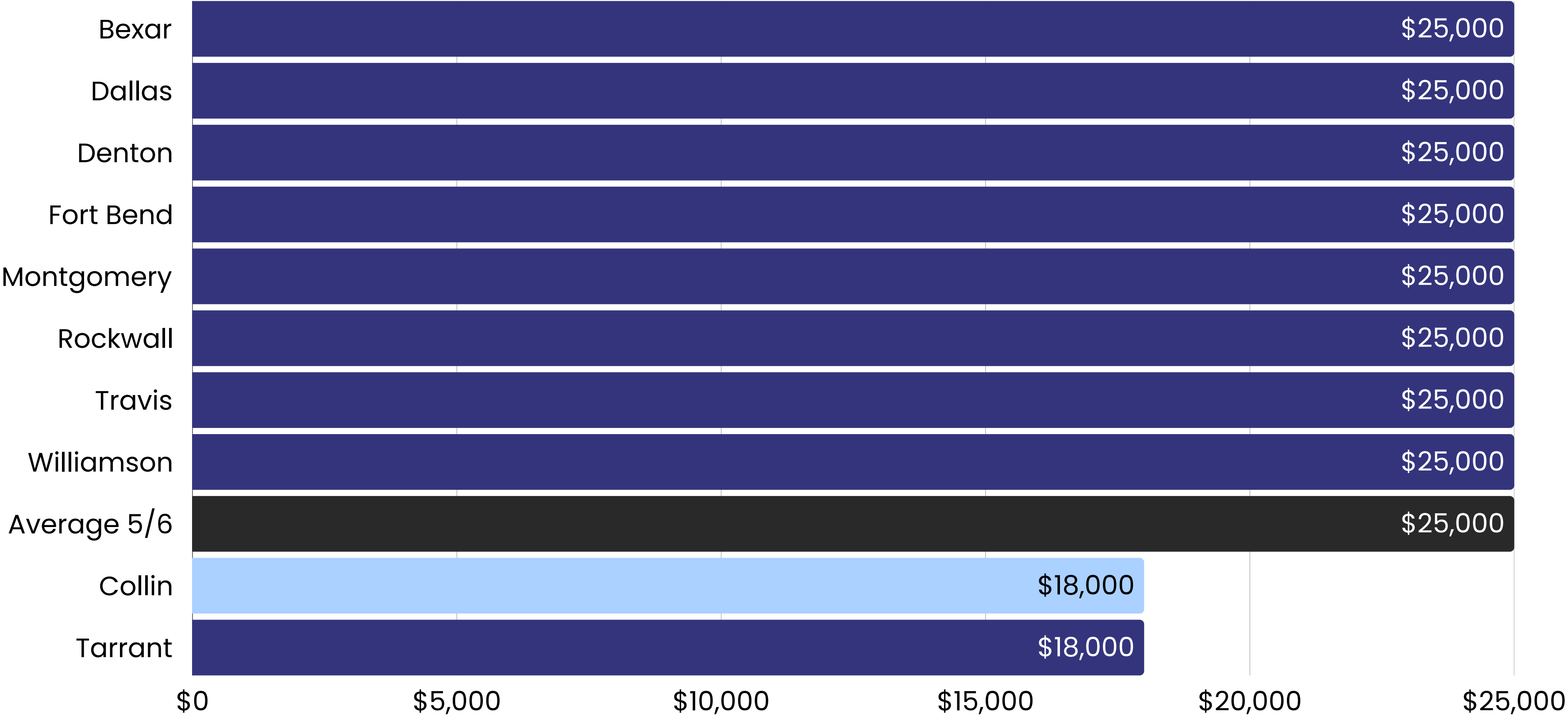
DISTRICT ATTORNEY – FY2026



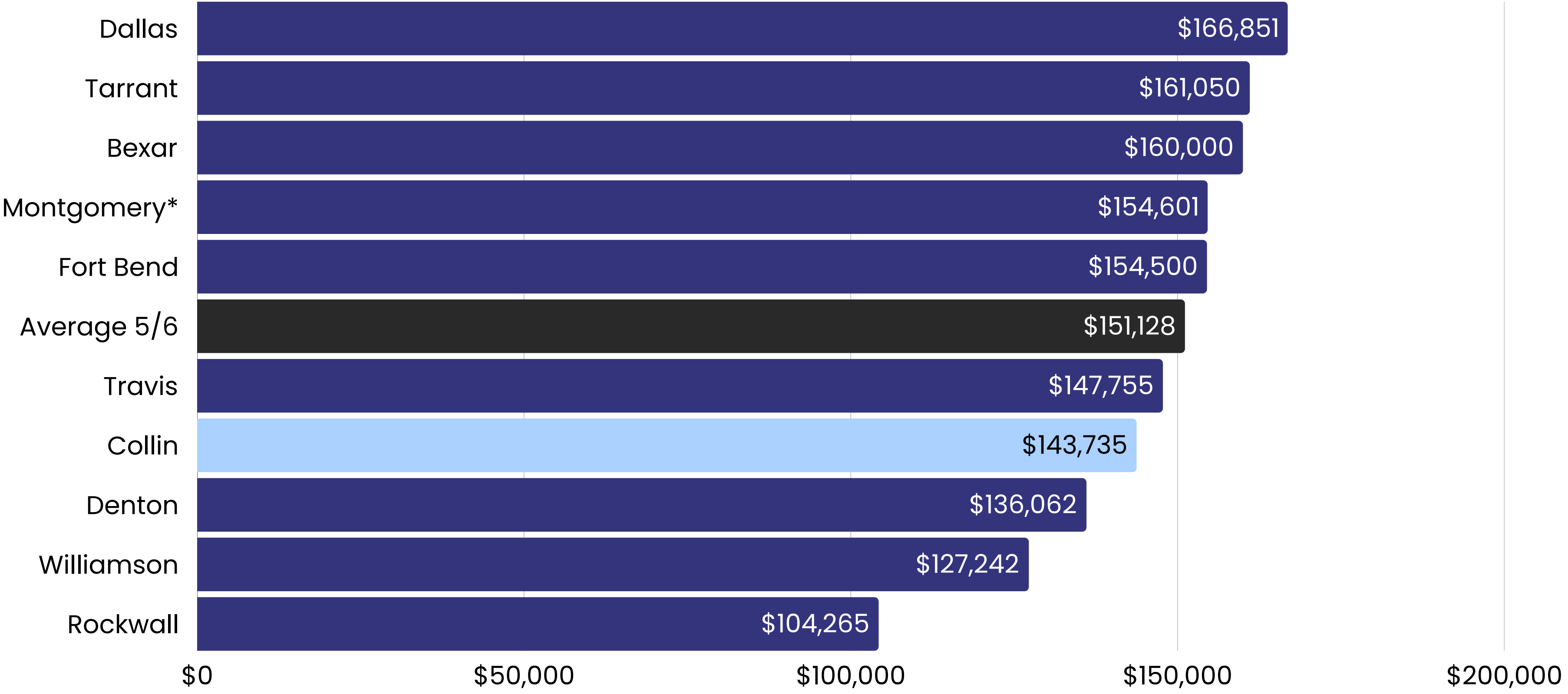
DISTRICT CLERK – FY2026



DISTRICT JUDGES – FY2026

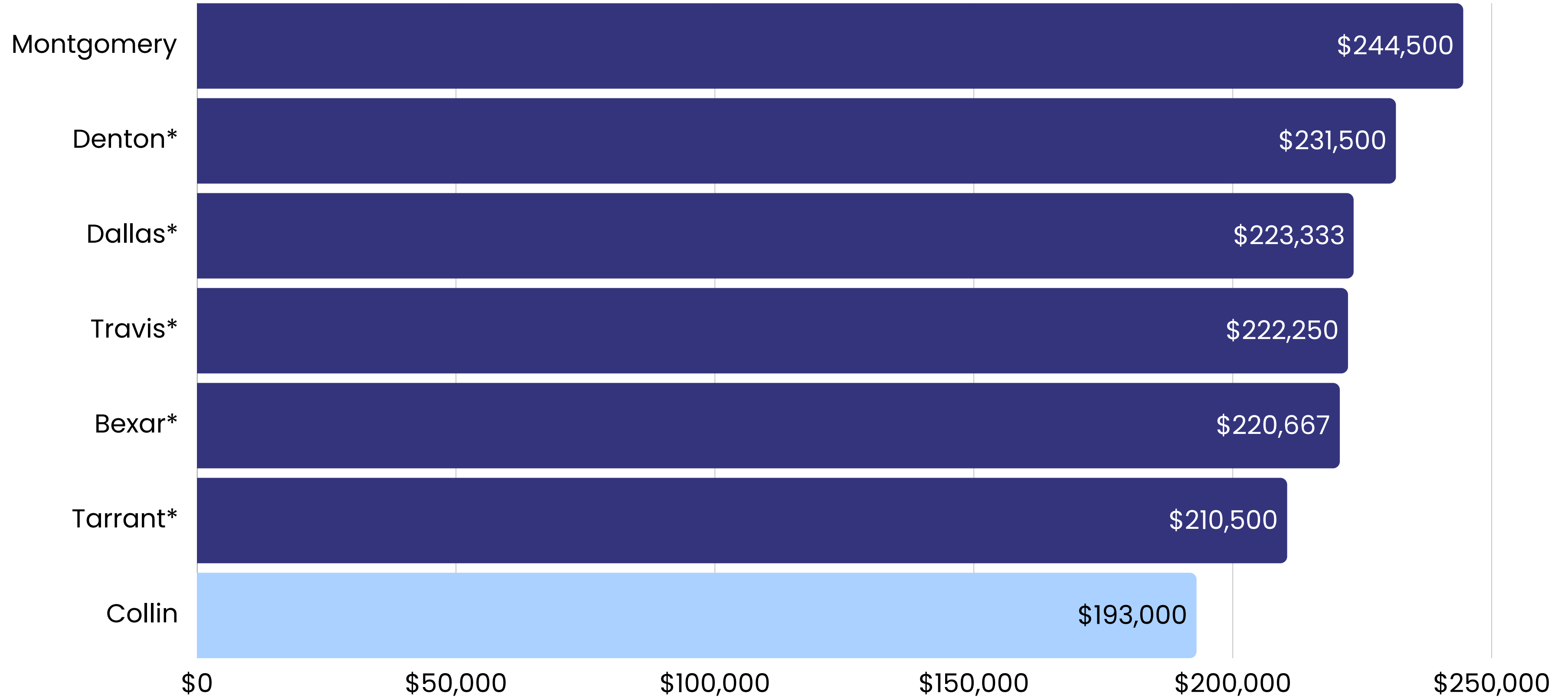


JUSTICES OF THE PEACE – FY2026



* Average salary used in calculation.

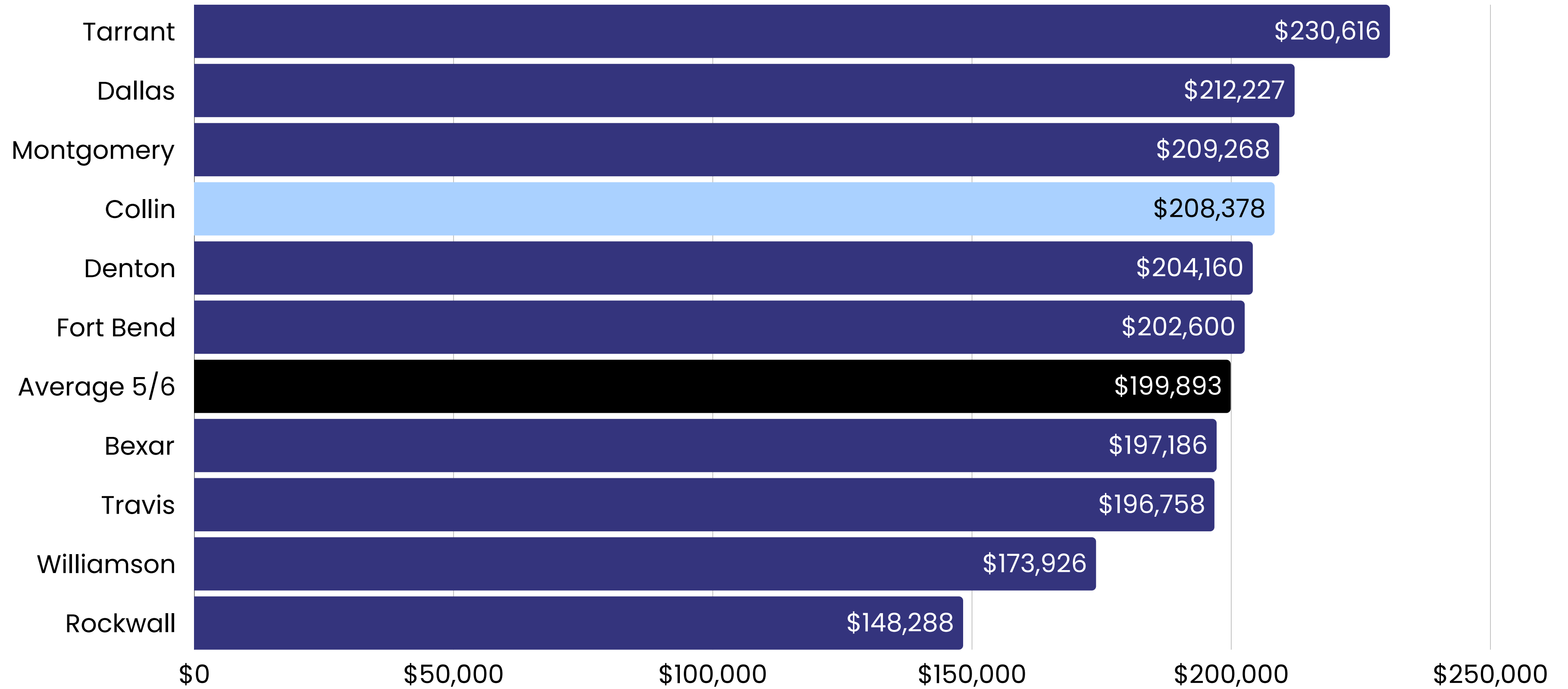
PROBATE JUDGE – FY2026



* Average salary used in calculation.

Probate Judge's salary is determined by statute and length of service.

SHERIFF – FY2026



TAX ASSESSOR – FY2026

