



FY 2027

**Law Enforcement
Presentation**

GENERAL INFORMATION

Salary increase recommendations will be made in a separate presentation.
Information in this presentation is as of January 2026, 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 2021 through FY 2026.

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.

October 2025

- Added 42 Detention Officer positions, two (2) Dispatcher positions, and four (4) Jail Sergeant positions.
- Changed four (4) Corporal positions to four (4) Deputy Sheriff positions.
- Eliminated two (2) Administrative Secretary positions, one (1) Assistant Chief Deputy position, one (1) Captain position, one (1) Commander position, two (2) Criminal Justice Information Specialist positions, one (1) Deputy Sheriff position, one (1) Functional Analyst position, three (3) Information Clerk/Receptionist positions, one (1) PT Inventory Control Clerk position, five (5) Lieutenant-Jail Housing positions, one (1) Open Records Tech position, one (1) secretary position, three (3) Security Guard positions, one (1) Sergeant, two (2) Tech II positions. Moved the Public Service Officer to Equipment Services.

December 2025

- Eliminated 4 Detention Officer positions.
- Added two (2) Criminal Justice Information Specialist positions, one (1) Open Records Tech, and two (2) Tech II positions.

April 2026

- Added 18 Detention Officer positions.

TURNOVER SUMMARY

Category	FY 2024 Turnover	FY 2025 Turnover	Change from FY 2024*	FY 2026 Projected
Collin County (all departments)	14%	17%	3%	15%
Collin County Law Enforcement				
All Law Enforcement positions	14%	18%	4%	13%
Law Enforcement positions*, excluding Detention Officer	8%	9%	1%	13%
Sheriff's Office Law Enforcement				
All SO Law Enforcement positions	13%	18%	5%	14%
Sheriff's Office LE positions*, excluding Detention Officer	14%	19%	5%	14%
Detention Officer positions	19%	27%	8%	14%
DA, Constable, Fire Marshal & Courts				
All Non-SO Law Enforcement positions*	13%	17%	4%	0%

2026 Turnover is a projection only. Projections done early in the year are only an estimate. Actual turnover can vary widely. Projection as of April 2026. Difference is rounded to the nearest whole number.

*Only includes benchmarked positions.

BENCHMARK POSITION

TURNOVER

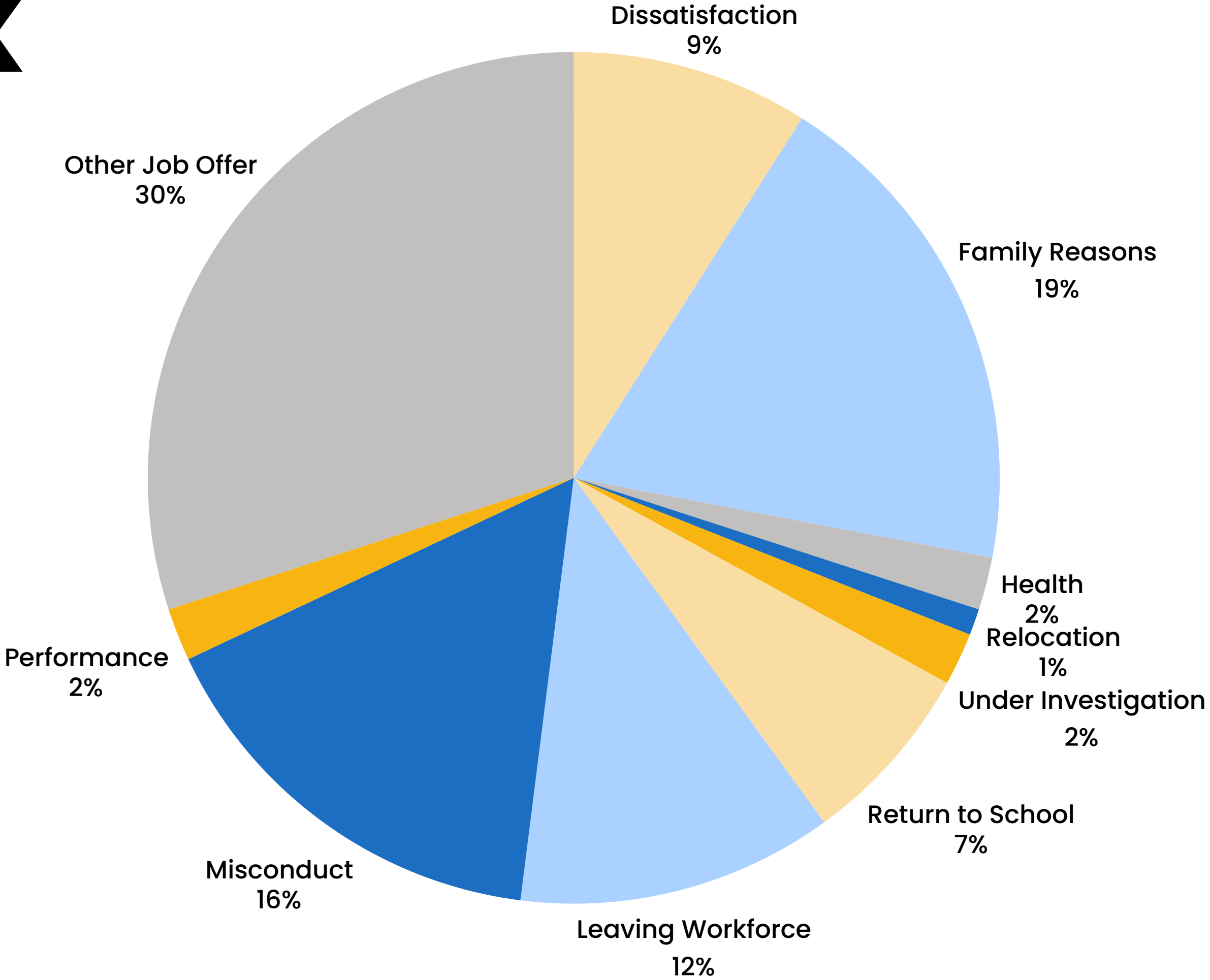
Title	2023 Turnover %	2024 Turnover %	2025 Turnover %	2026 Projected Turnover %
Sheriff's Office – Jail				
Detention Officer	27%	19%	27%	14%
Jail Sergeant	4%	4%	4%	16%
Sheriff's Office – Operations				
Deputy Sheriff	5%	2%	2%	15%
Sergeant	0%	16%	0%	0%
Sheriff's Office – Support Services				
Dispatcher	27%	12%	16%	36%

Title	2023 Turnover %	2024 Turnover %	2025 Turnover %	2026 Projected Turnover %
Sheriff's Office – Management				
Lieutenant – Patrol	0%	0%	0%	0%
Lieutenant – Jail	0%	7%	7%	0%
Fire Marshal / Constable / Courts				
Deputy Fire Marshal	0%	65%	200%	0%
Deputy Constable	22%	18%	9%	0%
Court Officer	10%	0%	13%	0%

Percentages are rounded to the nearest whole number.

BENCHMARK POSITION TURNOVER

This chart represents
FY 2025 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 2025:

- Law Enforcement 6% (-1% from last year)
- Correctional Officer 25% (-2% from last year)
- Public Safety 18% (-1% from last year)

TDCJ overall turnover was 21% (-2% 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 2025.

Responding Entities:

Police Department	FY 2025 Turnover	Change from 2024
City of Allen	10%	-1%
City of Carrollton	9%	n/a
City of Dallas	5%	< -1%
City of Garland	12%	-3%
City of McKinney	7%	-3%
City of Murphy	6%	-24%
City of Plano	12%	n/a
City of Prosper	9%	n/a
City of Wylie	9%	n/a
Average	9%	-6%

Sheriff's Office	FY 2025 Turnover	Change from 2024
Collin County	18%	4%
Bexar County	18%	11%
Denton County	15%	-5%
Fort Bend County	9%	-4%
Rockwall County	18%	4%
Tarrant County	8%	n/a
Travis County	9%	n/a
Williamson County	11%	-1%
Average	13%	2%

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

COMPARISON ENTITY TURNOVER

Jail Only Turnover

Organization	FY 2025 Turnover	Change from 2024
City of Allen	17%	-23%
City of Carrollton	2%	n/a
City of Garland	1%	-4%
City of Plano	33%	n/a
Bexar County	26%	n/a
Collin County	23%	6%
Denton County	22%	-11%
Fort Bend County	4%	-8%
Rockwall County	21%	-1%
Tarrant County	10%	n/a
Travis County	11%	n/a
Williamson County	14%	-1%
Average	15%	-6%

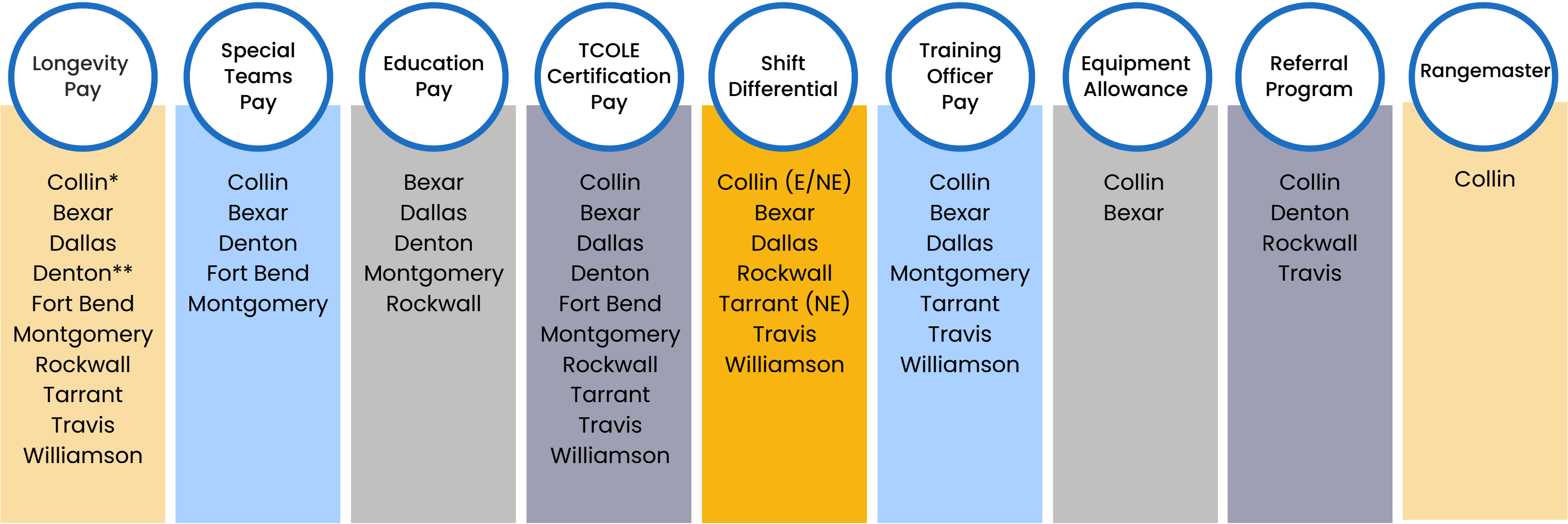
Non-Jail Turnover

Organization	FY 2025 Turnover	Change from 2024
City of Allen	9%	2%
City of Carrollton	7%	n/a
City of Garland	3%	-7%
City of McKinney	20%	12%
City of Murphy	6%	-24%
City of Plano	11%	n/a
City of Prosper	9%	n/a
City of Wylie	9%	n/a
Bexar County	9%	n/a
Collin County	8%	0%
Denton County	9%	0%
Fort Bend County	5%	-8%
Rockwall County	14%	9%
Tarrant County	7%	n/a
Travis County	4%	n/a
Williamson County	6%	-2%
Average	9%	-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

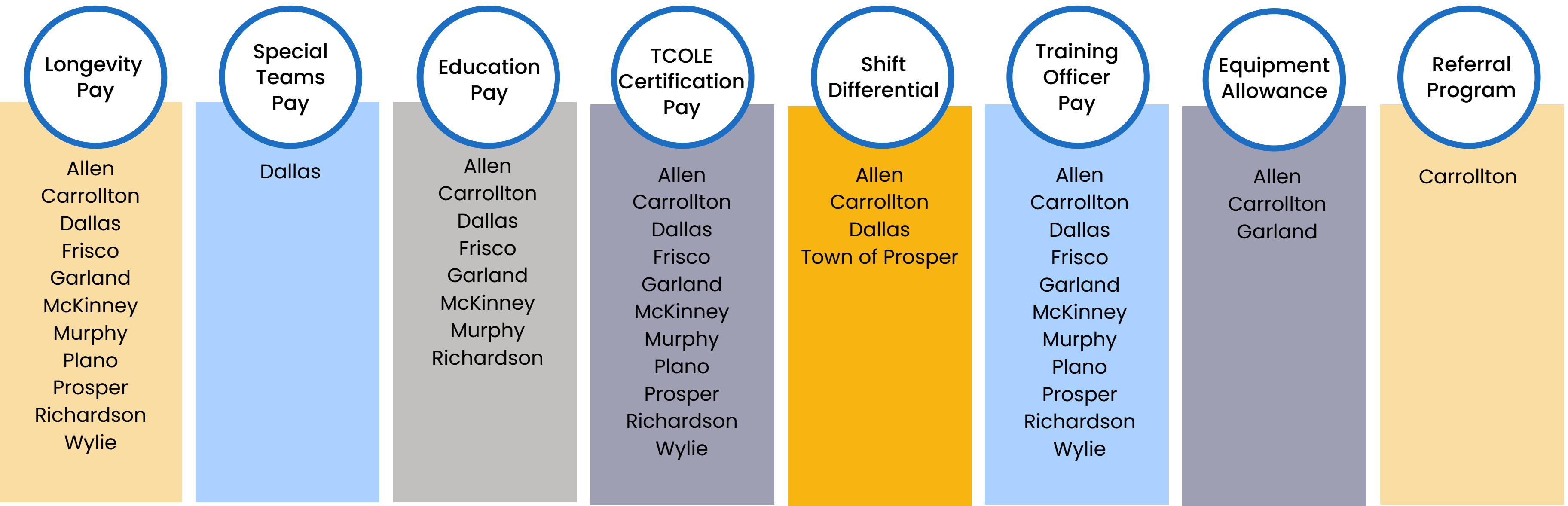
SPECIAL TEAMS PAY



★	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.

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	62%
	Bachelor's	–	\$164	\$101	\$140	
	Master's	–	\$163	\$148	\$157	
TCOLE Certification Pay	Intermediate	\$55	\$70	\$74	\$72	100%
	Advanced	\$80	\$122	\$126**	\$124**	
	Master	\$125	\$175	\$179	\$177	
Shift Differential Pay		\$130	\$533	\$149	\$277	52%
Training Officer Pay		\$100	\$248	\$127	\$201	86%
Referral Program		\$250	\$1,000	\$563	\$650	24%
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 2022	FY 2023	FY 2024	FY 2025	FY 2026	5 Year Total	5 Year Average
Range Movement	3%	5%	7%	5%	2.5%	23%	5%
PFP Increase (avg)	3%	3%	4%	4%	2%	16%	3%
Non-Exempt	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	5 Year Total	5 Year Average
Range Movement	3%*	5%	7%	5%	2.5%	23%	5%
PFP Increase (avg)	3%	3%	4%	4%	2%	16%	3%

FY 2026

Wage movement adjustments were applied to law enforcement salaries for current employees and vacant positions in the amount of approximately \$1,290,921. 85% of the total increases for law enforcement positions and salaries were in the Sheriff's Office.

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.

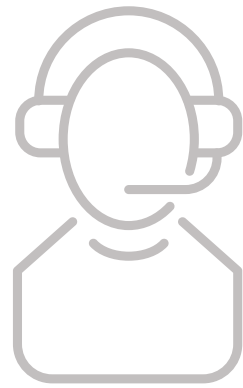
*Does not include 7% adjustment to Detention Officer salaries.

DISPATCHER

GRADE 551

28 Positions

24 Incumbents



- Average Length of Service:
Five (5) Years
- Pay Range: \$53,556 – \$74,979



- Six (6) incumbents (25%) are in the top quartile of the pay range.
- Six (6) incumbents (25%) are at the pay grade maximum.

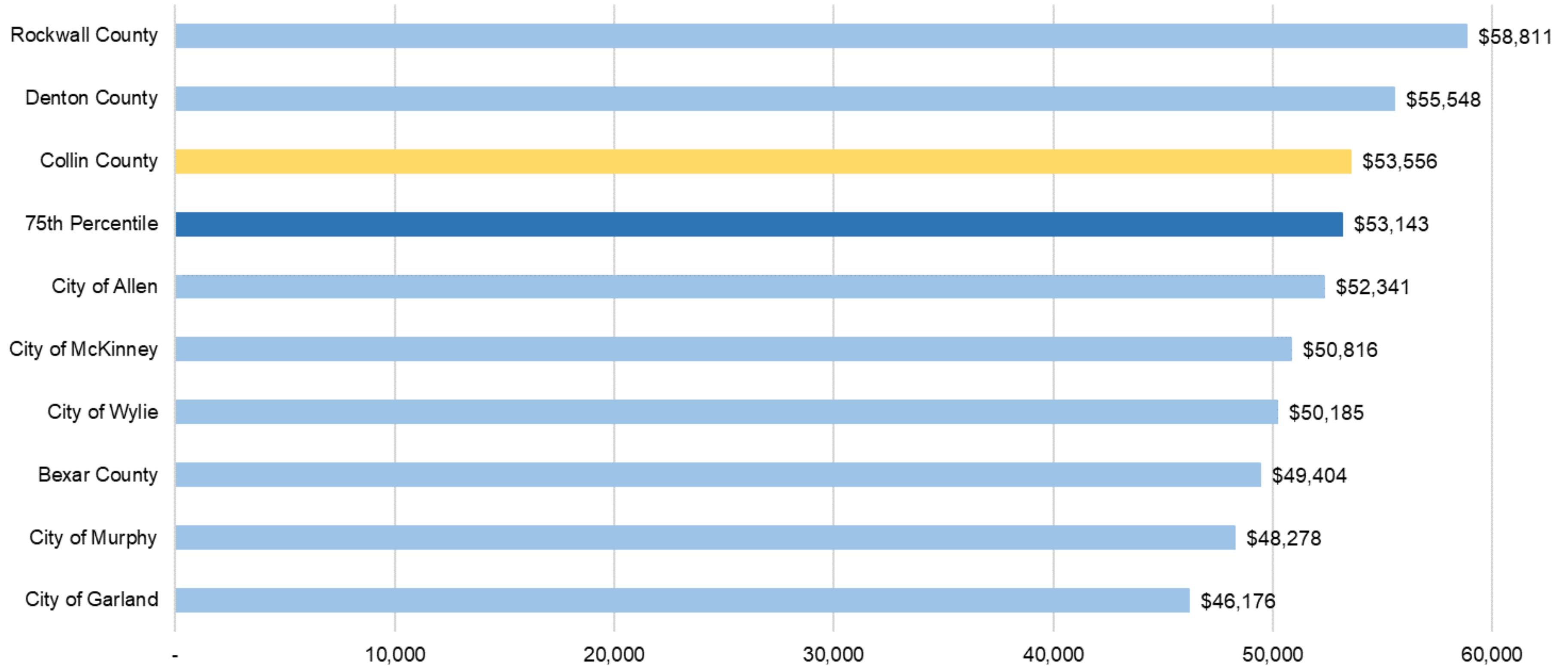
Minimum Salary

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

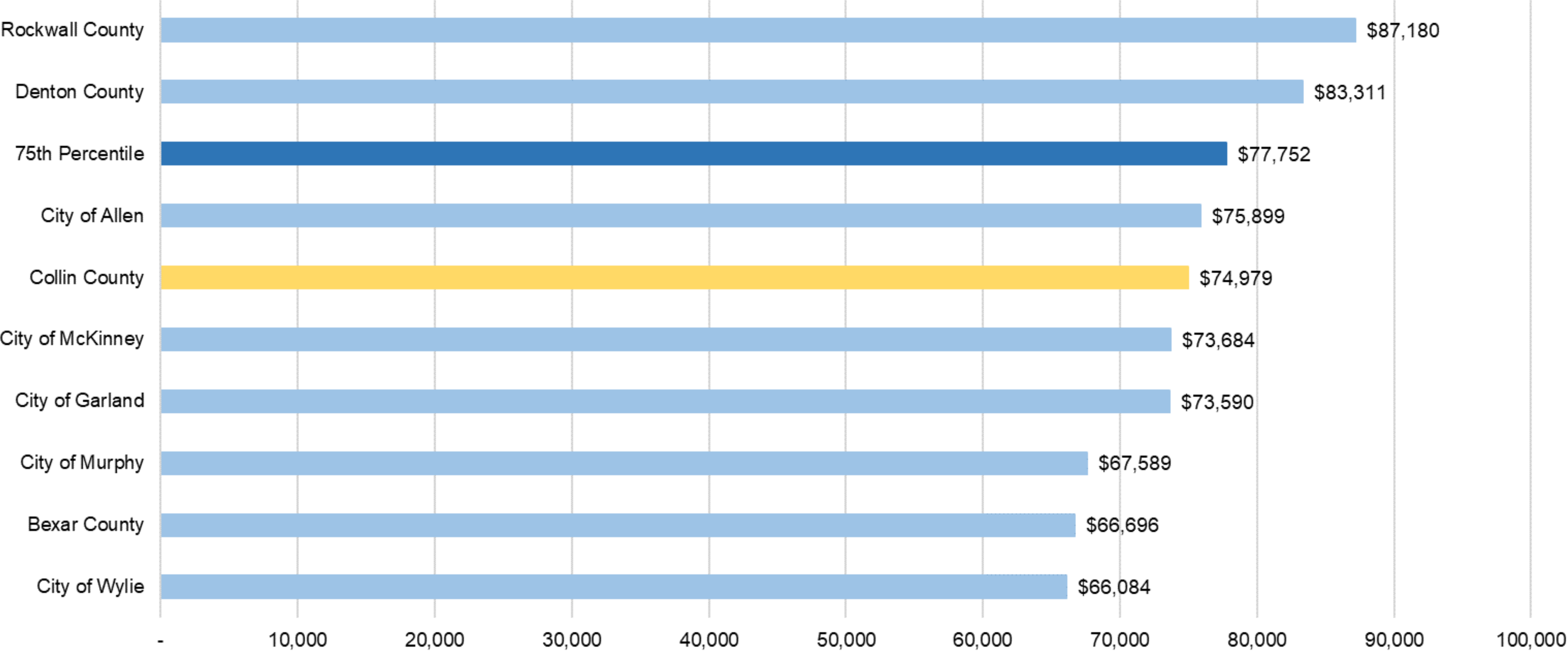
Maximum Salary

4th out of 9
4% under the
75th percentile

DISPATCHER MINIMUMS FY 2026



DISPATCHER MAXIMUMS FY 2026



DETENTION OFFICER

GRADE 552

392
Full Time
Positions

355
Incumbents

Average Length
of Service:
Four (4) Years

\$ Pay Range: \$57,305 – \$80,228

- 55 incumbents (15%) are in the top quartile of the pay range.
- One (1) incumbent is at the pay grade maximum.

Minimum Pay

2nd out of 14

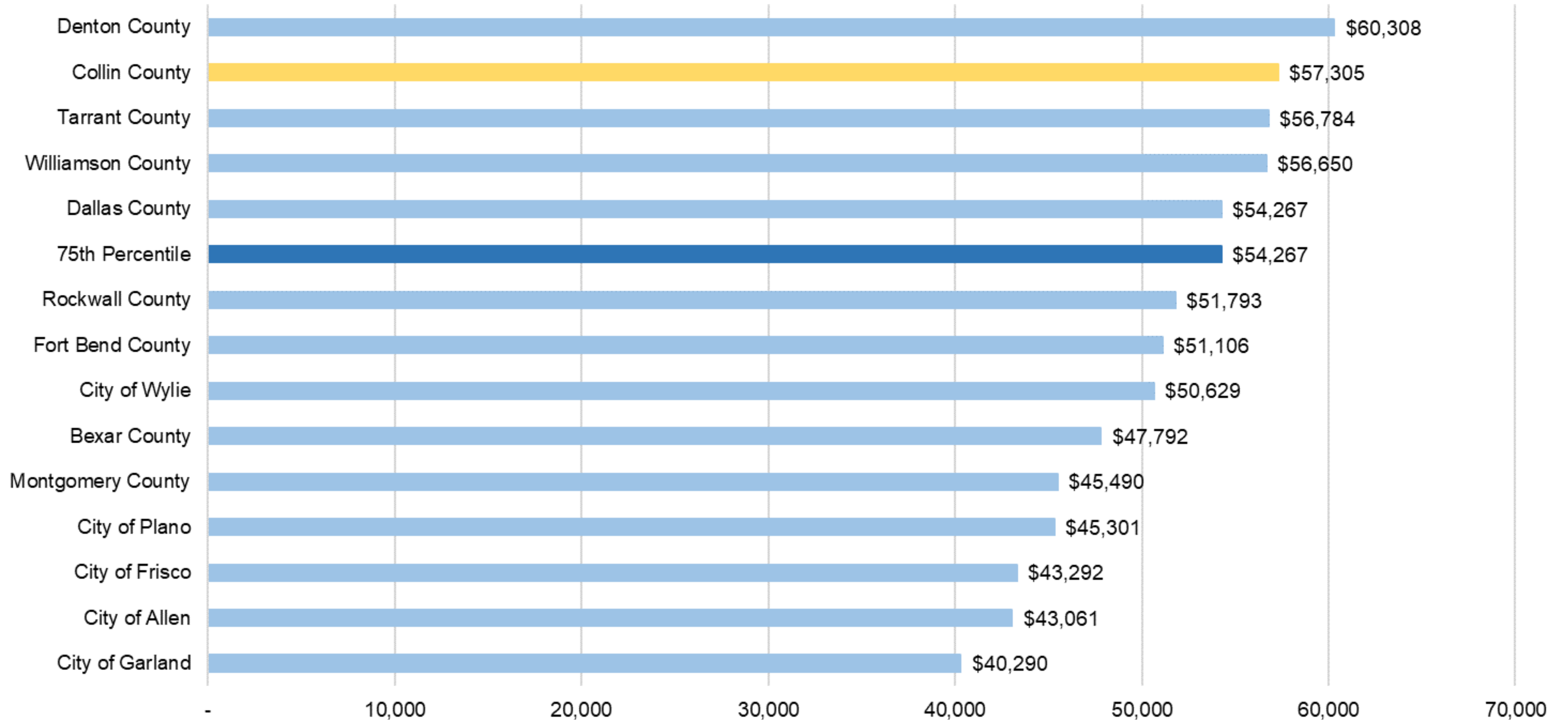
6% over the
75th percentile

Maximum Pay

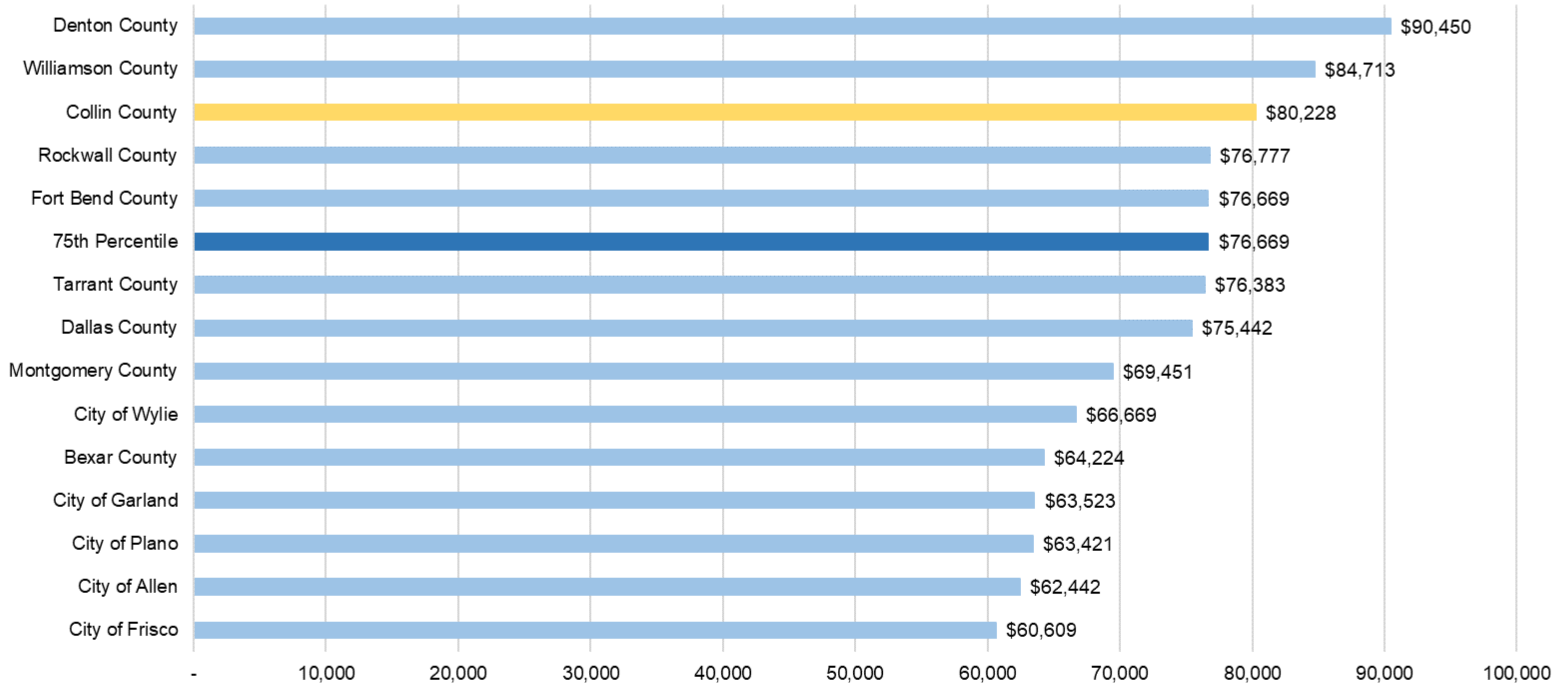
3rd out of 14

5% over the
75th percentile

DETENTION OFFICER MINIMUMS FY 2026

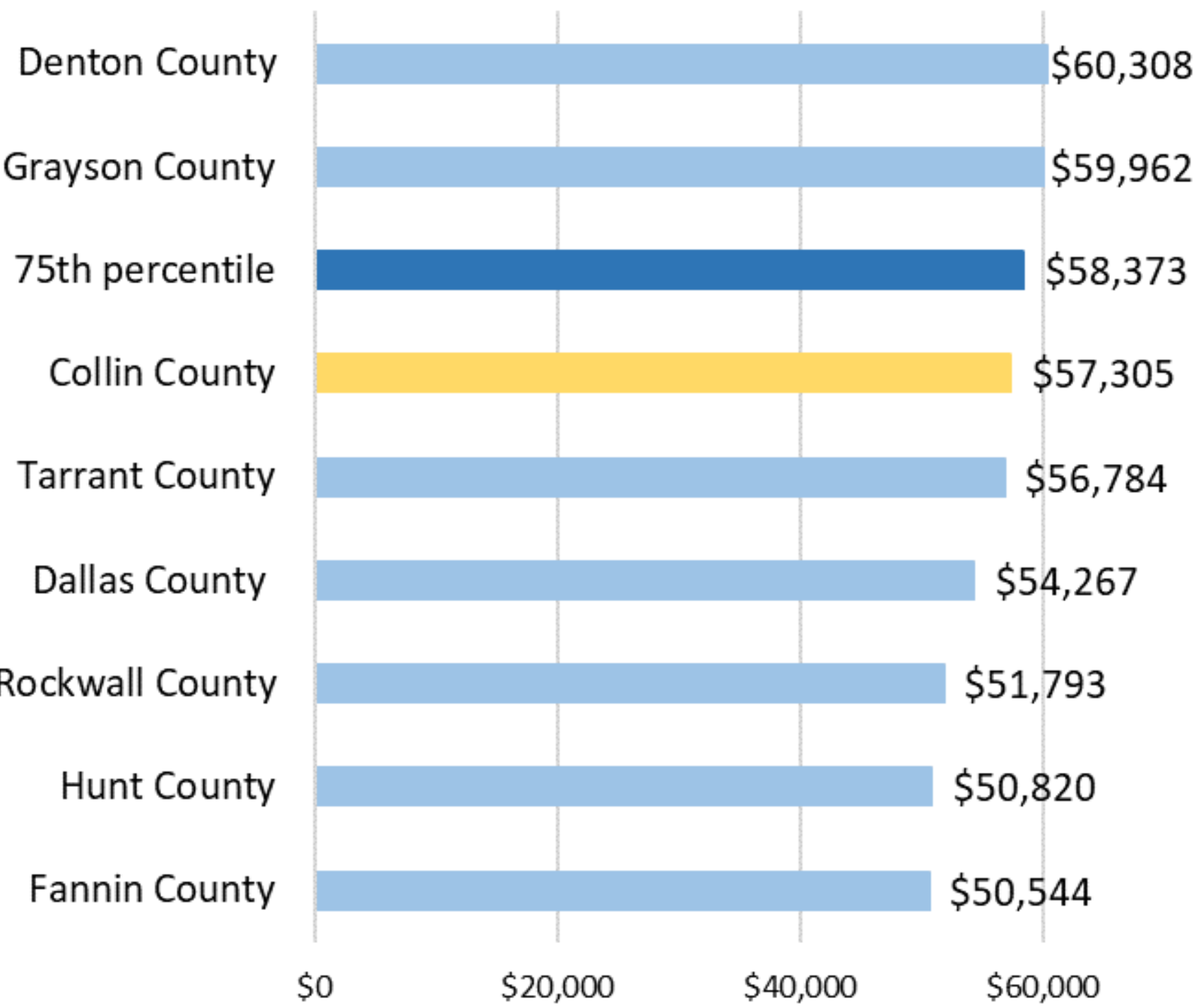


DETENTION OFFICER MAXIMUMS FY 2026

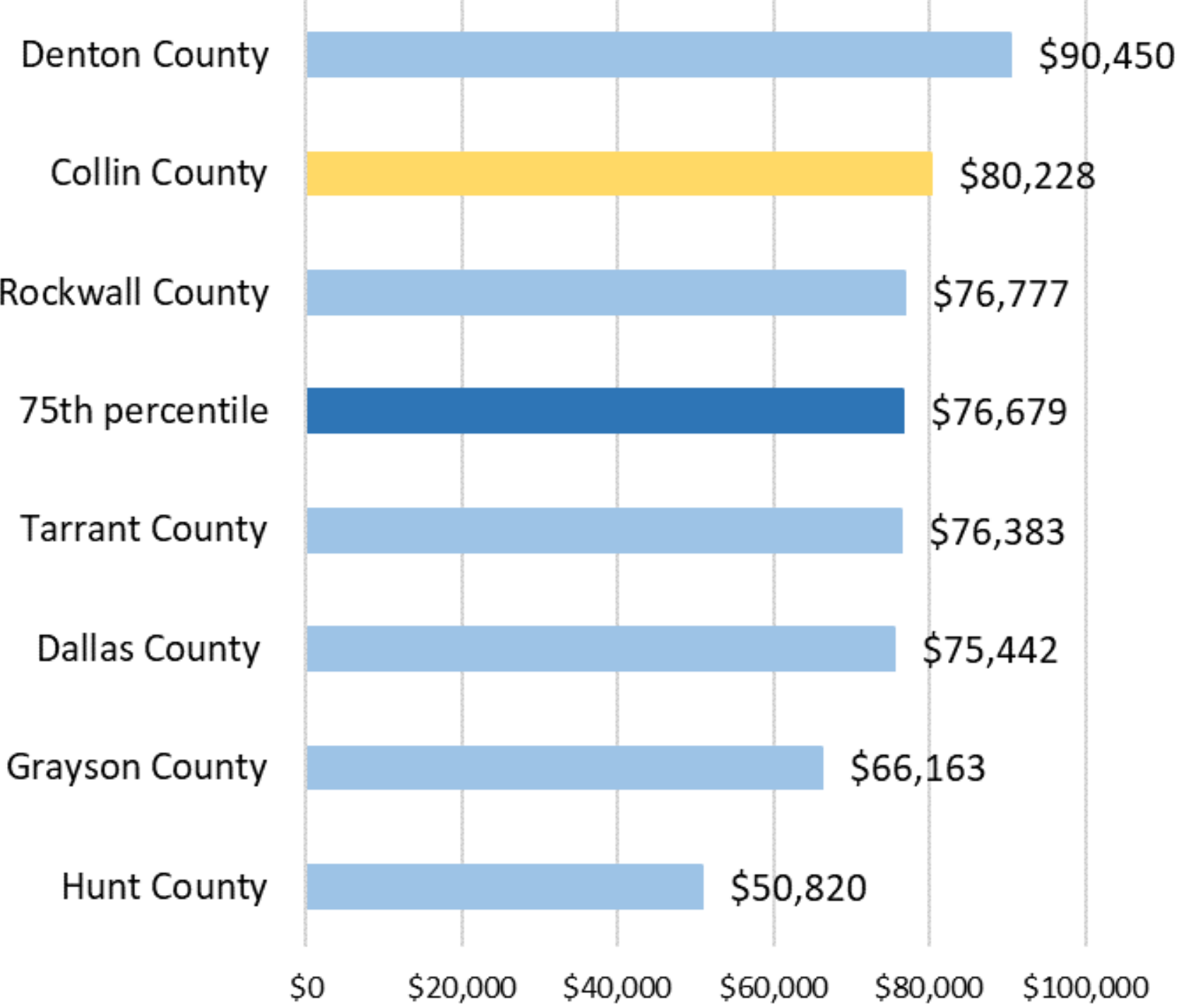


DETENTION OFFICER CONTIGUOUS FY 2026

MINIMUM SALARY



MAXIMUM SALARY



Fannin County contracts for Detention Officers. Starting salary is \$50,544. How their compensation is handled after hire could not be determined.

JAIL SERGEANT

GRADE 556



Positions

- 33 incumbents
- Eight (8) incumbents (24%) are in the first quartile of the pay range.
- All incumbents are under the pay grade maximum.

Minimum Salary

4th out of 10
8% below the 75th percentile

Maximum Salary

4th out of 10
5% below the 75th percentile

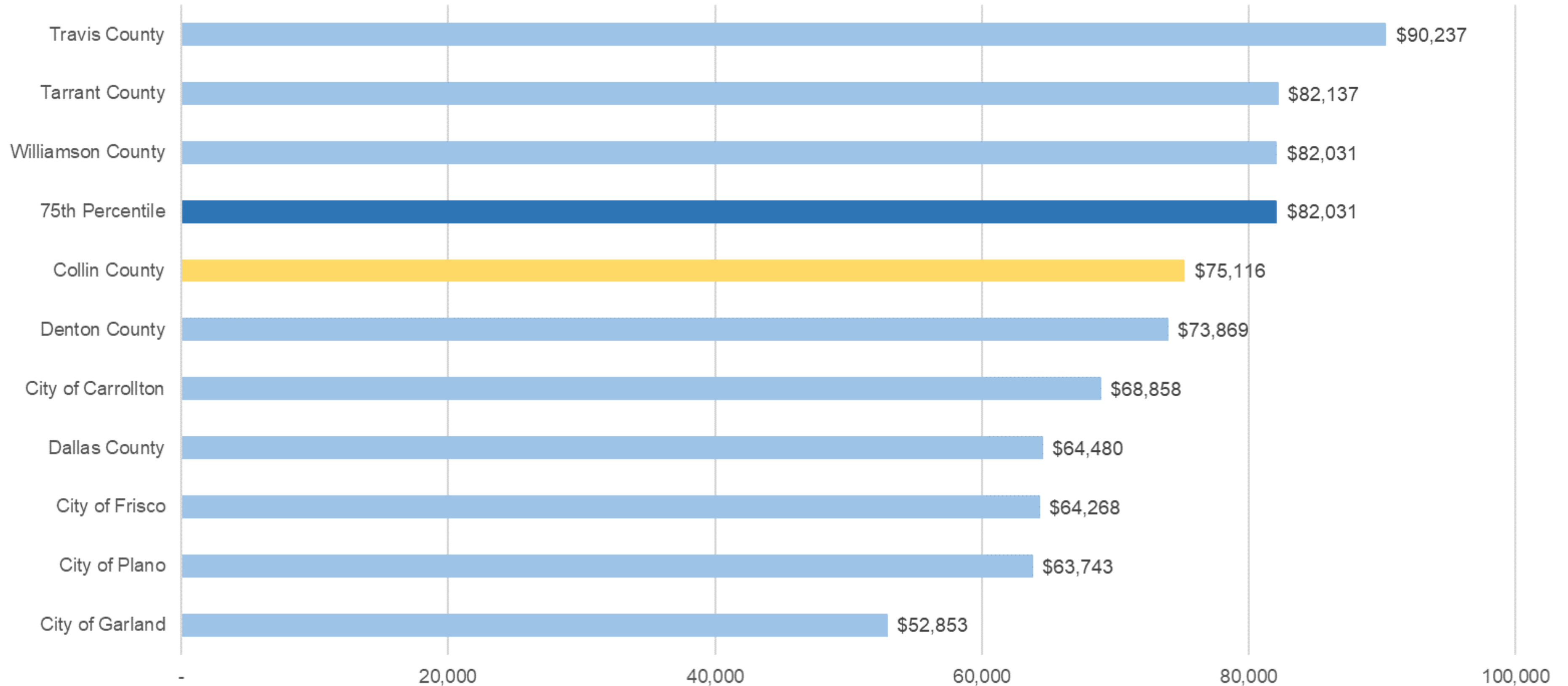


Average Length of Service: 11 Years

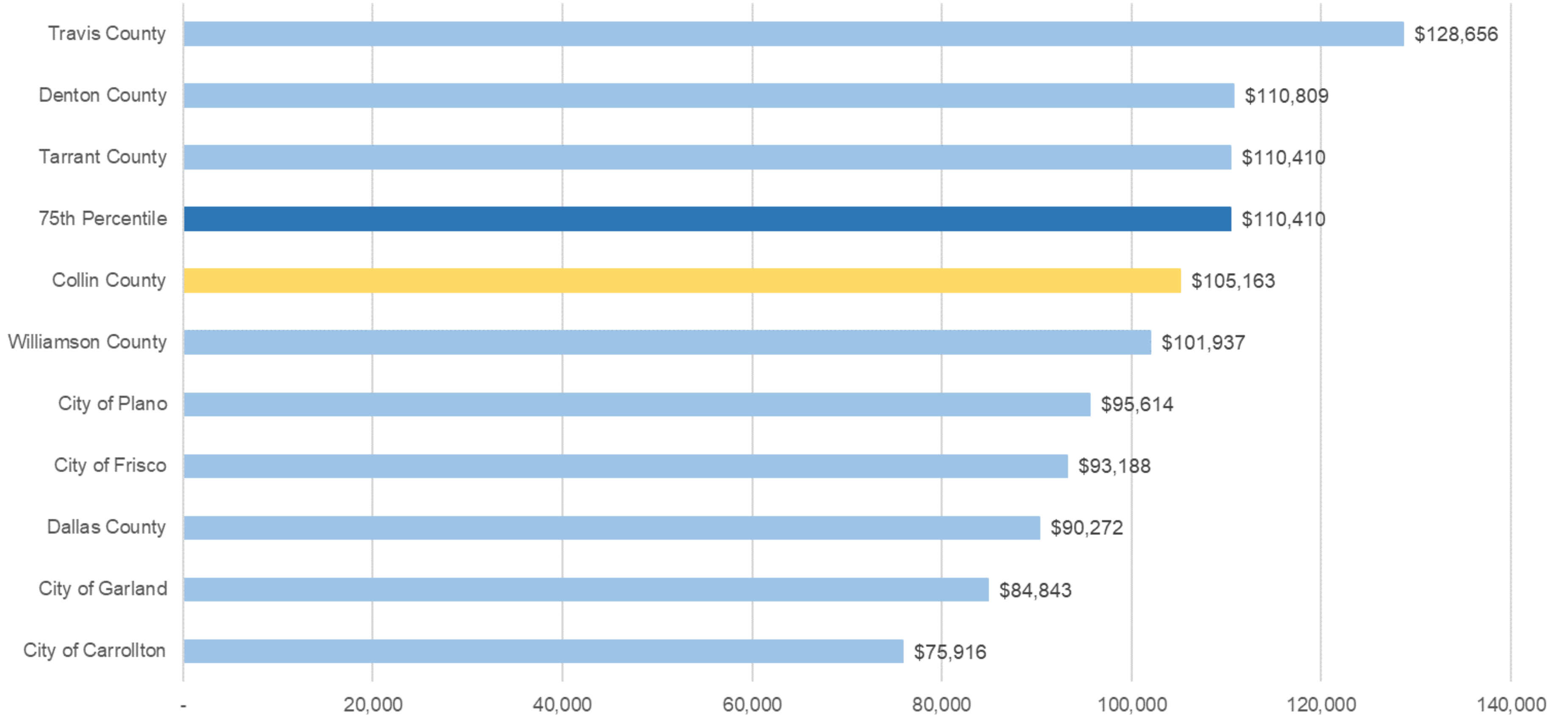


Pay Range: \$75,116 to \$105,163

JAIL SERGEANT MINIMUMS FY 2026



JAIL SERGEANT MAXIMUMS FY 2026



DEPUTY SHERIFF – GRADE 557

98
Budgeted Positions

91
Licensed
Incumbents

Average Length of Service:

11
Years

Pay Range:

\$80,374
to
\$112,523

Licensed Incumbents are assigned to various groups:
Patrol (51), Criminal Investigations (9), Support Services (9), Special Operations (9), Professional Standards (4), Child Advocacy Center (3), Child Exploitation Unit (2). There are 4 that are currently unassigned.

Minimum Salary

8th out of 18
8% below the
75th percentile

Maximum Salary

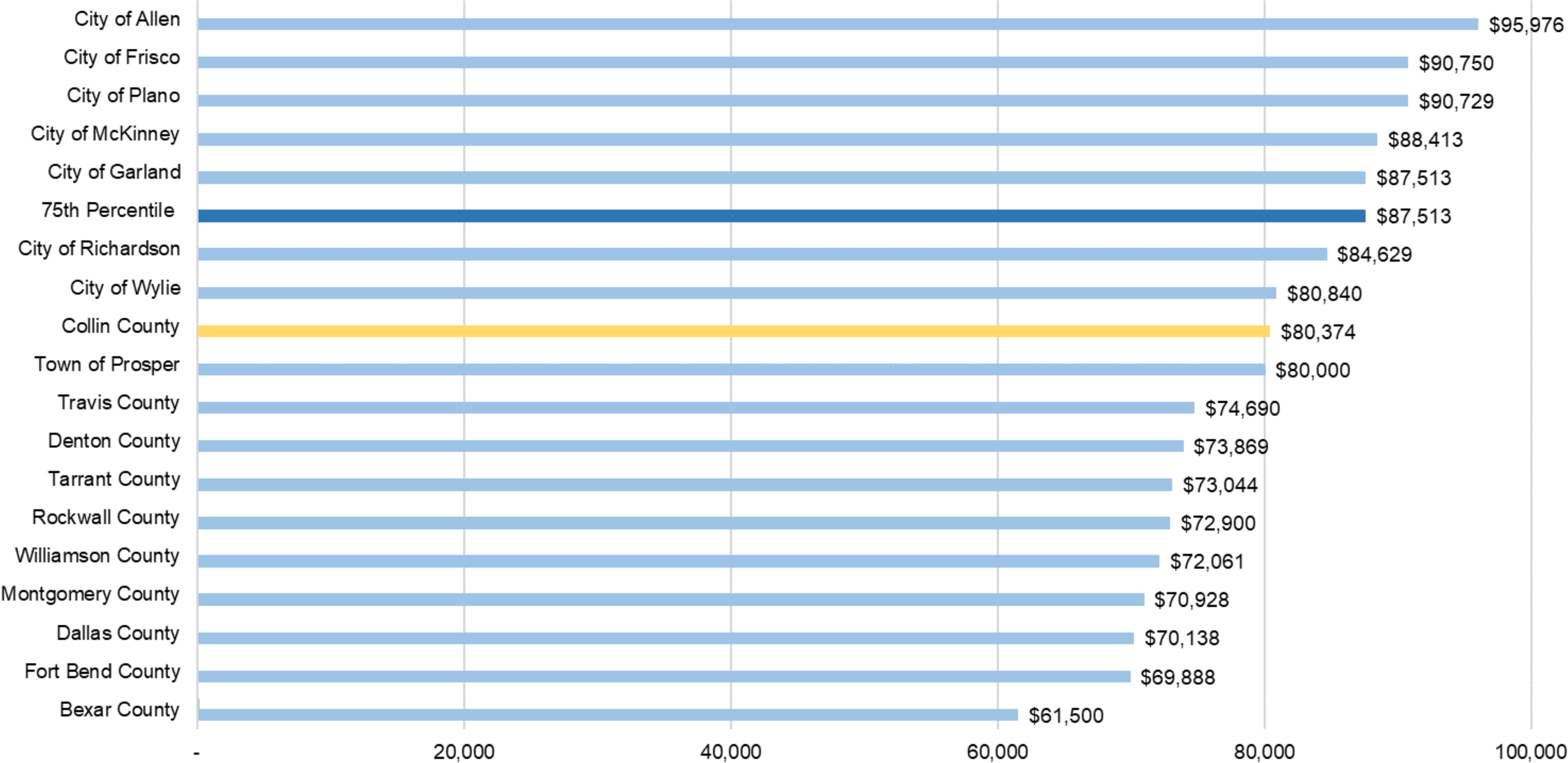
4th out of 18
2% above the
75th percentile

Deputy Sheriff – Recruit

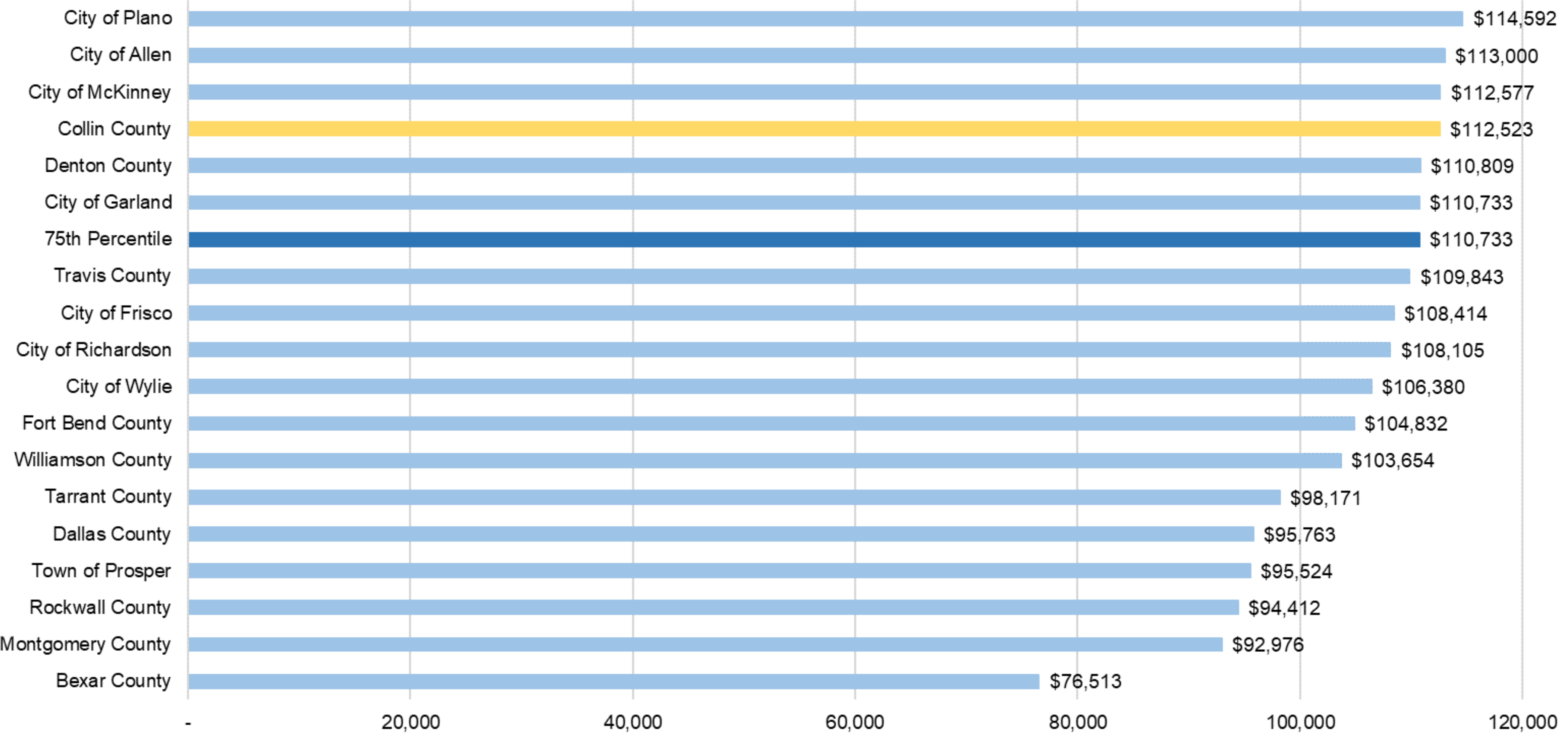
- Positions are budgeted within the 98 Deputy Sheriff positions and remain in grade 557 as Deputy Sheriff unless an unlicensed candidate is hired.
- One (1) of the Deputy Sheriff positions has been temporarily reclassified to Deputy Sheriff Recruit until the incumbent earn their license (as of April 2026).

- 39 incumbents (43%) are in the top quartile of the pay range.
- 19 incumbents (21%) are currently at the pay grade maximum.

DEPUTY SHERIFF MINIMUMS FY 2026

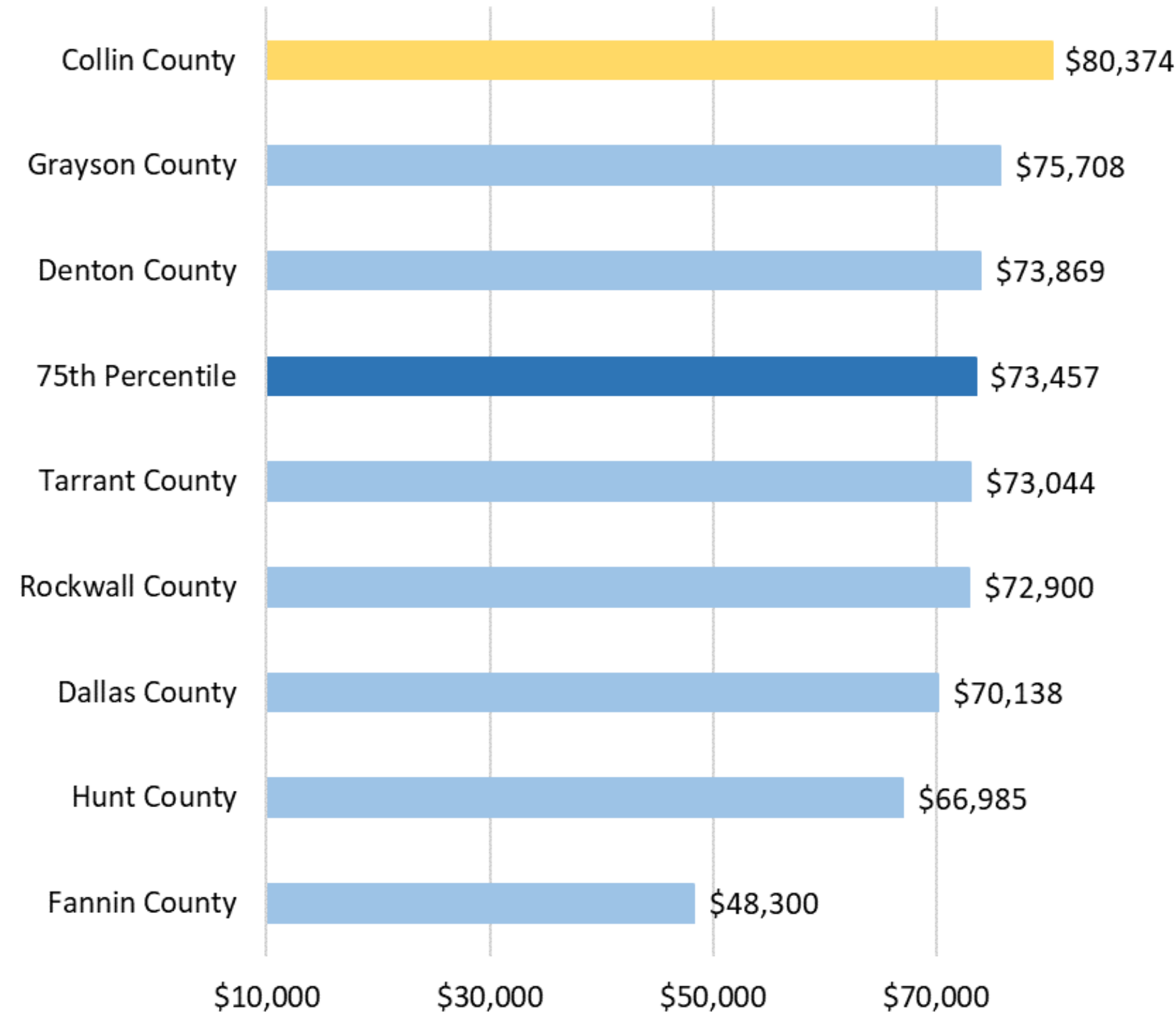


DEPUTY SHERIFF MAXIMUMS FY 2026

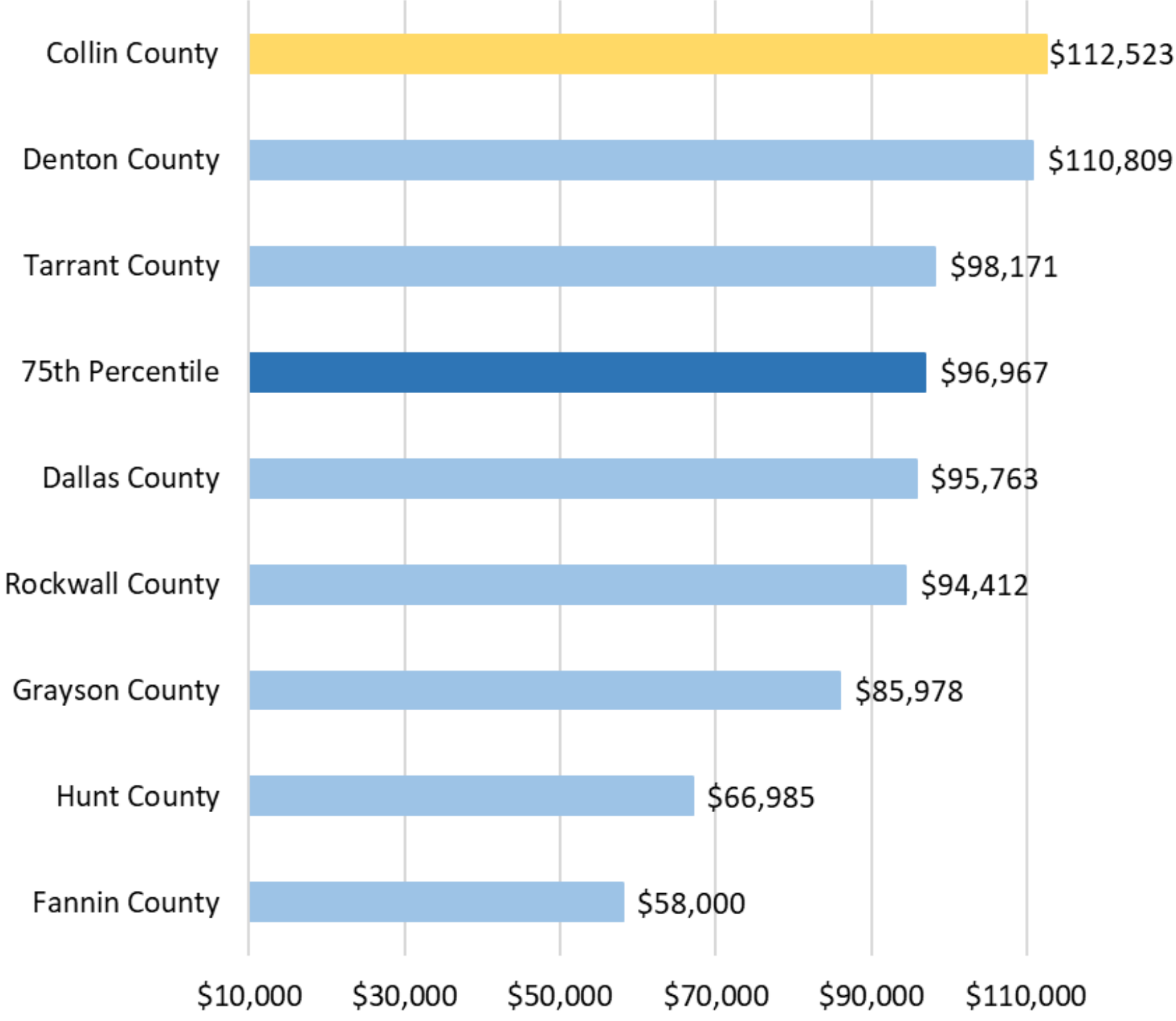


DEPUTY SHERIFF CONTIGUOUS FY 2026

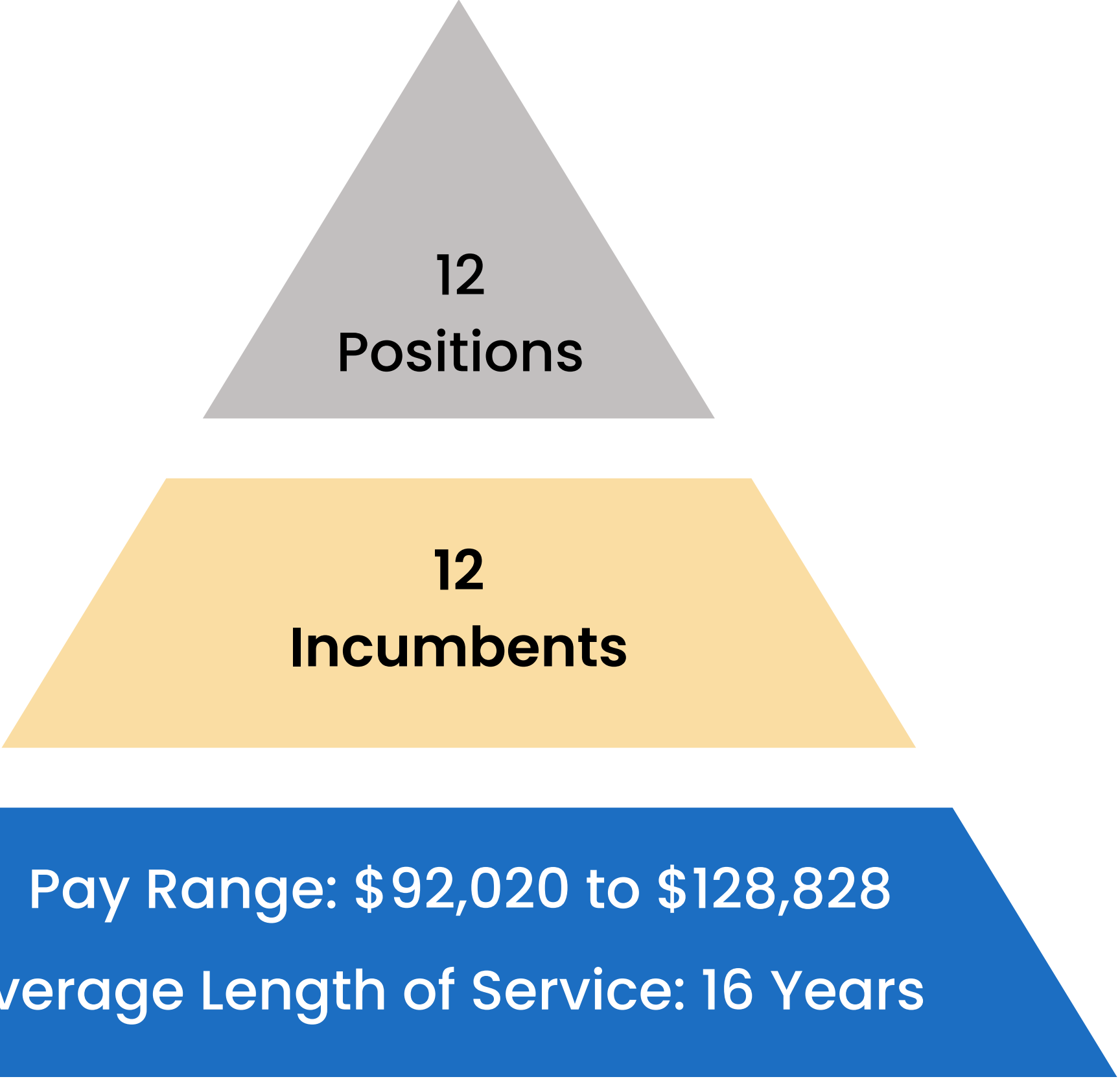
MINIMUM SALARY



MAXIMUM SALARY



SERGEANT – GRADE 559



12
Positions

12
Incumbents

Pay Range: \$92,020 to \$128,828
Average Length of Service: 16 Years

- Nine (9) incumbents (75%) are in the top quartile of the pay range.
- Six (6) incumbents (50%) are currently at the pay grade maximum.

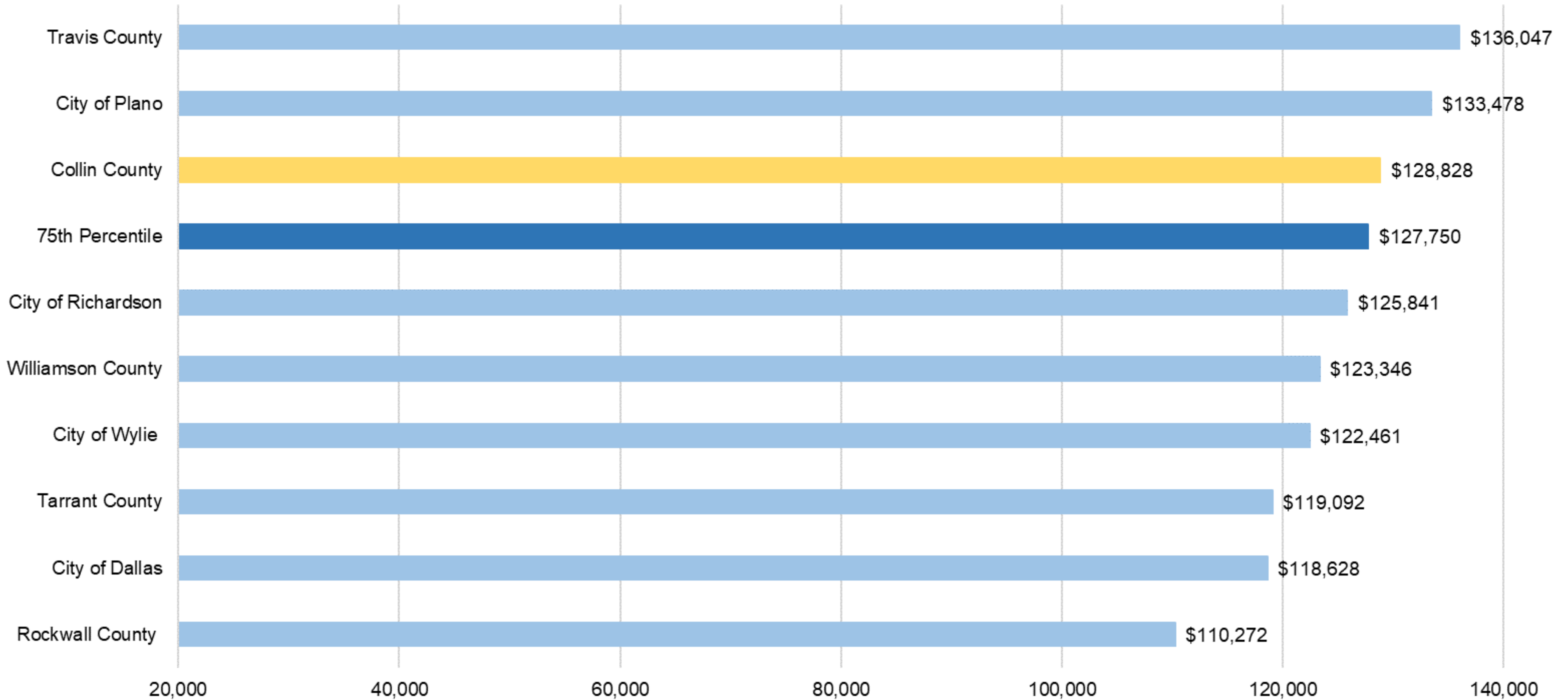
Maximum Pay

3rd out of 9

1% over the 75th percentile

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

SERGEANT MAXIMUMS FY 2026



LIEUTENANT (JAIL/HOUSING) – GRADE 570



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



Average Length of Service: 17 Years



Pay Range: \$96,622 to \$135,269



9 incumbents

- Main Jail Housing
- Court Holding/Transfer
- Detention Administration
- Detention Services

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

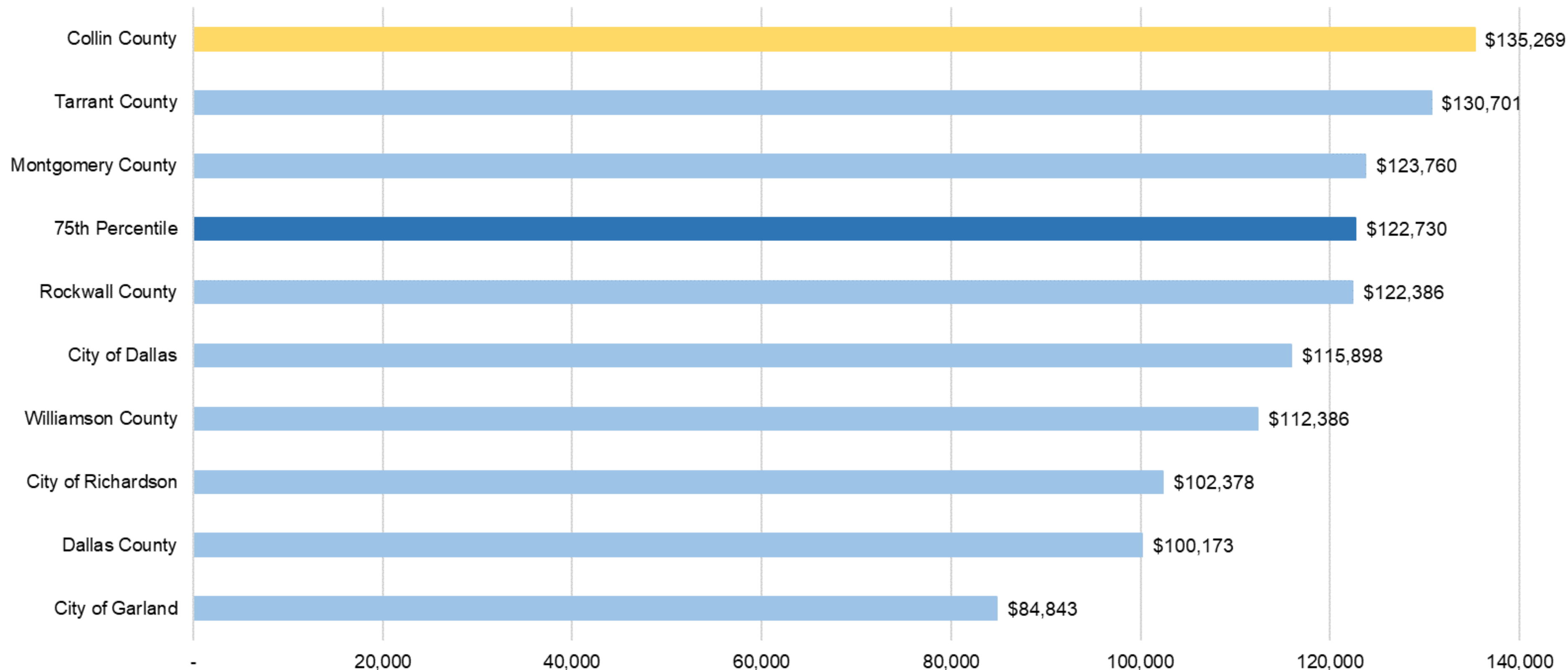
- Six (6) incumbents (67%) are in the top quartile of the pay range.
- All incumbents are under the pay grade maximum.

Maximum Pay

1st out of 9

10% above the 75th percentile

LIEUTENANT (JAIL/HOUSING) MAXIMUMS FY 2026



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: 20 Years



Pay Range: \$103,385 to \$144,738



Nine (9) incumbents

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

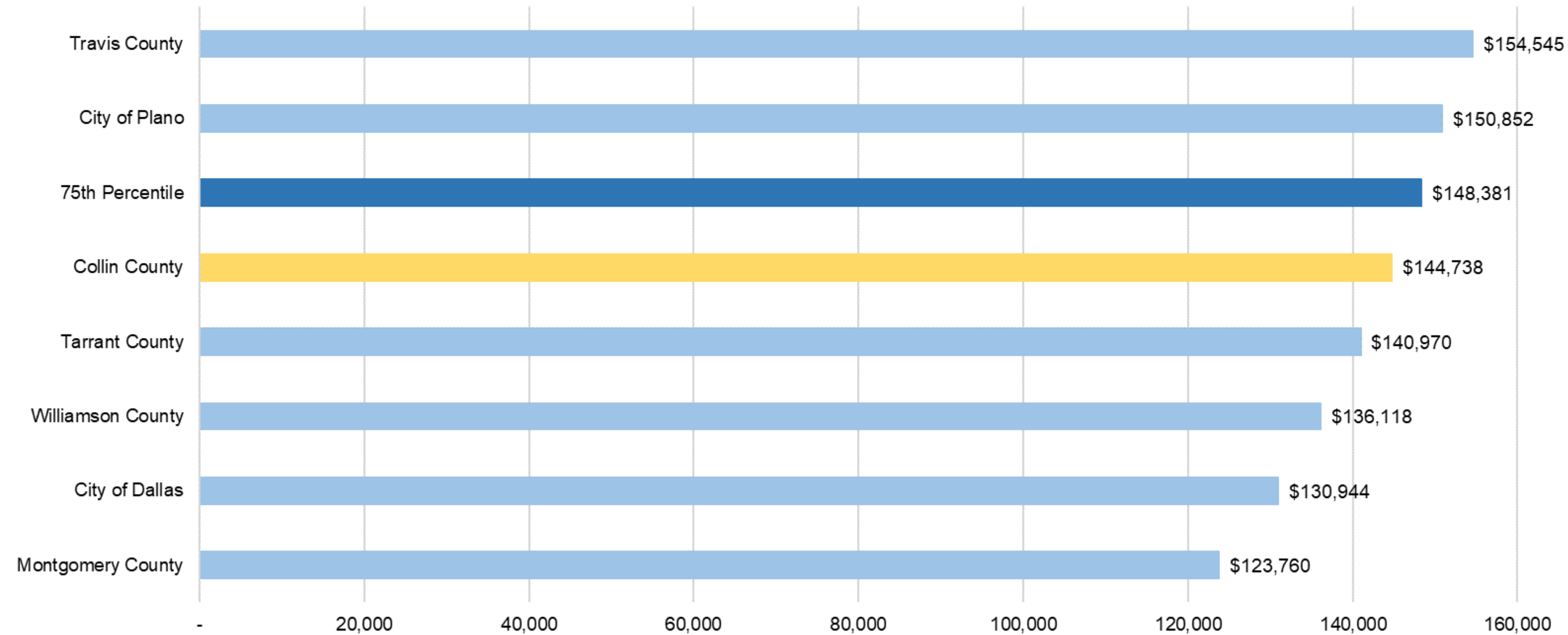
- All incumbents are in the top quartile of the pay range.
- Six (6) incumbents (67%) are currently at the pay grade maximum.

Maximum Pay

3rd out of 7

2% below the
75th percentile

LIEUTENANT (PATROL) MAXIMUMS FY 2026



DEPUTY CONSTABLE – GRADE 555

24

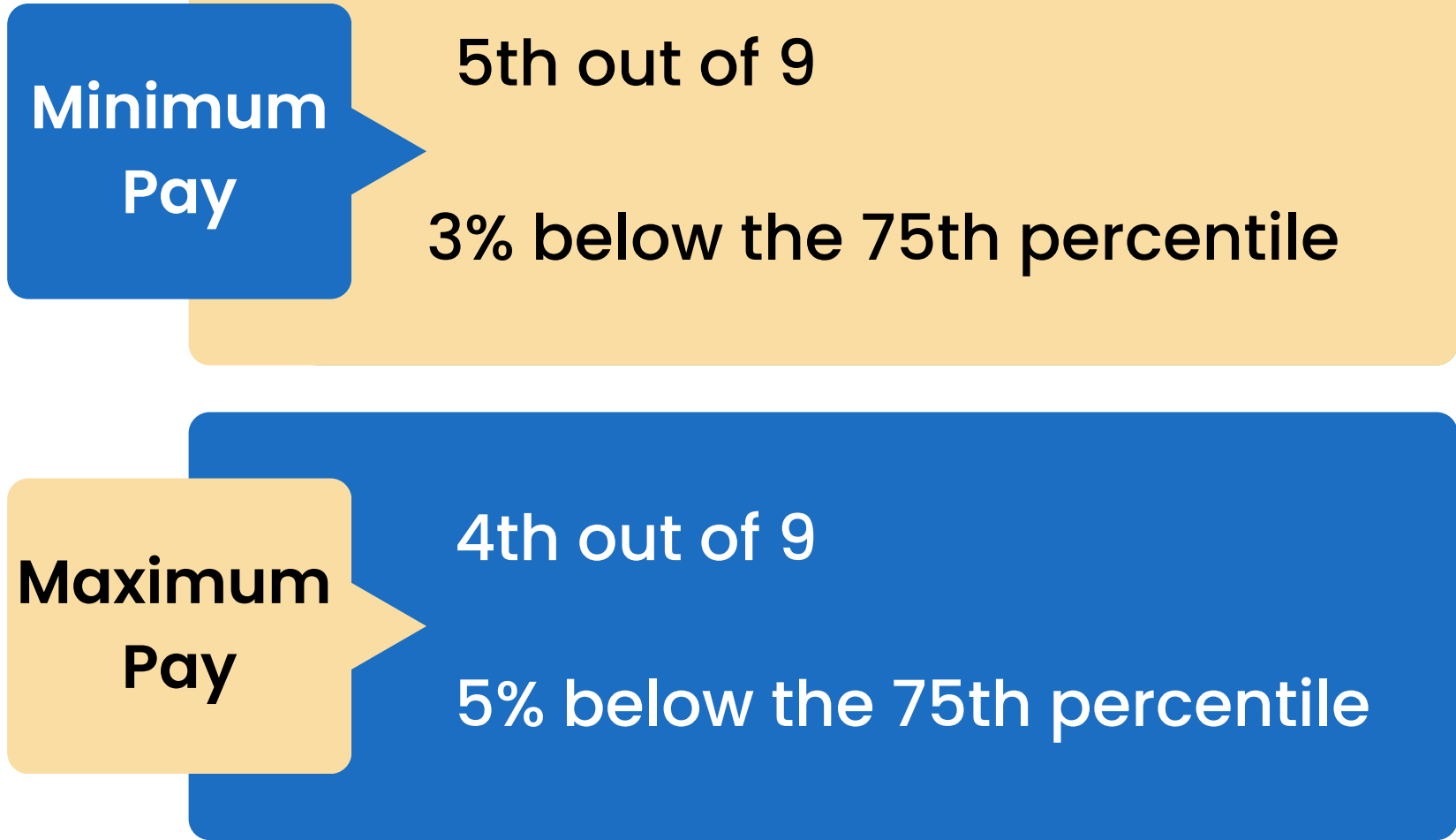
Positions

24

Incumbents

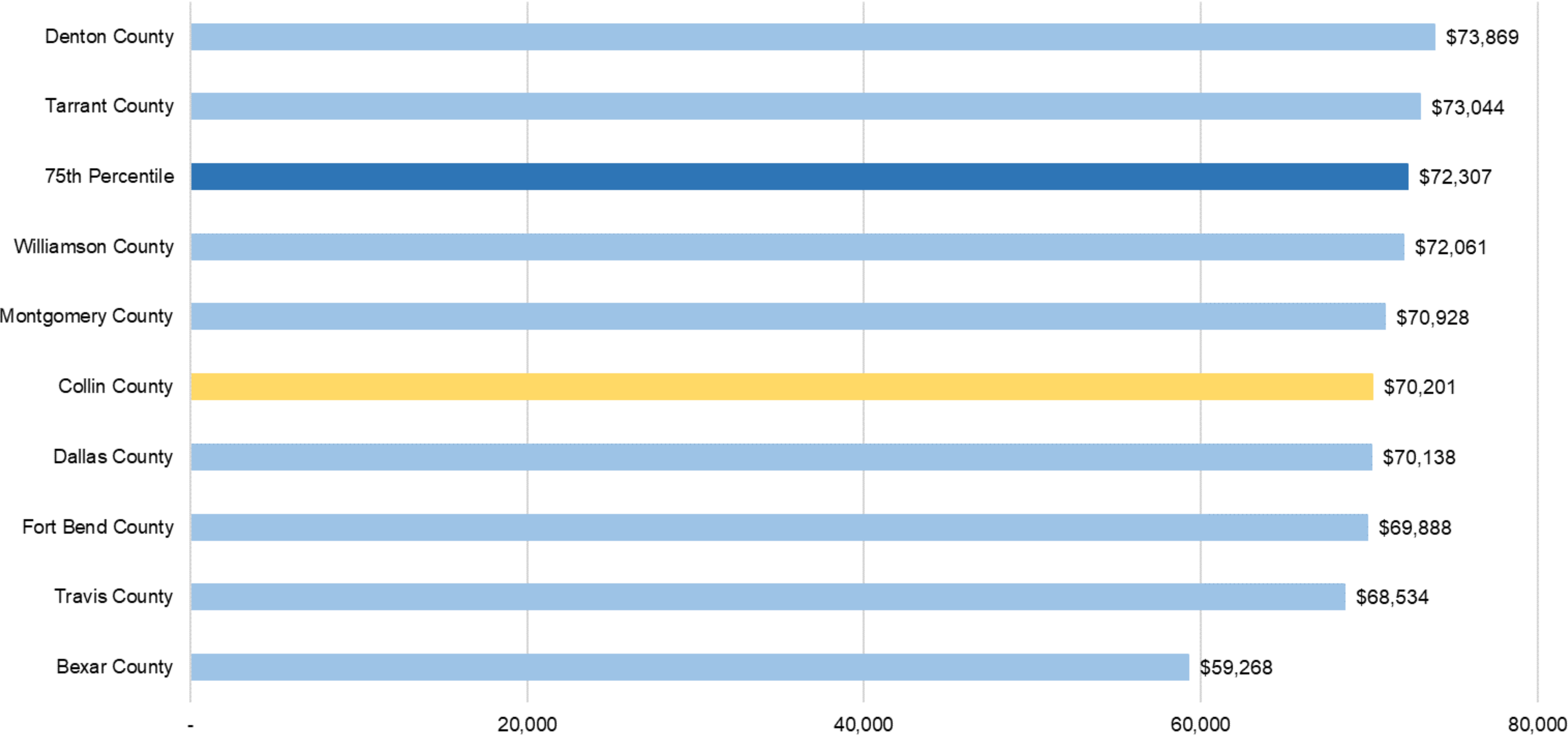
 Average Length of Service: 10 Years

 Pay Range: \$70,201 to \$98,282

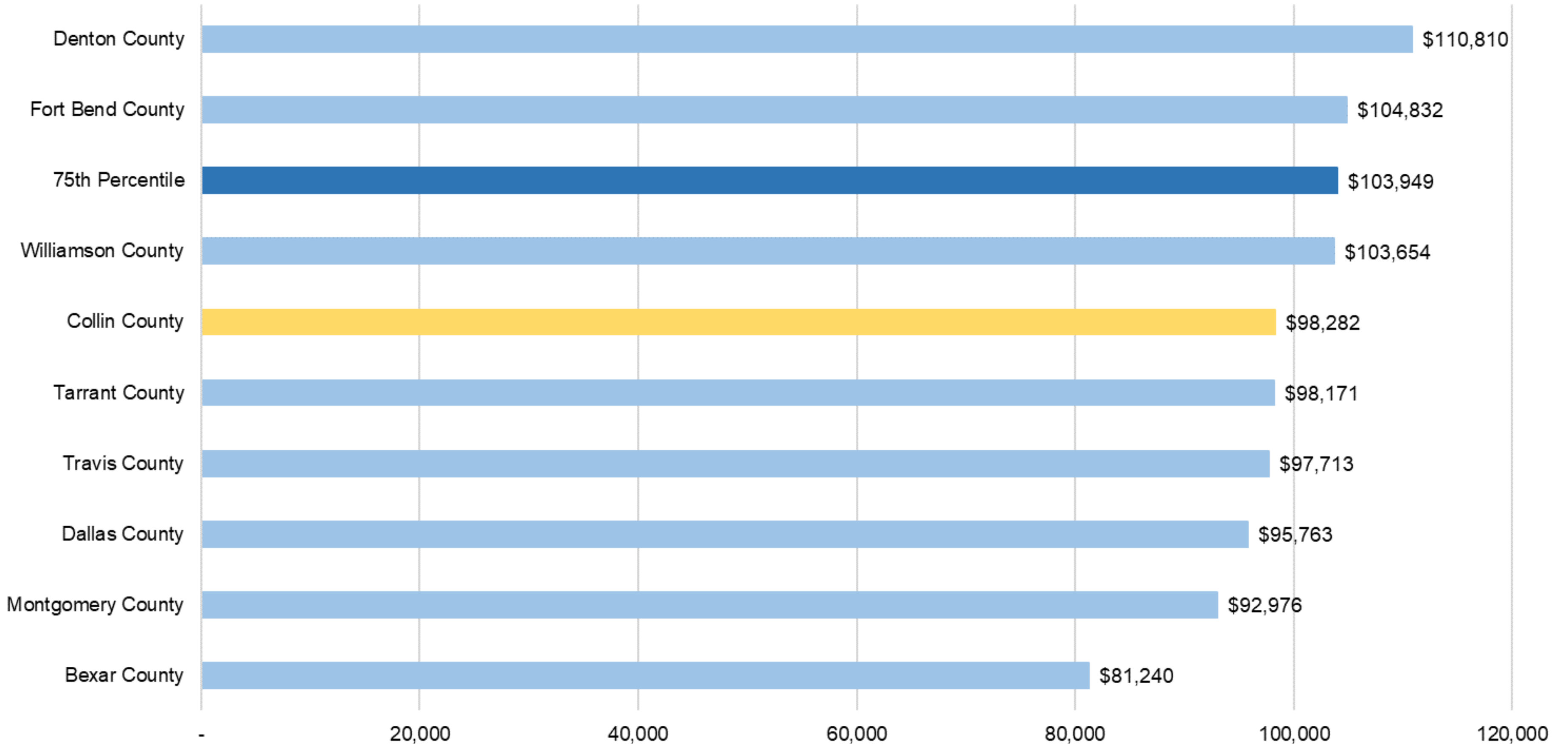


- 13 incumbents (54%) are in the top quartile of pay.
- One (1) incumbents (4%) are currently at the pay grade maximum.
- Per Commissioners Court vote in January 2024, removed all city comparable entities for the Deputy Constable position.

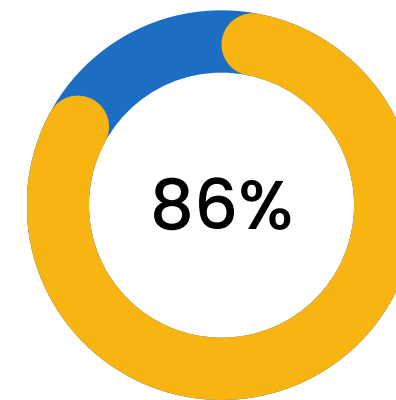
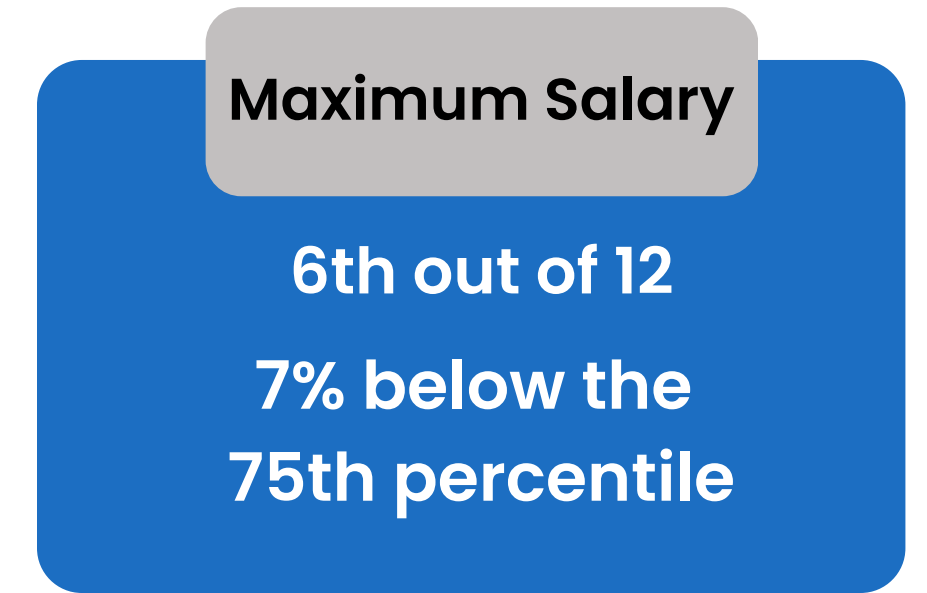
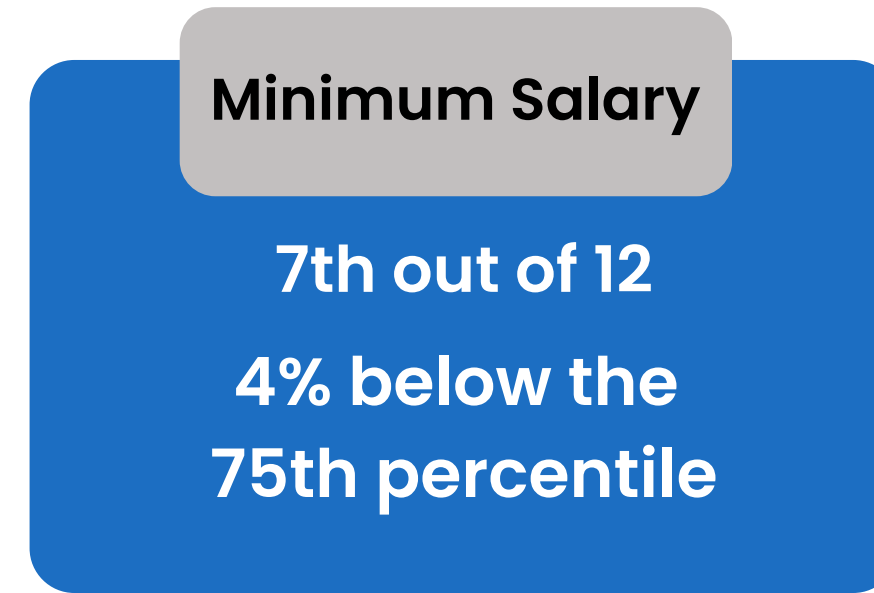
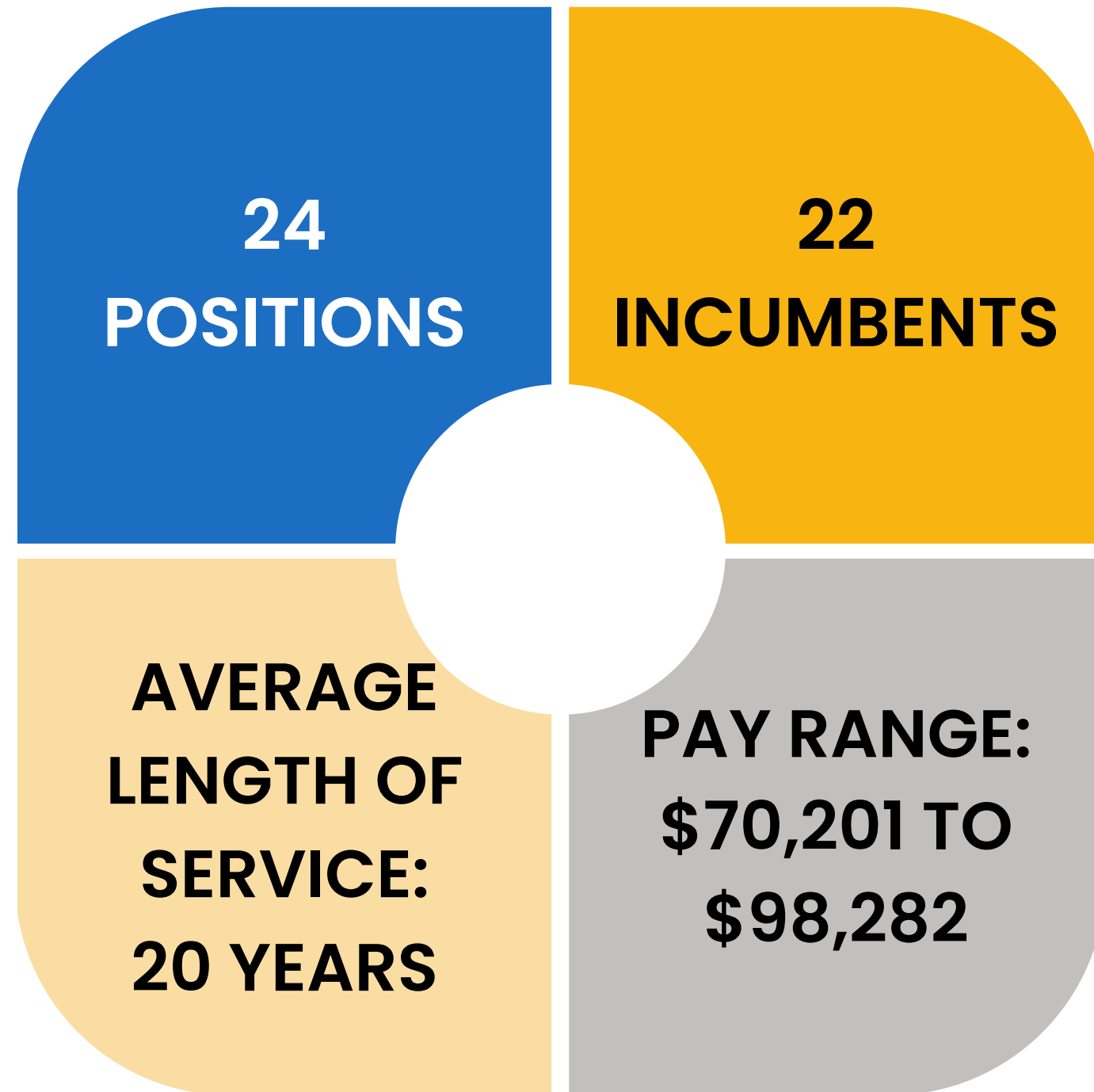
DEPUTY CONSTABLE MINIMUMS FY 2026



DEPUTY CONSTABLE MAXIMUMS FY 2026

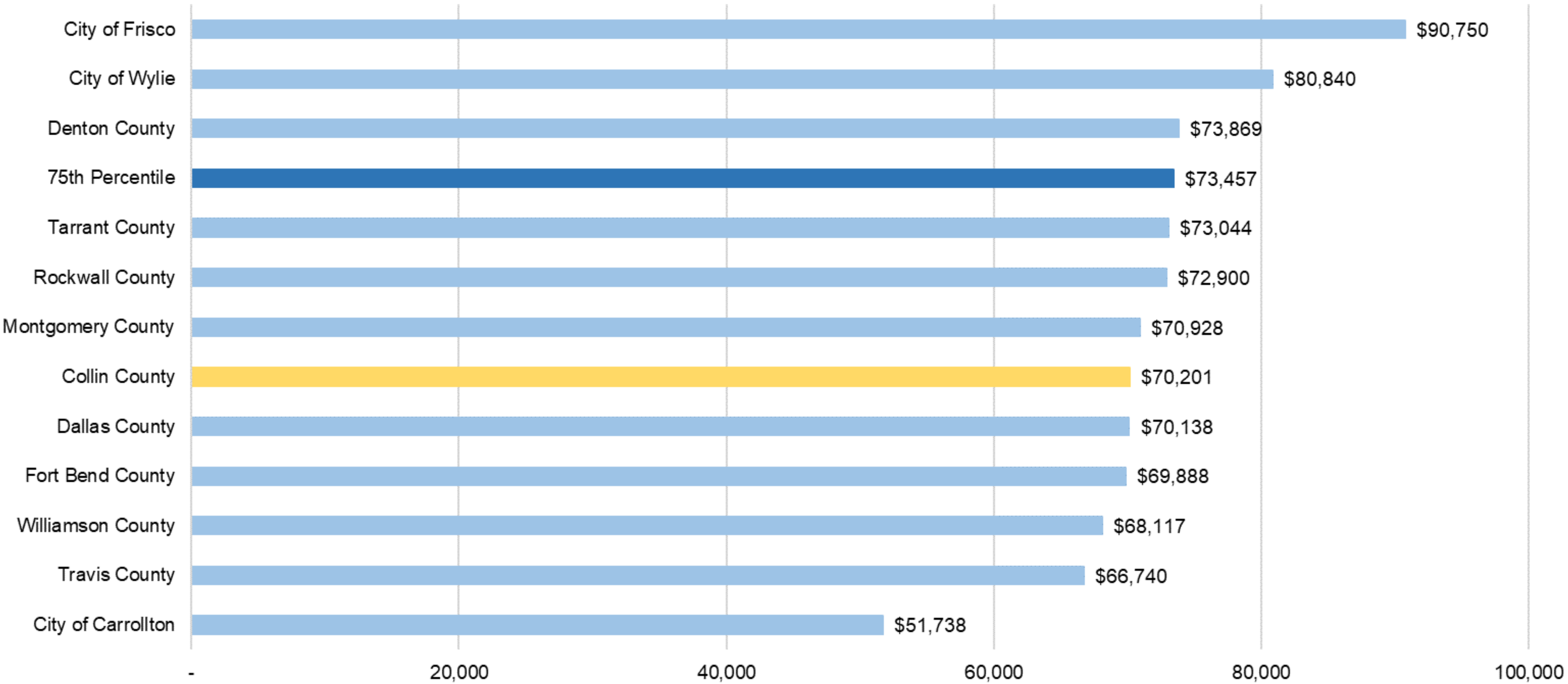


COURT OFFICER – GRADE 555

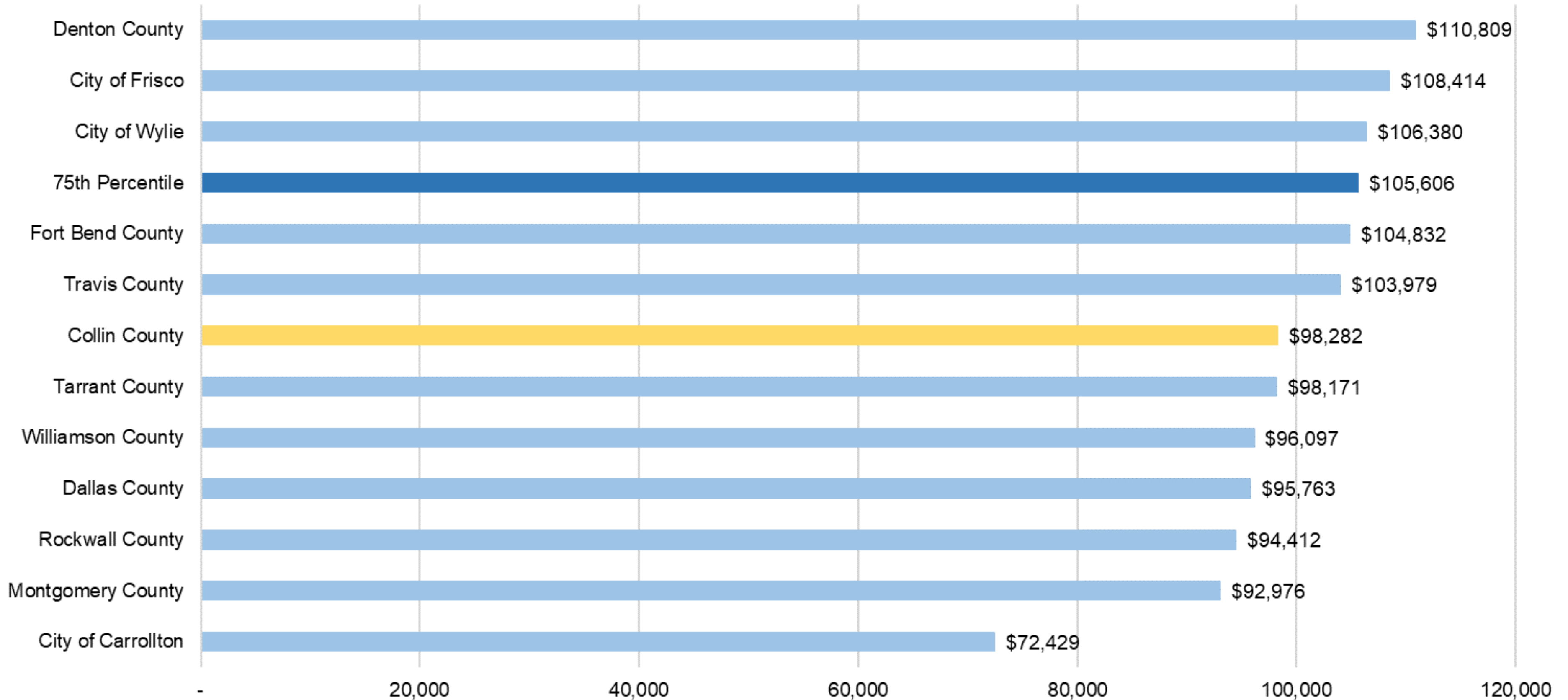


19 incumbents (86%) are in the top quartile of the pay range. Fourteen incumbents (64%) are currently at the pay grade maximum.

COURT OFFICER MINIMUMS FY 2026



COURT OFFICER MAXIMUMS FY 2026



DEPUTY FIRE MARSHAL- GRADE 557

Two (2) Positions

Average Length of Service:
Two(2) years

Pay Range:
\$80,374 to \$112,523

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



MINIMUM SALARY

3rd out of 8

5% below the
75th percentile

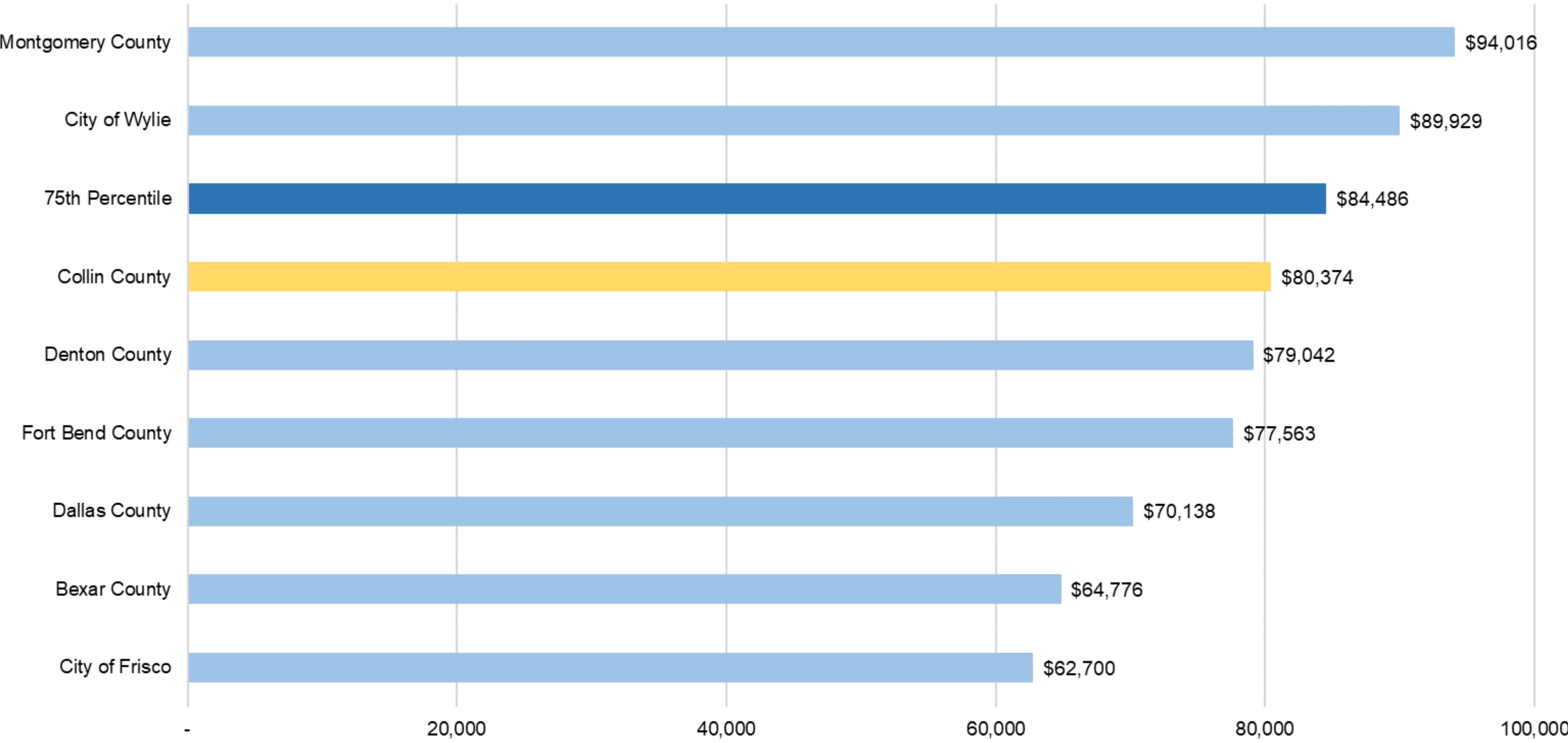
MAXIMUM SALARY

3rd out of 8

0% from the
75th percentile

Two (2) Incumbents

DEPUTY FIRE MARSHAL MINIMUMS FY 2026



DEPUTY FIRE MARSHAL MAXIMUMS FY 2026

