

DRAFT

Fort Bend County Sheriff's Office

Detention Officer and Deputy Salary Survey: Literature Review

Problem Statement:

Sworn personnel, civilian detention officers, and telecommunicator salaries continue to lag median incomes for similarly-situated first responders in area agencies. The effect of this lag is high attrition and turnover and inability of the Sheriff's Office and Human Resources to fill 125 vacancies in those positions. While recruitment has been very good, employees are leaving at a rate equal to the rate of hire.

The current 125 first responder vacancies contribute substantially and directly to overtime costs that it is now more costly to operate Detention Operations. Mandatory overtime for employees is necessary to meet minimum State staffing requirements. This overtime cost amounts to a 25 to 30 percent higher cost than staffing the positions at a regular rate of pay AND an increased pay of up to 25 percent.

For example, a Texas Jail Commission standard for County jails is to maintain a ratio of jailers to inmates of 1:48. When a Detention Officer – Civilian fills a vacancy on night shift, the Detention Officer may be paid at an overtime rate of \$33.00/ hour ($\$22.07/\text{hour regular rate} \times 1.5 \text{ overtime rate} = \$33.11/\text{hour}$).

Conversely, a Detention Officer paid at a higher rate of \$25.00/hour would incur a daily cost of \$250.00 on a 10-hour shift, compared to \$331.05 for the same 10-hour shift on mandatory overtime to meet State inmate ratios. This higher rate amounts to a 32 percent higher rate and a much higher burn rate for overtime hours. The burn rate increases each day employees are required to work overtime.

The current pay for a Detention Officer II at \$22.07/hour on a 10-hour shift is \$220.70. A salary increase to \$25.00 would amount to an increase of 13.3 percent. The current overtime rate of pay, \$331.05 amounts to an increase of 50 percent. Thus, the Sheriff's Office is paying 50 percent higher than normal compensation by not increasing Detention Officer salaries.

A significant concern is the effect of forced/mandatory overtime and long shifts or working on days off on health and tenure. Staff that is substantially overworked may take sick time to get much needed sleep, and may be prone to workplace errors, including driver errors. There are other cascading effects, such as diminished health, exhaustion and fatigue, and family functioning and parenting.

By increasing Detention Officer Civilian pay to a competitive salary, the history of vacancies amounting to 16.25 percent of the Detention staff, can be reduced. Overtime costs can be reduced, and competitive pay will likely attract qualified employees and help retain tenured employees.

The request by the Sheriff's Office is to conduct a transparent salary compensation study with area agencies and to disclose the survey methodology and survey results.

Furthermore, a release of the comparator agency information, including salary structures, conducted in 2022 by Segal, will provide the opportunity to determine why salaries continue to lag pay of similarly-situated law enforcement agencies with Detention Centers. Valid studies can be replicated and this is the means of building confidence in the scientific merit of results. If studies are consistent, reliability and validity of research ensures its robustness.

At the current time, there are publicly available salary surveys obtained from a variety of organizations involved in human resources and personnel recruitment. The below are a few of the recently released studies. The purpose of the following numbers is to encourage a robust and transparent determination of compensation of employees of Detention, Communications, Enforcement, and Investigations.

Civilian Detention Officers

	Annual Salary	Monthly Pay	Hourly Pay	Sheriff's Office
Top	\$62,886	\$5,240	\$30.12	\$27.68
75 th Percentile	\$51,200	\$4,266	\$24.52	\$22.07
Average	\$44,245	\$3,687	\$21.19	\$20.13
25 th Percentile	\$37,300	\$3,108	\$17.86	

Similar Findings: ZipRecruiter.com (Salary ranges per year)

Low \$23,757	Mid Range \$44,245	High \$74,060
25 th Percentile \$37,300		
50 th Percentile \$51,200		

City	Annual Salary	Monthly Pay	Weekly Pay	Hourly Wage
Dallas	\$52,330	\$4,360	\$1,006	\$25.16
Austin	\$52,056	\$4,338	\$1,001	\$25.03
Odessa	\$51,988	\$4,332	\$999	\$24.99
Irving	\$49,914	\$4,159	\$959	\$24.00
Denton	\$49,243	\$4,103	\$946	\$23.67
Frisco	\$49,224	\$4,102	\$946	\$23.67
Corpus Christi	\$48,172	\$4,014	\$926	\$23.16
Temple	\$48,149	\$4,012	\$925	\$23.15
Beaumont	\$47,799	\$3,983	\$919	\$22.98

City	Annual Salary	Monthly Pay	Weekly Pay	Hourly Wage
El Paso	\$47,571	\$3,964	\$914	\$22.87

What are Top 5 Best Paying Related Civilian Detention Officer Jobs in Texas

ZipRecruiter, a popular recruiter whose site reaches millions of Americans and American organizations found at least five jobs related to the Civilian Detention Officer job category that compensate Civilian Detention Officers much higher competitive pay.

Importantly, these jobs are paid between \$10,316 (23.3%) and \$99,443 (224.7%) more than the average Civilian Detention Officer salary of \$44,245. This is one example of the competitiveness of the market and the inability of Fort Bend County to attract qualified applicants. Several other factors and dynamics are discussed in the pages that follow, including substantial recruiting bonuses paid to new recruits.

Job Title	Annual Salary	Monthly Pay	Weekly Pay	Hourly Wage
Civilian	\$143,688	\$11,974	\$2,763	\$69.08
Civilian Officer	\$72,725	\$6,060	\$1,398	\$34.96
Trainee First Officer Pilot	\$65,664	\$5,472	\$1,262	\$31.57
Juvenile Detention Center Counselor	\$56,577	\$4,714	\$1,088	\$27.20
Deportation Officer	\$54,561	\$4,546	\$1,049	\$26.23

About the Data

<https://www.ziprecruiter.com/Salaries/Civilian-Detention-Officer-Salary--in-Texas>

Discussion Points: HB 3

HB 3, known as the Immigration bill, is another factor in the hiring of first responders that renders it difficult to recruit first responders.

Texas is facing numerous public safety issues that include immigration and border security, school safety planning and hiring of School Resource Officers (SROs), shortages of police officers seeking police employment, and funding to assist police departments, particularly Sheriff's Offices, with personnel to fill numerous vacancies amidst competing interests of stakeholders.

According to the Texas Governor, Texas achieved the following economic milestones recently:

- **3.9%** unemployment rate
- **191,400** jobs added over the past year (more jobs in the nation)

- **15,169,200** historically high labor force
- **14,103,700** total jobs (highest ever)
- **\$3.7 billion tax revenue**
- **TX economy grew faster than the nation as a whole**
- **Texas economy is the 8th largest economy IN THE WORLD, VALUED AT \$2.4 trillion**

<https://gov.texas.gov/business/page/texas-economic-snapshot>

The salary indicates which follow were obtained from a Brief Salary Study of published law enforcement agency schedules, web searches, TCOLE publications, marketing efforts by recruiters, agency websites, job vacancy notices, and recruitment flyers. These create difficulties for Texas agencies and create many hiring, retention, and recruiting challenges.

There are substantial challenges to this complex problem of recruitment and retention that include differences in the compensation Officers in Texas earn in comparison to other law enforcement agencies in the United States.

TCOLE Website. 2022 Peace Officer Salary Study

Texas peace officers are below the public safety median salaries in the United States. This information was published by the Texas Commission on Law Enforcement,

<https://www.tcole.texas.gov/document/salary-study-report-final-draft.pdf>

Annual **state median income**, TX citizens - **\$63,836**; Non-supervisory off., **\$42,500** (\$21,336 less)

Nationwide officer median - **\$47,500** (\$5,000 more)

Supervisor peace officers, it is **\$52,500** (\$11,336 less)

Nationwide supervisor median- **\$62,500** (\$10,000 more)

ALL 24 TX TCOLE Regions report salaries as low as **\$20,000**

Glassdoor.com estimates beginning police job pays \$26.17/hr

Independent School District Websites

Since HB 3 provides funding to assist with the hiring of SROs and enables student safety and infrastructure safety, peace officers hired and recruited to work for Independent School Districts are receiving modest to substantial compensation increases.

Round Rock ISD	\$61,000 - \$74,000	Weekends/holidays off; days Duty equipment/uniform Take home car Incentive pay; PTO/sick/ OT
Forney ISD	\$66,314 - \$98,908	NOD
Harlandale ISD	\$49,500- \$\$69,864	NOD

Hutto ISD	\$61,604 - \$73,581	NOD
Beaumont ISD	\$61,094 - \$86,109	NOD
Bonham ISD	\$47,341 - \$64,951	204 workdays \$275 toward medical premium Telehealth premium; \$500 tech
Alvin ISD	\$57,315	\$2k-\$4k certification pay 225 workdays; salary commens.
Uvalde ISD	\$46,000 - \$59,158	NOD
Wichita Falls ISD	\$54,538 - \$77,297	187 workdays; NOD
Spring ISD	\$45,467	197 workdays; NOD
Nacogdoches ISD	\$52,000	NOD
Paris ISD	\$45,000 - \$55,000	197 days/ NOD
Cypress-Fairbanks ISD	\$54,204	Additional w/exper/ + .19/hr
Brownsville ISD	\$42,595	NOD
McAllen ISD	\$41,927 - \$57,897	NOD
Pearsall ISD	\$41,114 - \$55,614	NOD
Amarillo ISD	\$58,650 - \$76,245	NOD
Ector County ISD	\$64,289 - \$89,721	NOD
Alief ISD	\$55,801 - \$78,813	260 workdays; NOD
Manor ISD	\$65,020 - \$81,557	NOD
Katy ISD	\$64,643 - \$74,397	NOD
Crowley ISD	\$64,673	NOD
Fort Bend ISD	\$41,760 - \$58,464	NOD
Hitchcock ISD (PT)	\$20.32/hr - \$29.53/hr)	NOD
Community ISD	\$56,696 - \$69,670	NOD
Crowley ISD	\$55,759	NOD

Robstown ISD	\$55,227	NOD
Beeville ISD	\$47,000 - \$54,000	NOD
Coldspring- Oakhurst ISD (PT)	\$22.61/ hr	NOD
Shepherd ISD (PT)	\$21.17 - \$31.33/ hr)	NOD
McAllen ISD	\$41,927 - \$57,879	NOD
NE ISD	\$46,145 - \$56,219	NOD

Example in the Houston area with salaries adjusted subsequent to HB 3

Lamar Consolidated ISD	\$53,000 - \$70.929	NOD
Conroe ISD	\$58,900 –	
Cypress-Fairbanks ISD	\$53,602	
Montgomery ISD	\$45,000	
Spring ISD	\$60,000	

<https://communityimpact.com/houston/conroe-montgomery/education/2023/12/08/conroe-isd-raises-starting-pay-for-police-officers-by-more-than-85k-annually/>

Arlington ISD

Additional ISD Salary Publications:

ZipRecruiter

TX average ISD salary \$55,876 (27.00/hr)

<https://www.ziprecruiter.com/Salaries/School-Police-Salary--in-Texas>

Salary.com

Ector County ISD

\$54,334

<https://www.salary.com/research/company/ector-county-independent-school-district/police-officer-salary?cjid=1738665>

Additional Considerations include the phenomena of competitiveness in attracting both new employees and experienced officers as lateral entry officers to police departments throughout the United States are enticed by substantial sign-on bonuses. For example

1. Competing sign-on bonuses from other agencies

\$30,000 Seattle Police Department; Entry level \$84,000 + \$7,500 incentive for entry level; \$93,000 for experienced lateral entry with \$30,000 incentive

A more comprehensive, randomly acquired list is depicted on the pages that follow:

2. Indeed.com

175 police officer sign on bonus jobs in Texas are available on this website

<https://www.indeed.com/q-police-officer-sign-on-bonus-l-texas-jobs.html?vjk=c00d257379076be9>

3. Missouri City PD; \$10,000 sign-on bonus
4. Alameda, CA PD, \$75,000 sign-on bonus
5. Fairbanks, Alaska, \$20,000 sign-on bonus
6. Houston Police, TX \$10,000 sign-on bonus
7. BART, CA \$15,000 sign-on bonus
8. Orlando, FL 8,000 sign-on bonus
9. Dixon, CA \$30,000 sign-on bonus
10. Killeen, TX \$15,000 sign-on bonus
11. Temple, TX \$15,000 sign-on bonus
12. Spokane County Sheriff's Office, WA \$15,000 sign-on bonus
13. Aurora, IL \$20,000 sign-on bonus
14. Grapevine, TX \$10,000 sign-on bonus
15. Sugar Land, TX \$10,000 sign-on bonus
16. Lockhart, TX \$10,000 sign-on bonus
17. Jackson, MI \$20,000 sign-on bonus
18. Missouri City, TX \$10,000 sign-on bonus
19. Anne Arundel County, MD \$20,000 sign-on bonus
20. New Hampshire, \$15,000 sign-on bonus
21. Pearland, TX \$15,000 sign-on bonus
22. Glendale, AZ \$10,000 sign-on bonus
23. Montgomery County, MD \$20,000
24. Ithaca, NY \$20,000 sign-on bonus
25. Anne Arundel, MD \$20,000 sign-on bonus
26. Beverly Hills, CA \$20,000 sign-on bonus
27. Lebanon, NH \$30,000 sign-on bonus
28. Charlottesville, VA \$20,000 sign-on bonus
29. Jackson, MI \$20,000 sign-on bonus
30. Brewer, ME \$20,000 sign-on bonus
31. New Castle, DE \$25,000 sign-on bonus
32. Pomona, CA \$25,000 sign-on bonus
33. Clark County, WA \$25,000 sign-on bonus
34. Palo Alto, CA \$25,000 sign-on bonus
35. Kern County, CA \$25,000 sign-on bonus
36. Portland, OR \$25,000 sign-on bonus
37. Washington, DC \$25,000 sign-on bonus
38. Des Moines, Iowa \$25,000 sign-on bonus
39. Honolulu, HI \$25,000 sign-on bonus
40. Tukwila, WA \$25,000 sign-on bonus
41. El Cajon, CA \$25,000 sign-on bonus
42. Juneau, Alaska \$30,000 sign-on bonus
43. Arcata, CA \$50,000 sign-on bonus
44. Oakland, CA \$50,000 sign-on bonus
45. Hamet, CA \$60,000 sign-on bonus
46. Modesto, CA \$25,000 sign-on bonus
47. Chandler, AZ \$15,000 sign-on bonus

- 48. Chico, CA \$40,000 sign-on bonus
- 49. Alvin, TX \$15,000 sign-on bonus
- 50. Austin, TX \$15,000 sign-on bonus
- 51. Sherman, TX \$15,000 sign-on bonus

Published recruitment announcements and flyers include the following agencies who seek new employees and lateral entry officers, but did not provide a starting salary or salary range:

Pasadena ISD	Post ISD	Jarrell ISD	Duncanville ISD	Beaumont ISD
Kaufman ISD	Leon ISD	Killeen ISD	Shallowater ISD	Crandall ISD
Splendora ISD	Galveston ISD	Lufkin ISD	Rio Grande ISD	Lubbock ISD
Elysian Fields ISD	Spring Branch ISD	Floresville ISD	Phlugerville ISD	Poteet ISD
Sulfur Springs ISD	Prosper ISD	Capital Area COG – Liberty Hill ISD		Mt. Vernon ISD
Bandera ISD	Midland ISD	Zapata ISD	East Central ISD	

Summary of HB 3

Provide an allotment to each school district to assist the district in complying with Sec.22.904 (Mental Health Training)(not to exceed employee travel, training fee, and compensation) (**TRAINING Funds**)

Board of trustees of any school district may enter into MOU with local or county agency or security service contractor licensed under TX Occup Code for provision of commissioned security officer (w/Level II or III DPS training)

(a-4) School district, local law enforcement agency, county, or municipality entering into an MOU may seek federal, state or private source funding to support the cost of providing school resource officers under this section (DENOTES Legislature realized a substantial cost involved) (**SUPPORT GRANTS**)

Sec. 37.0814 Armed Security Officer Required, “The board of trustees of each school district shall determine the appropriate number of armed security officers for each district campus. The board must ensure that at least one armed security officer is present during regular school hours at each campus.

If unable, good cause exception must be claimed if inability to have one officer is due to availability of funding or personnel who qualify to serve as a security officer. This is a good cause exception

If good cause exception is claimed, an alternative standard to which the district is able to comply, the district may include a security officer, such as a school marshal or school district employee or person within the district who has completed school safety training by qualified handgun instructor

School Safety Center to collaborate with Agency Monitoring of School District Safety and Security Requirements.

Funding is available for Sec. 37.354. Funding for Facilities Standards Compliance, “the commissioner may authorize a school district to use money provided to the district for the purpose of improving school safety and security, including the school safety allotment under Sec. 48.115 or any other funding or grant money available to the district for that purpose to comply with the requirements of this subchapter. (**ALLOW FUNDING SOURCE**)

Funds were provided in SB 30, 88th TX Legis. session for improving school safety and security. (**\$1.1 BILLION PROVIDED TO SCHOOLS FOR SAFETY INITIATIVES**)

Sec. 45.1011, Use of Bonds Proceeds for School Safety Compliance. Allows school bonds for construction and equipment of school building or purchase of sites for school building may be used to pay the costs associated with complying with school safety and security requirements for school facilities. (**ADDITIONAL FUNDING SOURCE**)

Sec. 23. Sec. 48.115, Educ. Code, **a school district is entitled to an allotment** equal to the sum of the following amounts or a greater amount provided by appropriation:

\$10 for each student in average daily attendance

\$1 for each student in average daily attendance for every \$50 for which the districts' maximum basic allotment under Sec. 48.051 exceeds \$6,160, prorated as necessary; and

\$15,000 per campus

Funds allocated (Sec. 23, Sec 48.) must improve school safety and security, including costs associated with improvements to school infrastructure, use or installation of perimeter security fencing or physical barriers (not wired), exterior door and window safety and security upgrades, including door numbering and locking systems and security film that provides resistance to forced entry, and purchase and maintenance of security cameras or video surveillance. Also included is purchase of technology, such as silent panic alert devices, 2-way radios, or wireless internet booster equipment.

Conclusion:

Fort Bend County will continue to face challenges with hiring, recruitment, and retention of qualified staff, partly due to lower than median Detention, Deputy, and Tele Communicator salaries. The market for first responders has become much more competitive and benefits packages are not effectively assisting with hiring and retention. Many employees benefit from the numerous training and professional development opportunities provided by the Sheriff's Office, and the employees leave after several years of mastering their knowledge, skills, abilities, and attitude. The employees often leave for other law enforcement agency employment, and the perception and realization that Fort Bend County provides excellent professional development, but not the compensation packages, results in their early departure and loss of substantial employee investment.

By updating the compensation package for first responders, including Peace Officers, Tele Communicators, and Detention Center employees (Jailers), the challenge of recruitment and retention can readily and effectively be resolved. When the organization is better and more fully staffed, a reduction in overtime costs is possible. There are numerous additional benefits to the health and safety of the workforce.