

**Follow Up to August 9, 2019 Question
From Trustee Stacey Donald**

Re: Police Officer Compensation

Question:

Trustee Stacey Donald Inquired Whether the College's Police Officer Starting Pay is Competitive

Answer:

Collin College currently has 25 police officers. Effective September 1, 2019, the police officers' salary range has a **base pay of \$48,668 and a range maximum of \$73,002.**

The actual 2019-2020 annual salaries of Collin's police officers range from **\$49,948 to \$68,490** based on length of service at Collin College and up to ten (10) years of experience prior to coming to Collin College. The average annual base salary is **\$60,289.** The average length of service for current Collin College police officers is **5.5 years.**

Peer Community Colleges and Area University Police Compensation:

The average starting salary for the large community colleges and area 4-year institutions is **\$44,146.** This includes a geographic adjustment to account for differences in the cost of living between various markets.

Alamo	\$42,646	Austin	\$46,654
Blinn	\$45,860	Dallas	\$43,387
El Paso	\$36,195	Houston	\$41,109
Lone Star	\$48,194	San Jacinto	\$39,492
Tarrant	\$45,835	South Texas	not avail
SMU	\$38,985	UNT	\$53,092
UTD	\$52,116	TWU	\$47,964
TAMU-Commerce	\$36,512		

Local Police Department Compensation:

The average starting salary for police officers in area municipal police departments is **\$65,286.**

City of McKinney	\$62,149	City of Allen	\$63,974
City of Plano	\$69,669	City of Frisco	\$65,352

External Surveys:

The college also accessed comparative salary survey data. This data is based on median salary rather than base salary, as shown below. The external survey data of median salaries averages \$62,388 compared to Collin's median salary of \$58,780 and average base salary of \$60,289. By adding the 3% matching benefit, the average salary can come up to as much as \$62,098.

Texas Compensation Weighted Average	\$67,846
O*NET Online Median (TX)	\$65,593
O*NET Online Median (US)	\$62,976
CUPA-HR	
(Large Community College Median-US)	\$53,137

Recommendation:

Collin's starting base salary of **\$48,668** for this position **is higher** than any of the large community colleges and is also **above the average** starting salaries of both peer institutions and the area's 4-year institutions.

Considering all comparable data, including peers, universities, and local municipal police salaries, the average market starting salary rate is **\$49,292**, which is generally comparable to Collin College's base salary with a difference of \$625 or 1.28%.

Considering this overall perspective, **Collin College's police officers are appropriately placed in the staff compensation structure.**

We will continue to monitor the market and study the effectiveness of the college's **new Police Cadet** program. In the event the pool of qualified applicants for outstanding police officers slows and we see a need to adjust the base salary to a more competitive position within the local market—particularly with area municipal police departments with whom we compete for job applicants—we will consider an appropriate reclassification of the police officer position.

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