DEPUTY SHERIFF

COLLIN COUNTY GOVERNMENT | CIVIL SERVICE POSITION

JOB ID	LOCATION	EMPLOYMENT
23599	McKinney, Texas	Full-Time · Regular

APPLICATION DEADLINE	WRITTEN EXAM
Friday, November 6, 2026 · 5:00 PM	**Saturday, January 9, 2027**

IMPORTANT: You will not be eligible to take the test until Human Resources confirms that your application is complete and correct. Confirmation will be sent by email. A resume alone is not a substitute for a completed application.

Position Overview

Collin County is seeking candidates for Deputy Sheriff. Duties include enforcing federal, state, and local laws; serving legal documents; patrolling assigned areas; apprehending suspects and making arrests; responding to service calls; and conducting traffic stops. Work is performed under the direction of a Sergeant or Lieutenant.

Primary Functions

- Enforce federal, state, and local laws by serving legal documents, patrolling assigned areas, apprehending suspects and making arrests, responding to service calls, and making traffic stops.
- Conduct investigations and searches, write reports, and provide court testimony.
- Transport inmates to prison facilities.
- Administer educational programs through community-oriented initiatives.
- Coordinate emergency mental health commitments.
- Perform other duties as assigned; functions may vary by individual assignment.

Minimum Qualifications

High school diploma or GED, plus at least one of the following:

- Thirty (30) hours of college education from a regionally accredited college or university, with an overall GPA of 2.0 or higher; OR
- Two years of active-duty U.S. Military service with an Honorable Discharge; OR
- Two years of full-time U.S. law-enforcement service as a Police Officer, Jailer, Dispatcher, or Corrections Officer.

Candidates must possess and maintain a valid Texas driver’s license with an acceptable driving record. Candidates must be available for shift work, including overnight shifts, and must be able to work any shift or work period; schedules vary by assignment. If hired without a peace officer license, the employee must attend the first available academy and earn the required license within one year of employment.

Application & Selection Process

Candidates who complete the online application and meet the qualifications may be eligible for the written exam. Candidates who pass are ranked based on test scores and may be processed for an eligibility listing. The written exam is scheduled and administered by the Collin County Sheriff's Office Civil Service Commission. Eligibility, exam time, and location notifications are sent by email after the online application is submitted.

Testing Requirements

Selection stages	What to expect
1.	Civil Service Written Examination
2.	Personal History Statement
3.	Physical Fitness Test
4.	Polygraph Test
5.	Psychological Test
6.	Oral Board Review
7.	Pre-Employment Physical

You will be contacted with additional instructions after your application is complete and you are found eligible for the position.

Documents Required for Background Investigators

The Sheriff's Office requires these documents on the day of the exam. If you cannot provide the required documents, you will not be considered for the position. Copies are required during the background-check process; items marked original/original copy must be presented in that form.

- Valid Texas driver's license with an acceptable driving record.
- Birth certificate (original or original copy).
- High school diploma, transcript, or GED (original or original copy).
- Transcripts from all colleges attended (original or original copy).
- Military DD-214, if applicable.
- United States citizenship documents, if you were not born in the United States.

Lateral Hire Exemption

Applicants with a higher level of experience and licensing may qualify as a "Lateral Hire" and may be exempt from some, but not all, pre-employment processes under the Collin County Sheriff's Office Civil Service Rules.

Lateral Hire Qualifications

- Five cumulative years of full-time law-enforcement experience as a peace officer, including experience with an agency outside Texas.
- A current Texas peace officer license.
- Current employment with a Texas law-enforcement agency and good standing, including psychological and physical fitness and weapons proficiency.

Lateral Hire Exemptions

Eligible lateral hires may be exempt from a psychological examination if they provide proof of a psychological examination completed within the last five years that remains valid with TCOLE; from a polygraph examination; and from passing a physical-agility test. Lateral-hire candidates must complete and return a Personal History Statement to the Sheriff's Office no later than 21 calendar days after receiving it.

Compensation & Benefits

UNLICENSED SALARY	LICENSED SALARY
$70,201 per year	**$75,116 per year**

Workplace and Benefits

Collin County offers a fast-paced working environment and a comprehensive benefits package, including:

- 200% retirement match, with employee contributions earning 7% interest.
- 100% tuition reimbursement.
- Affordable medical, dental, and vision plans.
- 10 paid holidays annually.
- 24 days of paid time off (PTO) in the first year, with balance rollover from year to year.
- County-provided life insurance.
- Short-term disability and long-term disability coverage.
- Other optional participation benefits.

More information about the comprehensive benefits package is available on the Collin County website.

U.S. Military Veterans

You may be able to use VA education benefits while participating in on-the-job training. Review the VA's GI Bill Comparison Tool for more information:

https://www.va.gov/education/gi-bill-comparison-tool/institution/10C89443

READY TO APPLY?
Submit a complete online application by Friday, November 6, 2026, at 5:00 PM. Attaching a resume does not replace the required application. Watch your email for confirmation and exam eligibility information.

COLLIN COUNTY IS AN EQUAL OPPORTUNITY EMPLOYER