

Collin County Going the Extra Mile (GEM) Recognition Form

Honoree's Name: Shannon Poe
First Name Middle Initial Last Name

Honoree's Job Title: Administrative Secretary

Department: Sheriff's Office

Years of Service with the County: 12 years

Why the Honoree is receiving a GEM Award including dates:

Over the past year, Administrative Secretary Shannon Poe has spent countless hours developing an analysis on Detention Officer salaries in the state of Texas. She compiled data from 254 counties. This project required hours of online research, phone calls, and written inquiries with every jail in the state. All of this data was verified and well organized in a comprehensive spreadsheet.

This salary analysis is the most complete and detailed of its kind. This data has been shared with other agencies across the state. The National Jail Leadership Academy is now using this analysis as an example in their curriculum.

Jail administrators from all over Texas have utilized this staffing analysis to advocate for Detention Officer position raises and adequate compensation in their counties.

Therefore, I would like to recommend Administrative Secretary Shannon Poe be recognized with a G.E.M for her efforts that have not only benefited Collin County but all counties in the state of Texas.

Approved by elected official or department head on the August day of 2, 20 23



Signature of Elected Official
Or Department Head

Sheriff Jim Skinner

Printed Name