

HOOD COUNTY SHERIFF'S OFFICE

COMPENSATION STUDY

PRESENTED BY :
CAPTAIN JONATHAN BERRY
LIEUTENANT GARY ROBERTS

Administrative Goals

- ❖ **Determine the needs & priorities of the Sheriff's Office, the costs of providing them and request the needed funds.**
- ❖ **Plan and utilize available resources to maximize short and long-range effectiveness in working toward other goals.**
- ❖ **Provide desirable and challenging employment opportunities to attract, retain, motivate, and develop personnel necessary to fulfill planned work activities**
- ❖ **Comply with all legal requirements and manage Office to prevent unnecessary exposure to legal actions and allegations of impropriety against the Office or its personnel.**
- ❖ **Encourage professionalism among Office personnel in their performance and strive for a positive relationship between the Office and the community.**
- ❖ **Protect persons in the County from intentional or accidental harm to themselves and damage or loss of property.**
- ❖ **Enforce laws and take post crimes action to identify and arrest suspected offenders, and to contribute to ends of justice.**
- ❖ **Protect the legal rights of all persons.**
- ❖ **Provide safe secure and humane housing for persons legally placed in the custody of the Sheriff's office.**
- ❖ **Respond to all reasonable needs for assistance as such needs are either requested or observed.**
- ❖ **Cooperate with other criminal justice agencies as well as other county entities for the accomplishment of mutual objectives.**
- ❖ **These administrative goals can only be accomplished with the joint efforts from both the Administration of the Hood County Sheriff's Office and the Hood County Commissioners Court.**

Organizational Structure

Sheriff (1)

Chief Deputy (1)

Captain (1)

Lieutenant (5)

(Patrol Operations/Patrol Administration/Criminal Investigations/TCOLE, Training, Equipment/Justice Center, Commissary, Bail Bonds Board)

Sergeant (7)

(Patrol (4) / Criminal Investigations / Justice Center / Evidence and Property, Sex Offender Registry)

Corporal (4)

(Patrol)

Investigator (8)

(General Assignment)

Investigator (5)

(Street Crimes)

Patrol Deputy (18)

(Does not include first line supervisors Sergeants/Corporals)

Court House Security (2)

Mental Health Deputy (2)

Fugitive Apprehension-US Marshal Task Force (1)

Total of 55 sworn positions

What Services does the Hood County Sheriff's Office Provide to the Public?

- Patrol
- Criminal Investigations
- Street Crimes Unit (SCU)
- Fugitive apprehension (assistance to United States Marshals fugitive division)
- Telecommunications (All first responders of Hood County)
- Corrections (Jail)
- Mental Health
- Fugitive Apprehension (United States Marshals Service)
- Court Security
- Animal Control
- Drug Interdiction/Narcotics
- **K-9 Program / Deputy**
- **Maritime Response Team and Boat Operations**
- **Region 8 Special Operations Group (SWAT)**
- **Honor Guard**
- **Community Relations Program**
- Property/Evidence Management
- Sex Offender Registration and Tracking
- Professional Development and TCOLE Training
- Weapons / firearms program (inspections of all weapons, qualifications and training)
- **Chaplaincy Program**
- Crime Victims Liaison
- Crime Stoppers
- 911 addressing
- Animal Control

*ITEMS DEPICTED IN RED
ARE VOLUNTARY DUTIES
THAT HCSO PERSONNEL
ACCEPT WITH LITTLE OR
NO COMPENSATION

AREAS OF CONCERN

RETENTION

HCSO IS LOSING DEPUTIES TO OTHER HIGHER PAYING AGENCIES AT A RAPID RATE WITH NO SIGN OF SLOWING DOWN

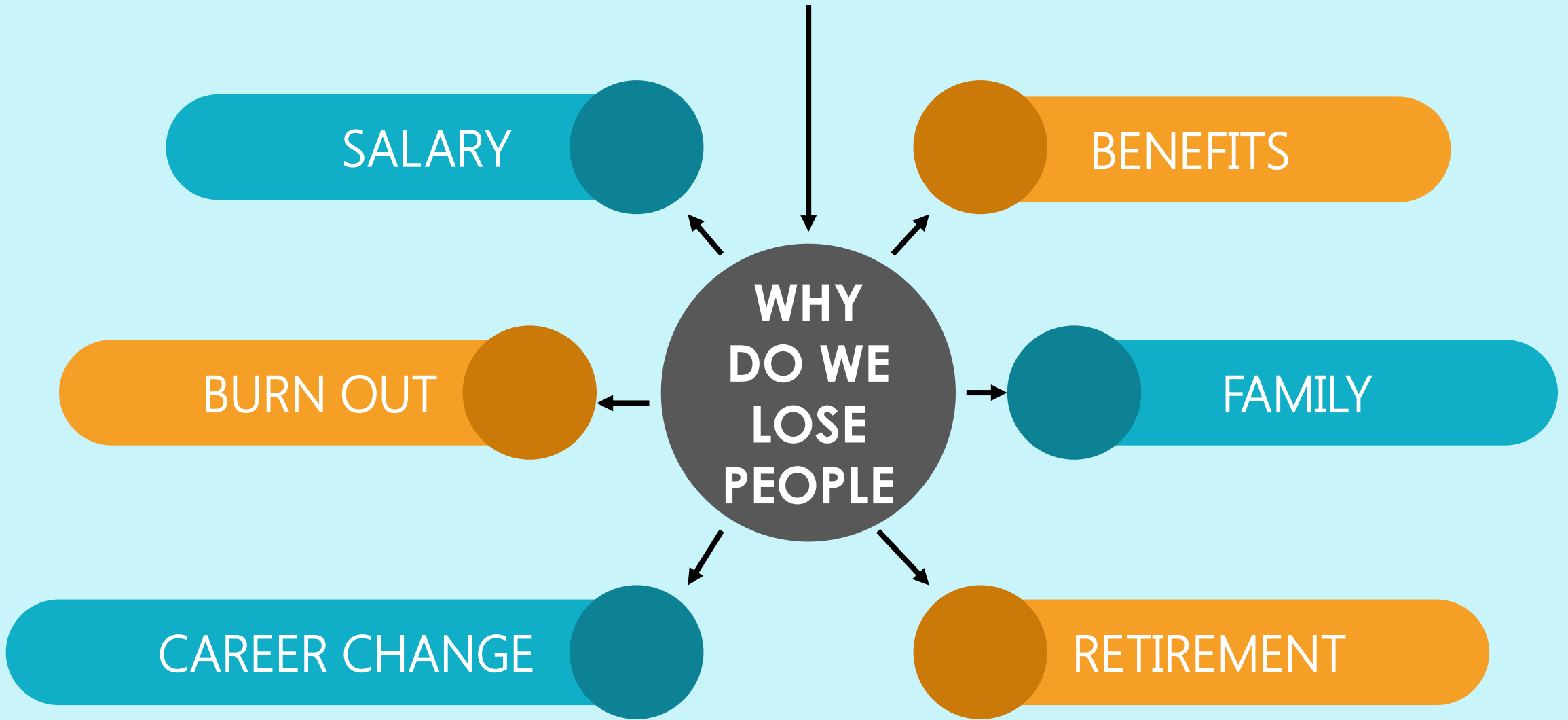
RECRUITING

DESPITE ITS BEST EFFORTS AND ATTENDING RECRUITING EVENTS, HCSO IS UNABLE TO RECRUIT QUALIFIED OR CERTIFIED APPLICANTS

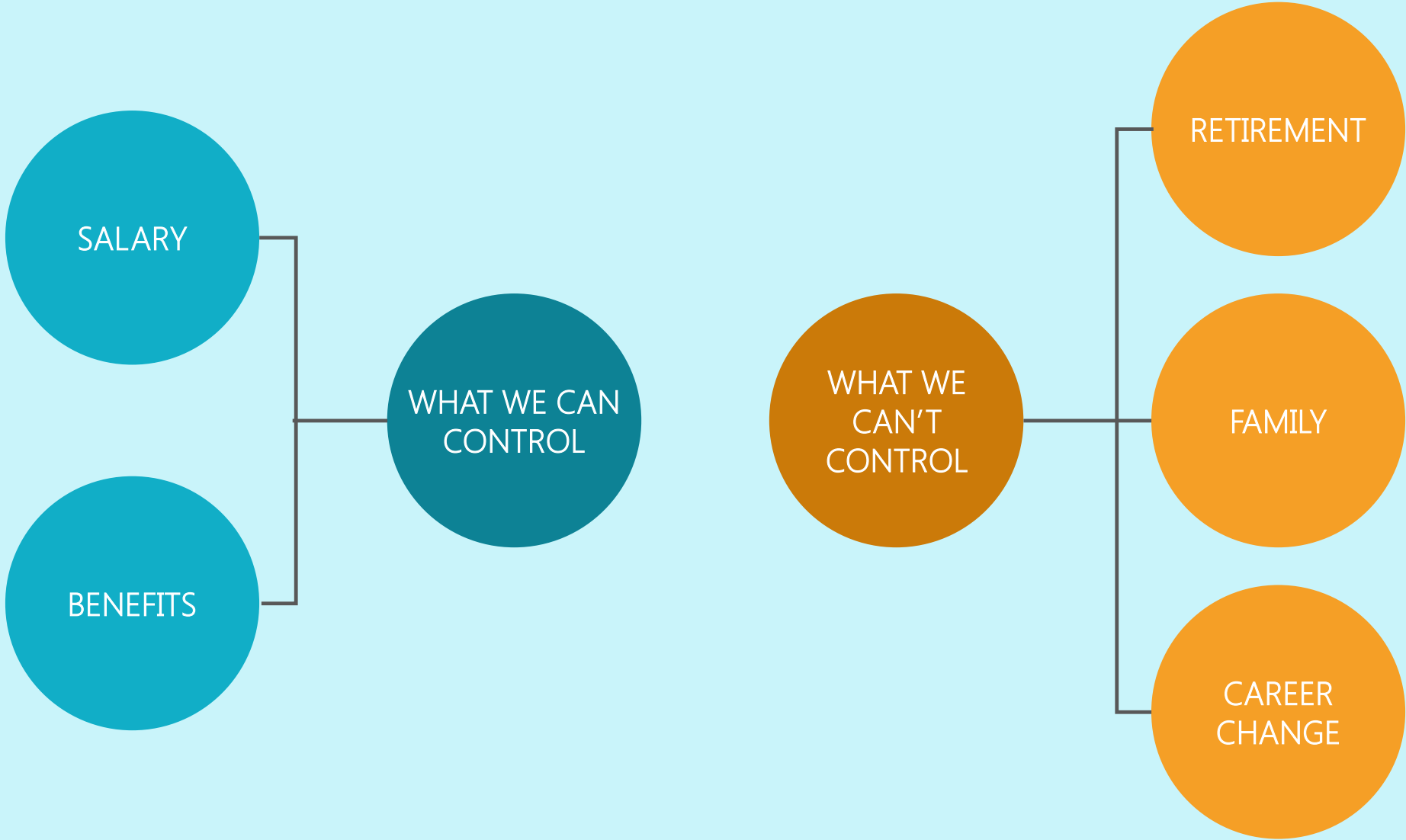
STAFFING

HCSO IS CURRENTLY UNABLE TO EFFECTIVELY AND SAFELY ANSWER CALLS FOR SERVICE OR PREPARE FOR GROWTH WITH LIMITED STAFFING

RETENTION



RETENTION



Where do they go?

Agencies Hood County has lost Employees to within the last 10 years

- Granbury Police Department
- Hood County District Attorney's Office
- Joshua Police Department
- Burleson Police Department
- Stephenville Police Department
- Palmer Police Department
- Sansom Park Police Department
- Mineral Wells Police Department
- Lake Worth Police Department
- Southwestern Baptist T.S. Police Department
- Parker County Sheriff's Office
- Clay County Sheriff's Office
- Palo Pinto County Sheriff's Office
- Hill County Sheriff's Office
- Wise County Sheriff's Office
- Johnson County Sheriff's Office
- Texas Regional Water District
- Brazos River Authority District
- State Fire Marshal's Office
- Texas Department Public Safety (DPS)
- Tarrant County Sheriff's Office
- Erath County Sheriff's Office
- Agencies in RED were some of the agencies used in salary and benefits comparison

RECRUITING

- HCSO RECENTLY ATTENDED A RECRUITING AND JOB FAIR EVENT OPEN TO MANY OF THE SURROUNDING AGENCIES.
- THE FEEDBACK WE RECEIVED FROM ATTENDEES INDICATED THE BIGGEST ISSUE POTENTIAL APPLICANTS HAD WITH OUR AGENCY WAS PAY AND BENEFITS.
- HCSO JUST SIMPLY COULD NOT COMPETE WITH THE SALARY, BENEFITS AND LATERAL PROGRAMS OTHER AGENCIES ARE OFFERING.



HOOD COUNTY SHERIFF'S OFFICE

NOW HIRING

STARTING PAY \$51,000.00 PLUS CERTIFICATE PAY UP TO \$3600.00
LATERAL ENTRY PROGRAM FOR WELL QUALIFIED CANDIDATES



PAID HEALTH AND DENTAL - 12HR SHIFTS - COMP TIME - ROTATING WEEKENDS OFF - UNIFORMS/EQUIPMENT PROVIDED - IN VEHICLE LPR'S - EXTERNAL TRAINING OPPORTUNITIES - OFF DUTY EMPLOYMENT - COUNTY ISSUED CELL PHONE - TCDRS RETIREMENT - VACATION AND HOLIDAY - MD LIVE AT NO COST - ON SITE FITNESS FACILITY

CRIMINAL INVESTIGATIONS
K-9 DIVISION
SWAT
STREET CRIMES UNIT
MARITIME RESPONSE TEAM
MENTAL HEALTH DIVISION
HONOR GUARD
TFO PROGRAM
ROBOTICS AND DRONE
COURTHOUSE SECURITY



RECRUITING



POSITION DESCRIPTION

Police Officer

Department: Police
FLSA Status: Non-Exempt

\$60,678.20 - \$64,389.82 Annually
\$2,856.52 - \$3,065.81 Monthly
\$29.17 - \$30.95 Hourly

Reports to: Police Sergeant
Directs: Does not direct any employees
Other: Has frequent contact with other departments and the public

POSITION SUMMARY

Under general supervision, this sworn, working-level law enforcement class performs varied law enforcement duties to include enforcing laws and regulations and apprehending criminals, providing information, advice, and assistance to the public in their use of police, conducting criminal investigations, and any other related work as required.

This is a broad classification with individual positions assigned to specific functional areas, duties and assignments may overlap depending on the operational needs of the department and staffing levels. Shift schedules and job assignments may be changed periodically to assure the maximum delivery of effective police services.

ESSENTIAL JOB FUNCTIONS

- Enforces State, Federal, and traffic laws and City ordinances by patrolling the City in a car, motorcycle, all-terrain vehicle, bicycle, and any other means of transportation and on foot; answers calls for the protection of life and property, and the enforcement of City, County, and State laws; may conduct both preliminary and follow-up investigations of reported criminal activity, deaths, and vehicle traffic accidents in order to uncover and document relevant evidence and/or testimony.
- Coordinates crime scenes and preliminary investigations by responding to residential and commercial incidents, traffic and other accidents, reports of driving while intoxicated, assaults, violence, unexplained deaths, arresting suspects and violators, then securing the scene, maintaining logs, observing and collecting evidence, assisting victims and families and writing necessary reports.



Palo Pinto County Sheriff's Office

420 Cedar Street, Palo Pinto, TX 76484
Dispatch: (940) 659-2085, Jail: (940) 659-1293
<http://www.palopintocountysheriff.com/>



STARTING PAY

Patrol Deputy - \$27.12/hr = \$60,640.32/year
Transport Deputy - \$23.16/hr = \$48,172.80/year
Dispatch Operator - \$21.83/hr = \$45,406.40/year
Detention Officer/Jailer - \$21.83/hr = \$45,406.40/year
Part-Time Detention Officer/Jailer = \$18.20/hr
Part-Time Dispatch Operator = \$18.20/hr

*New county employees, during their probation period, may start at 5% lower than the above listed hourly rates depending on experience.

TIME-OFF / SHIFT-WORK

12 HOUR SHIFTS = Every Other Weekend Off Regardless of Seniority
12 HOUR SHIFTS = You Only Work 14 to 15 Days Per Month
Paid Holidays Even When Scheduled Off
Over-Time Opportunities Exist at Time-And-A-Half Rate

HEALTH BENEFITS

Full Health Insurance for You & Your Family - Blue Cross & Blue Shield
Health Savings Account Sign-On Bonus of \$500
Wellness Checkup Bonus of \$500 Additional to Health Savings Account
FREE Tele-Medicine Doctor Visits (Computer-Based Doctor Visits)
Dental & Vision for You & Your Family
LIFE INSURANCE - Optional Plan

RETIREMENT

200% Matching by Palo Pinto County

RECRUITING



NOW HIRING
POLICE OFFICERS

Scan me

AFTER 5 YEARS: \$84,413

RECRUIT PAY: \$65,128 YEAR ONE: \$75,000 YEAR TWO: \$77,250
YEAR THREE: \$79,567 YEAR FOUR: \$81,954

INCENTIVE PAY: EDUCATION | CERTIFICATION | BI-LINGUAL | LONGEVITY

ABOUT BPD

INCENTIVES

- \$2,500 non-sworn applicant
- \$10,000 lateral, DOE
- Entry exam waived for TCOLE certified applicants
- Relocation assistance

SPECIALIZED UNITS

- SWAT
- Traffic Unit
- Negotiator
- UAS (Drone) Program
- Strategic Response Team (SRT)
- Accident Investigations
- School Resource Officer (SRO)
- Criminal Investigations
- Community Resource Officer

ALLOWED

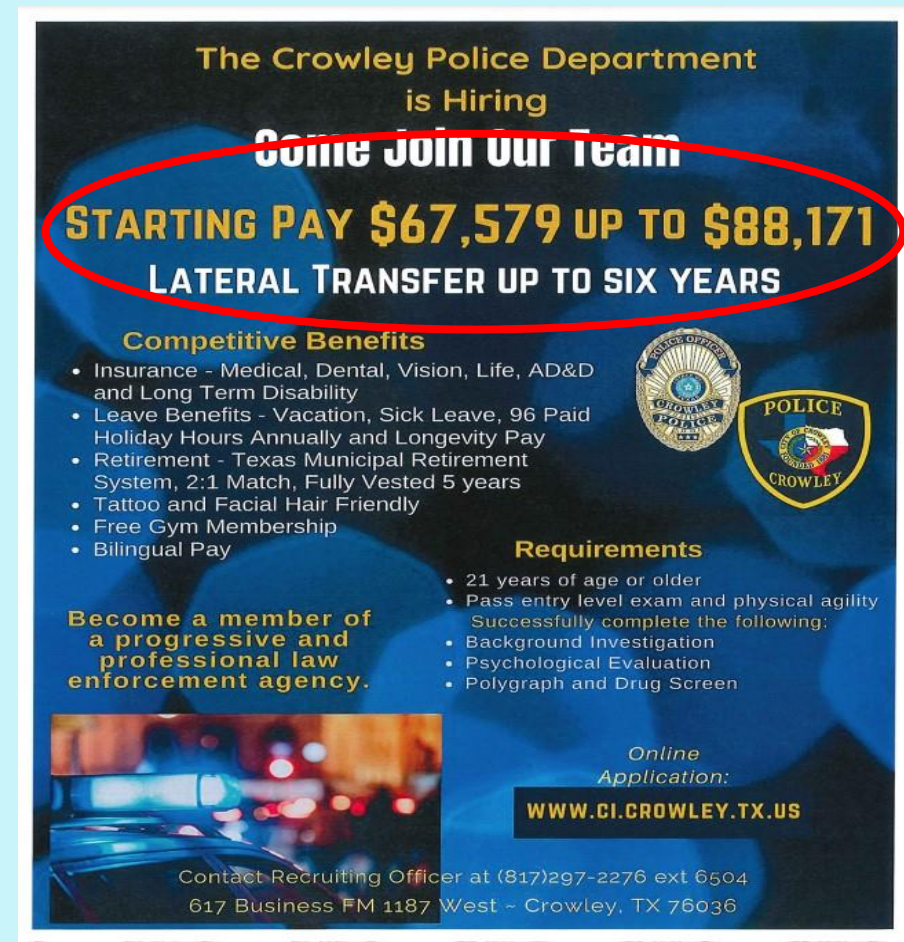
- Beards & Tattoos

PROVIDED

- Uniforms
- Load bearing vests
- Service weapons*

*Officers can only carry the issued service weapon

WWW.BURLESONTX.COM/JOINBPD



The Crowley Police Department
is Hiring
Come Join Our Team

STARTING PAY \$67,579 UP TO \$88,171
LATERAL TRANSFER UP TO SIX YEARS

Competitive Benefits

- Insurance - Medical, Dental, Vision, Life, AD&D and Long Term Disability
- Leave Benefits - Vacation, Sick Leave, 96 Paid Holiday Hours Annually and Longevity Pay
- Retirement - Texas Municipal Retirement System, 2:1 Match, Fully Vested 5 years
- Tattoo and Facial Hair Friendly
- Free Gym Membership
- Bilingual Pay

Requirements

- 21 years of age or older
- Pass entry level exam and physical agility
- Successfully complete the following:
 - Background Investigation
 - Psychological Evaluation
 - Polygraph and Drug Screen

Become a member of a progressive and professional law enforcement agency.

Online Application:
WWW.CI.CROWLEY.TX.US

Contact Recruiting Officer at (817)297-2276 ext 6504
617 Business FM 1187 West - Crowley, TX 76036

RECRUITING

TARRANT COUNTY SHERIFF'S OFFICE



Up to \$2,900 Retention Payment Depending on Hire Date

NOW ACCEPTING APPLICATIONS FOR DEPUTY

*MUST BE CERTIFIED TEXAS PEACE OFFICER TO APPLY

Apply online www.tarrantcounty.com/sojobs

LATERAL OPPORTUNITIES AVAILABLE

BENEFITS

\$62,649.60/annual	Uniform Allowance
Medical, Dental and Vision	Family Medical Leave
13 Paid Holidays Yearly	Life and AD&D Insurance
Vacation and Sick Leave	Employee Assistance Program
Certification Pay	Lateral Program
TCDRS Retirement	

PROCESS

- Physical Agility Test
- Written Exam
- Thorough Background Investigation
- Polygraph Exam
- Psychological Exam



LATERAL TRANSFER SALARY

- * 2 Years Experience - \$66,476.80
- * 3 Years Experience - \$68,473.60
- * 4 Years Experience - \$70,532.80
- * 5 Years Experience - \$72,633.60
- * 6+ Years Experience - \$74,817.60

Recruiter Contact:
Phone: 817-321-4887
Email: TCSOHIRES@tarrantcounty.com


*Lateral Transfer - Any applicant who has been employed as a Texas peace officer at the time of hire, have a minimum of two (2) years of current and relevant patrol officer experience as a Texas peace officer, and no major sustained or pending misconduct allegations within the last twenty-four (24) months.

Granbury Police Department
Sep 23, 2021

EFFECTIVE 10-01-2021
Starting pay for experienced officers is listed below and does not include TCOLE certification pay or degree pay.

- 1 year - \$57,518.00
- 2 years - \$58,525.00
- 3 years - \$59,549.00
- 4 years - \$60,591.00
- 5 years - \$61,651.00

WE'RE HIRING!!



GRANBURY POLICE

SALARY

- \$50,620 During Academy Training
- \$53,469 During Field Training
- \$56,529 Pay After FTO

116 W. Bridge St. Granbury, Texas 76048 | Phone: (817)-573-2648 | Fax: (817)-579-0043

granbury.org/88/employment

How do we know what's fair or even competitive?

SURROUNDING COUNTY AND CITY FISCAL YEAR 2022-2023 PAY AND INCENTIVES							
CITY/COUNTY	STARTING PAY	LATERAL PAY	OVERTIME	TCOLE CERTIFICATE PAY	TAKE HOME VEHICLE	HIRING/RETENTION BONUS	ADDITIONAL MISC. INCENTIVES
STEPHENVILLE PD	\$48,830.00	UP TO 10YRS. @ \$68,005.00	YES	UP TO \$1080 YR.	K-9 AND CID	RETENTION BASED ON % OF PAY	BUY BACK PROG., ON DUTY FITNESS, FTO PAY
TARRANT SO	\$65,145.00	UP TO 6 YRS. @ \$77,812.80	YES	UP TO \$720.00 YR.	PATROL, CID	RETENTION BONUS \$4900.00	FTO, HAZARD, SHIFT DIFF., SPECIALTY, ETC.
PARKER SO	\$61,426/FTO	PENDING	NO	UP TO 1800 YR.	PATROL, CID, K-9	N/A	FTO, SWAT
BENBROOK PD	\$68,932.00	W/ANY EXP. @ \$77,099.00	NR	NO RESPONSE	NO RESPONSE	SIGN ON BONUS \$5,000.00	NO RESPONSE
PALO PINTO SO	\$60,640.00	N/A	YES	NO RESPONSE	PATROL, CID	N/A	NO RESPONSE
WISE SO	\$56,631.12	W/ANY EXP. @ \$57,876.00	YES	UP TO \$2000 YR.	15 MI. OF COUNTY	N/A	NO RESPONSE
GRANBURY PD	\$56,529.00	UP TO 5 YRS. @ \$61,651.00	YES	UP TO \$4000.00 YR.	K-9 AND CID	N/A	BACHELORS PAY,
ERATH SO	\$51,000.00	N/A	YES	N/A	PATROL, CID	N/A	N/A
WEATHERFORD PD	\$58,857.43	PROGRAM PENDING	YES	UP TO 1800 YR	SGT. & ABOVE, CID	N/A	FTO PAY, SWAT PAY
JOHNSON SO	\$56,401.00	UP TO \$64,824.00	NR	UP TO \$1200 YR.	K-9, CID, PATROL	N/A	CID, UNIFORM
CROWLEY PD	\$67,579.20	UP TO 10 YRS. @ \$88,171	YES	NO RESPONSE	NO RESPONSE	NO RESPONSE	NO RESPONSE

HOW DO WE COMPARE WHEN IT COMES TO INCENTIVES?

HOOD COUNTY SHERIFF'S OFFICE

AVG. 5 YR DEPUTY - \$53,085

- COMP TIME
- CERTIFICATE PAY
- EMPLOYER PAID INSURANCE FOR EMPLOYEE ONLY
- LONGEVITY PAY



SURROUNDING AGENCIES

AVG. 5 YR. DEPUTY - \$70,776

- ALL THE HCSO BENEFITS PLUS+
- LATERAL ENTRY PROGRAMS UP TO \$88K
- OVERTIME
- TAKE HOME VEHICLE
- EMPLOYER PAID INSURANCE FOR WHOLE FAMILY
- MERIT PAY
- WEAPONS/EQUIPMENT PURCHASE PROGRAM
- SIGN ON BONUS UP TO \$10K
- RETENTION BONUS
- TUITION REIMBURSEMENT
- ON CALL PAY
- SWAT PAY OR OTHER SPECIALTY PAY
- UNIFORM ALLOWANCE
- HOUSING/RELOCATION ASSISTANCE
- EDUCATION PAY

STAFFING

- “We are in uncharted territory right now,” Executive Director Chuck Wexler of the Police Executive Research Forum (PERF). “Policing is being challenged in ways I haven’t seen – ever.”

The combination of factors that have combined to create this moment throughout Texas include:

- Rapid increases in retirements and resignations
- Fewer applicants
- Negative portrayals of and attitudes toward police
- Burnout and Stress of the Job
- Increased job duties and eligibility requirements
- Increased job opportunities outside of law enforcement
- Attitudinal changes and expectations of Millennials and Gen-Xers. Studies have shown that employees consistently are looking and aware of the “Right Now” benefits and are not considering long term benefits such as retirement.

STAFFING

- HOOD COUNTY (2019)
 - 2 LAW ENFORCEMENT OFFICES
 - 61,643 TOTAL RESIDENTS
 - 9,939 RESIDENTS IN GPD JURISDICTION
 - 5-8 OFFICERS PER SHIFT, 34 PATROL POSITIONS, PAID OVERTIME, ***ONLY MUNICIPALITY IN HOOD COUNTY WITH ITS OWN POLICE DEPARTMENT
 - 51,704 RESIDENTS IN HOOD CO. JURISDICTION
 - 4-6 DEPUTIES ON PER SHIFT, 26 TOTAL PATROL POSITIONS, COMP-TIME ONLY, ***RESPONSIBLE FOR OTHER CITIES TO INCLUDE TOLAR, LIPAN, CRESSON, ACTON, ETC.
 - WHEN BOTH AGENCIES ARE FULLY STAFFED THAT'S THE DIFFERENCE IN APPROXIMATELY:
 - 1 GPD OFFICER PER 1200 RESIDENTS
 - VS.
 - 1 HCSO DEPUTY PER 8600 RESIDENTS
- PARKER COUNTY (2019)
 - 7 LAW ENFORCEMENT OFFICES
 - 142,878 TOTAL RESIDENTS
 - 30,895 WEATHERFORD PD
 - 12,796 AZLE PD
 - 5,365 WILLOW PARK PD
 - 2962 RENO PD
 - 2,940 SPRINGTOWN PD
 - 2,383 HUDSON OAKS PD
 - THAT LEAVES 85,537 TOTAL POPULATION FOR PARKER COUNTY DEPUTIES TO COVER.
 - PARKER COUNTY CURRENTLY RUNS 12 DEPUTIES PER SHIFT AND HAS 50 ASSIGNED TO PATROL
 - THAT'S ROUGHLY 1 DEPUTY PER 7100 RESIDENTS
- JOHNSON COUNTY (2019)
 - 10 LAW ENFORCEMENT OFFICES
 - 175,817 TOTAL POPULATION
 - 45,862 BURLESON PD
 - 30,289 CLEBURNE PD
 - 7,477 JOSHUA PD
 - 6,396 KEENE PD
 - 4,156 ALVARADO PD
 - 3,692 VENUS PD
 - 1,841 GRANDVIEW PD
 - 1,038 RIO VISTA PD
 - 961 GODLEY PD
 - THAT LEAVES 74,105 TOTAL POPULATION FOR JOHNSON COUNTY SO TO COVER.
 - JOHNSON COUNTY SO CURRENTLY RUNS 11 ON A SHIFT, 38 DEPUTIES ASSIGNED TO PATROL (NOT INCLUDING SGTs. OR HIGHER), PAID OVERTIME
 - THAT'S APPROXIMATELY 1 DEPUTY PER 6,700 RESIDENTS

CRITICAL STAFFING ISSUES

RESPONSE TIMES YEAR TO DATE (2022)

- ACCIDENT MAJOR – 13:02 MIN/SEC
 - ASSAULT – 17:41 MIN/SEC
 - BURGLARY – 21:37 MIN/SEC
 - CRIMINAL TRESSPASS – 19:23 MIN/SEC
 - FIGHT IN PROGRESS – 9:30 MIN/SEC
 - OPEN DOOR – 13:07 MIN/SEC
 - PROWLER – 18:26 MIN/SEC
 - SHOTS FIRED - 22:17 MIN/SEC
 - STAB/GUNSHOT - 12:14 MIN/SEC
 - SUSPICIOUS – 15:41 MIN/SEC
-
- THE CITIZENS OF HOOD COUNTY DESERVE BETTER SERVICE!

CRITICAL STAFFING ISSUES

- COMP TIME

- COMP TIME IS A DOUBLE EDGE SWORD, OUR EMPLOYEES RECEIVE IT BUT AT MINIMAL STAFFING LEVELS THEY CANNOT USE IT.
- IF ONE EMPLOYEE TAKES OFF FOR COMP TIME, ANOTHER MUST COME IN TO COVER AND NOW THAT EMPLOYEE HAS COMP TIME, THUS RESULTING IN A NEVER-ENDING CYCLE
- MANY OF THE REASONS FOR COMP TIME ACCRUAL ARE OUT OF OUR CONTROL SUCH AS:
 - COURT SUBPOENAS (BIGGEST CONTRIBUTING FACTOR)
 - MANDATORY TRAINING
 - VACATIONS
 - SICK TIME
 - LONG TERM INJURIES
 - FMLA LEAVE
 - SUPPORT SERVICES (DIVE, SWAT, MHMR, ETC.)

CRITICAL STAFFING ISSUES

- COMP TIME (CONTINUED)

- COMP TIME IS ALSO SEEN AS A GROWING DEBT OR LIABILITY AGAINST THE COUNTY AND WE WILL ONLY BE ADDING TO THE AMOUNT OF COMP TIME WE CURRENTLY HAVE FOR THE FORSEEABLE FUTURE WITH THESE STAFFING LEVELS.
- THIS MEANS THE COST OF THIS COMP TIME GROWS EACH YEAR AS DEPUTYS GETS COST OF LIVING RAISES OR PROMOTE WITHIN OUR AGENCY. WE BELIEVE A MORE RESPONSIBLE WAY OF ADDRESSING THIS WOULD BE TO PAY THE OVERTIME UP FRONT AND PREVENT COMP TIME FROM BALLOONING OR BECOMING MORE EXPENSIVE.
- ADDITIONALLY, IF THE COURT APPROVES ANY TYPE OF WAGE INCREASE AS REQUESTED, THE DOLLAR AMOUNT TO PAY OFF COMP TIME INCREASES.

- CALL VOLUME

- SINCE JANUARY 2021, HOOD COUNTY DEPUTIES HAVE HAD TO REQUEST ASSISTANCE FROM ANOTHER AGENCY OVER 1,000 TIMES. THAT'S AN AVERAGE OF 1.6 TIMES A DAY, 365 DAYS A YEAR, A HOOD COUNTY DEPUTY OR DISPATCH HAS TO ASK FOR ASSISTANCE FROM ANOTHER AGENCY BECAUSE WE DO NOT HAVE THE STAFFING TO ANSWER OUR OWN CALLS FOR SERVICE.

- **HOW MANY TIMES ARE OUR DEPUTIES RESPONDING BY THEMSELVES TO A CALL THAT SHOULD BE AT LEAST A 2 DEPUTY RESPONSE?**

CRITICAL STAFFING (CONT.)

- **PERSONNEL** – THE SHERIFF’S OFFICE ESTIMATES ITS CURRENT NEEDS COULD BE MET WITH EACH OF THE PATROL SHIFTS HAVING 1 SERGEANT, 1 CORPORAL AND 8 DEPUTIES. OUR CRIMINAL INVESTIGATION DIVISION NEEDS COULD BE MET WITH 4 ADDITIONAL INVESTIGATORS TO ASSIST WITH CASE LOAD.
- THAT IS A TOTAL OF 20 SWORN POSITIONS TO BRING THE SHERIFF’S OFFICE TO AN ACCEPTABLE STAFFING LEVEL AND PREVENT ANY FURTHER LOSS OF SERVICES TO THE CITIZENS OF HOOD COUNTY.
- THIS LEVEL OF STAFFING WOULD GIVE THE SHERIFF’S OFFICE THE ABILITY TO PUT 10 DEPUTIES ON EACH OF THE 4 SHIFTS OR ALLOW FOR A “SWING SHIFT” TO HAVE ADDITIONAL MANPOWER DURING OUR BUSIEST TIMES.

CRITICAL STAFFING (CONT.)

- THIS IS LEVEL OF STAFFING IS NECESSARY BECAUSE AS PREVIOUSLY STATED AND AS HISTORY INDICATES, WE ALWAYS HAVE TO ACCOUNT FOR A DEPUTY AT TRAINING, A DEPUTY WHO CALLS IN SICK, A DEPUTY WHO IS OUT FOR AN EXTENDED INJURY OR A DEPUTY WHO IS ON VACTION. THESE THINGS ADD UP QUICKLY AND GREATLY REDUCE THE ACTUAL MANPOWER THAT IS AVAILABLE ON THE STREET AND TO INVESTIGATE CRIMINAL OFFENSES.
- AT OUR CURRENT STAFFING LEVELS OUR DEPUTIES CANNOT EVEN KEEP UP WITH DAILY CALL VOLUME, LET ALONE PATROL OUR NEIGHBORHOODS OR TAKE PROACTIVE ENFORCEMENT ACTION AND OUR INVESTIGATORS MAKE LITTLE HEADWAY IN SOVLING CRIMES WHEN THEIR AVERAGE CASE LOAD IS OVER 40 CASES PER INVESTIGATOR.
- OUR AGENCY IS CURRENTLY AT SUCH A SHORTAGE THAT IT IS BEGINNING TO AFFECT OUR EMPLOYEE'S ABILITY TO TAKE ANY VACATION OR NON-MANDATORY TRAINING.

LIABILITY

- THE INTERNATIONAL CITY/COUNTY MANAGEMENT CENTER (ICMA) FOR PUBLIC SAFETY MANAGEMENT AND A RECENT STUDY FROM INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE, USING THE LATEST BUREAU OF JUSTICE STATISTICS, SUGGESTS THAT THE AVERAGE RATIO OF DEPUTIES TO 1,000 RESIDENTS RANGES FROM 1.8 TO 2.6.
- USING THAT MIDDLE NUMBER OF 2.2 PER 1,000 RESIDENTS IT WOULD COME TO **112 SWORN DEPUTIES FOR THE 51,000 RESIDENTS** IN OUR JURISDICTION.
- THE SHERIFF'S OFFICE IS CURRENTLY AUTHORIZED TO STAFF 55 FULL-TIME SWORN DEPUTIES, INCLUDING THE SHERIFF, THAT IS LESS THAN HALF THE NATIONAL AVERAGE.

LIABILITY (CONT.)

- HOW LONG UNTIL THIS SHORTAGE COSTS THE COUNTY FINANCIALLY OR CAUSES THE LOSS OF ANOTHER MEMBER OF OUR LAW ENFORCEMENT FAMILY.
- WITH SUCH A STAFFING SHORTAGE WE CAN NOT SEND OUR DEPUTIES TO TRAINING WITHOUT NEGATIVELY IMPACTING PATROL COVERAGE. WHEN WE FAIL TO TRAIN, WE ARE TRAINING TO FAIL AND ONLY FURTHER EXPOSING THE COUNTY TO ADDITIONAL AND UNECESSARY LIABILTY

WHAT IS THE FIX?

- THE SHERIFF'S OFFICE WOULD ASK THE COURT TO LOOK AT THE THREE PRESENTED PAY PLANS AND INCENTIVE ADJUSTMENTS TO MAKE AN INFORMED DECISION MOVING FORWARD AND APPROPRIATELY ADDRESS THE NEEDS OF HOOD COUNTY.
- WE BELIEVE EACH OF THE PLANS PRESENTED WOULD ALLOW THE SHERIFF'S OFFICE TO STOP THE OUTFLOW OF DEPUTIES AND ALLOW US TO BEGIN RECRUITING NEW AND MORE QUALIFIED APPLICANTS.

WHAT IS THE FIX?

- THE PLANS YOU ARE ABOUT TO SEE ARE TIERED AND STRUCTURED IN A WAY THAT THE COURT CAN DECIDE HOW MUCH PROGRESS CAN BE MADE NOW VS. WHAT ADJUSTMENTS CAN BE MADE IN THE FUTURE.
- THESE PLANS WILL ALLOW US TO ADJUST THE PAY SCALE OF OUR DEPUTIES WHO ARE NOT PROPERLY PLACED ON OUR CURRENT SCALE AND ALLOW FOR A LATERAL ENTRY PROGRAM TO HELP WITH RECRUITING EXPERIENCED DEPUTIES.

LOW PLAN

HOOD COUNTY PAY SCALE										
		1 YR.	3 YR.	5 YR	7 YR.	10 YR.				
DEPUTY		\$ 58,000.00	\$ 61,000.00	\$ 63,000.00	\$ 68,000.00	\$ 72,000.00				
CPL/INV.		\$ 63,000.00	\$ 65,500.00	\$ 68,000.00	\$ 71,000.00	\$ 74,500.00				
SERGEANT		\$ 70,500.00	\$ 73,000.00	\$ 75,500.00	\$ 79,500.00	\$ 82,500.00				
		1 YR.	2 YR.	3 YR.						
LIEUTENANT		\$ 80,500.00	\$ 83,500.00	\$ 87,500.00						
CAPTAIN		\$ 86,000.00	\$ 91,500.00	\$ 94,500.00						
CHIEF DEPUTY		\$ 93,000.00	\$ 98,000.00	\$ 101,000.00						
THIS PAY SCALE DOES NOT REFLECT A YEARLY "COLA" RAISE AND WOULD BE ADJUSTED EACH YEAR FOR SUCH										
IT IS NOTED THERE IS OVERLAP IN THIS PAY SCALE AND A PROMOTION WOULD RESULT IN MOVING TO THE NEXT HIGHER STEP AS TO NOT LOSE MONEY										

MIDDLE PLAN

		HOOD COUNTY PAY SCALE								
		1 YR.	3 YR.	5 YR.	7 YR.	10 YR.				
DEPUTY		\$ 60,000.00	\$ 63,000.00	\$ 65,000.00	\$ 70,000.00	\$ 74,000.00				
CPL/INV.		\$ 65,000.00	\$ 67,500.00	\$ 70,000.00	\$ 73,000.00	\$ 76,500.00				
SERGEANT		\$ 72,500.00	\$ 75,000.00	\$ 77,500.00	\$ 81,500.00	\$ 84,500.00				
		1 YR.	2 YR.	3 YR.						
LIEUTENANT		\$ 82,500.00	\$ 85,500.00	\$ 89,500.00						
CAPTAIN		\$ 88,000.00	\$ 93,500.00	\$ 96,500.00						
CHIEF DEPUTY		\$ 95,000.00	\$ 100,000.00	\$ 103,000.00						
THIS PAY SCALE DOES NOT REFLECT A YEARLY "COLA" RAISE AND WOULD BE ADJUSTED EACH YEAR FOR SUCH										
IT IS NOTED THERE IS OVERLAP IN THIS PAY SCALE AND A PROMOTION WOULD RESULT IN MOVING TO THE NEXT HIGHER STEP AS TO NOT LOSE MONEY										

HIGH PLAN

HOOD COUNTY PAY SCALE										
		1 YR.	3 YR.	5 YR.	7 YR.	10 YR.				
DEPUTY		\$ 62,000.00	\$ 65,000.00	\$ 68,000.00	\$ 72,000.00	\$ 76,000.00				
CPL/INV.		\$ 67,000.00	\$ 69,500.00	\$ 72,000.00	\$ 75,000.00	\$ 78,500.00				
SERGEANT		\$ 74,500.00	\$ 77,000.00	\$ 79,500.00	\$ 83,500.00	\$ 86,500.00				
		1 YR.	2 YR.	3 YR.						
LIEUTENANT		\$ 84,500.00	\$ 87,500.00	\$ 91,500.00						
CAPTAIN		\$ 90,000.00	\$ 95,500.00	\$ 98,500.00						
CHIEF DEPUTY		\$ 97,000.00	\$ 102,000.00	\$ 105,000.00						
THIS PAY SCALE DOES NOT REFLECT A YEARLY "COLA" RAISE AND WOULD BE ADJUSTED EACH YEAR FOR SUCH										
IT IS NOTED THERE IS OVERLAP IN THIS PAY SCALE AND A PROMOTION WOULD RESULT IN MOVING TO THE NEXT HIGHER STEP AS TO NOT LOSE MONEY										

WHAT IS THE FIX?

- OVERTIME VS. COMP TIME
 - POSSIBLY THE BIGGEST CONTRIBUTING FACTOR TO STAFFING AND COVERAGE IS COMP TIME ACCRUAL.
 - AS STATED PREVIOUSLY THIS JUST TURNS INTO A SITUATION WHERE ONE DEPUTY IS OFF BURNING THEIR COMP TIME AND ANOTHER HAS TO COME IN TO COVER AND GAINS COMP TIME, SO THAT DEPUTY WILL NOW HAVE TO BE OFF IN THE FUTURE.
 - AT OUR CURRENT STAFFING LEVEL, WE CANNOT EVEN ALLOW DEPUTIES TO TAKE THEIR COMP TIME OFF BECAUSE THERE IS NOT ENOUGH DEPUTIES TO FILL IN AND KEEP UP WITH STAFFING MINIMUMS. THIS RESULTS IN DEPUTIES ESSENTIALLY WORKING FOR FREE OR AN "I OWE YOU" AT BEST.

WHAT IS THE FIX?

- THE SHERIFF'S OFFICE WOULD OFFER THE FOLLOWING THREE SOLUTIONS TO HELP REMEDY THIS OCCURRENCE.
- OPTION 1
 - LOWER THE COMP TIME ALLOWANCE FOR EACH DEPUTY TO 80 HRS. AND ALLOW DEPUTIES THE OPTION TO CHOOSE BETWEEN COMP TIME AND OVERTIME, SO THEY ARE REWARDED FOR THEIR ADDITIONAL WORK IN A MANNER THEY SEE FIT.
- OPTION 2
 - ELIMINATE THE COMP TIME SYSTEM AND PAY STRAIGHT TIME UP TO 86 HOURS AND OVERTIME FOR EVERY HOUR AFTER THAT
- OPTION 3
 - PAY STRAIGHT TIME TO 86 HOURS AND ALLOW DEPUTIES TO ACCRUE COMPT TIME AFTER THAT. WHILE THIS OPTION MAY PROVE TO BE THE LEAST EXPENSIVE, IT ALSO DOES THE LEAST TO HELP WITH STAFFING AND MORALE.

WHAT IS THE FIX?

- STAFFING

- THE SHERIFF'S OFFICE IS CURRENTLY SHORT 8 POSITIONS. WE HAVE TO DO SOMETHING SUBSTANTIAL AND IMMEDIATE TO FILL THESE AND PREVENT ANY FURTHER LOSS.
- THERE ARE AT LEAST 3 DEPUTIES CURRENTLY IN THE BACKGROUND PROCESS WITH OTHER AGENCIES, ESSENTIALLY WAITING TO SEE WHAT THE COURT DECIDES ON THIS MATTER. IF WE DON'T DO SOMETHING SUBSTANTIAL, WE ARE GOING TO LOSE MORE DEPUTIES VERY QUICKLY.
- AFTER THESE ARE FILLED THE SHERIFF'S OFFICE NEEDS TO ADD 20 MORE POSITIONS. 16 IN PATROL AND 4 IN INVESTIGATIONS. THESE POSITIONS ARE CRUTIAL FOR THE SAFETY OF THE CITIZENS IN HOOD COUNTY. THE SURVIVAL, SUCCESS AND FUTURE OF THE SHERIFF'S OFFICE DEPENDS ON THIS SO THAT WE ARE NOT IN THIS SAME SITUATION 2-3 YEARS FROM NOW.

WHAT IS THE FIX?

- SUPPLEMENTAL PAY/INCENTIVES
 - RETENTION PAY
 - THIS IS AN AREA WE CAN LOOK AT TO DETERMINE WHAT CAN BE DONE NOW TO RETAIN EXPERIENCED EMPLOYEES. CAN WE PAY OFF COMP TIME OR FIND SOME MONEY TO DO A RETENTION PAY ADJUSTEMENT TO HELP ASAP. TIME IS LITERALLY OF THE ESSENCE WITH THIS, IT CANNOT WAIT ANOTHER YEAR, ANOTHER MONTH OR REALLY EVEN ANOTHER WEEK.
 - TAKE HOME VEHICLES
 - ANOTHER MAJOR BENEFIT OTHER COUNTIES ARE USING TO COMPENSATE EMPLOYEES AND HELP WITH RETENTION AND RECRUITING.
 - OTHER INCENTIVES
 - ADDITONAL INCENTIVES THAT ARE WORKING IN OTHER AGENCIES INCLUDE, SIGN ON BONUSES, RELOCATION ASSISTANCE, SPECIALTY PAY, EQUIPMENT PURCHASE PROGRAMS, UNIFORM ALLOWANCE, ON CALL PAY, ETC.

HOW DO WE KNOW IT WILL WORK?

Applicants with experience since 2021-2022 Jail Raise				
Name of applicant	Month applied	Hiring status	Years experience	Past employment
E. Veliz	Sep-21	Hired	8 years	Parker and Johnson Counties
K. Rister	Oct-21	Hired	8+ years	TDCJ and Hammilton County
C. Davis	Nov-21	Hired	1+years	Military and Hood County
J. Fowler	Nov-21	Hired	12+ Years	LaSalle and Hood County
S. Lawyer	Nov-21	Not Hired	2 years	Tarrant County
K. Douglas	Nov-21	Hired	10 years	Geo- Federal Unit
A. Howell	Jan-22	Hired	2+ years	Johnson County
N. Smith	Jan-22	Not Hired	4 years	NY State Prisons
K. Aguero (SGT)	Feb-22	Hired	4.5 years	Parker and Erath Counties
S. Scott	Apr-22	Not Hired		ROP - Granbury
J. Smith	Apr-22	Not Hired	3 years	Parker County
B. Combs	Apr-22	Not Hired	2 years	Erath County
P. Gourley	Jul-22	Hired	6 Months	Tarrant County
C. Sillivent (nurse)	Aug-22	Hired	2 years	Parker County
A. Douglas	Aug-22	Hired	2 years	Geo- Federal Unit
K. Head	Aug-22	Not Hired	1 year	Parker County
B. Bryan	Aug-22	Not Hired	1 year	Tarrant County
W. Collard	Sep-22	Not Hired	2 months	TDCJ- Estes Unit
M. Williams	Sep-22	Current App	2 years	TDCJ- Clements Unit

DOES NOT INCLUDE THE ADDITIONAL 31 APPLICANTS THAT HAD NO PRIOR EXPERIENCE

CONCLUSION

- THE GOAL OF THIS PRESENTATION WAS TO MORE COMPLETELY DEFINE THE NEEDS OF THE SHERIFF'S OFFICE AND TO FORMALLY REQUEST THE COURT TO CONSIDER THE FOLLOWING.
 - SELECT ONE OF THE PRESENTED PAY SCALES OR A COMPARABLE SCALE AS THE COURT DETERMINES
 - REVIEW AND DETERMINE THE BEST WAY FORWARD IN OVERTIME COMPENSATION
 - INCREASE THE AVAILABLE "INCENTIVES" THAT HOOD COUNTY OFFERS TO CURRENT AND PROSPECTIVE APPLICANTS.
- THE SHERIFF'S OFFICE BELIEVES THIS FUNDING CAN BE ADMINISTERED WITH NO INCREASE TO TAXPAYERS OR SUBSTANTIAL LOSS TO OTHER SERVICES.
- AGAIN, AS PREVIOUSLY MENTIONED, A SIMILAR CHANGE WAS RECENTLY MADE FOR OUR JAIL STAFF AND OUR TELECOMMUNICATORS AND BOTH OF THOSE DEPARTMENTS ARE NOW THRIVING AND NOT AT RISK OF ANY STAFFING SHORTAGES.

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Thank You