



Legislation Details (With Text)

File #: 21-5555 **Version:** 1 **Name:**

Type: Position **Status:** Passed

File created: 10/5/2021 **In control:** Commissioners Court

On agenda: 10/12/2021 **Final action:** 10/12/2021

Title: Request for approval of an Analyst position and associated funding in the amount of \$27,011 to monitor jail staffing and provide reporting and analysis to both the Sheriff's Office and the Office of Management and Budget effective October 23, 2021.

Sponsors:

Indexes:

Code sections:

Attachments: 1. 21-5555 Jail position.pdf

Date	Ver.	Action By	Action	Result
10/12/2021	1	Commissioners Court		

Department: Sheriff

Department Head/Elected Official: Ed Gonzalez, Sheriff

Regular or Supplemental RCA: Regular RCA

Type of Request: Position

Project ID (if applicable):

Vendor/Entity Legal Name (if applicable):

MWDBE Participation (if applicable):

Request Summary (Agenda Caption):

Request for approval of an Analyst position and associated funding in the amount of \$27,011 to monitor jail staffing and provide reporting and analysis to both the Sheriff's Office and the Office of Management and Budget effective October 23, 2021.

Background and Discussion:

Overtime cost and employee attrition have plagued jail operations for more than a decade. The Sheriff's Office and OMB have agreed that a lack of adherence to a workable staffing plan has been among several key issues contributing to the overtime and attrition. A dedicated resource is needed to monitor the plan and provide variance analysis.

Expected Impact:

Monitoring and reporting of variances will enable Sheriff's Office management and OMB to pinpoint problem areas and ensure staffing remains consistent with plan, thereby keeping overtime costs down and improving employee morale by limiting burnout and poor performance stemming from long hours and fatigue.

Alternative Options:

Continuing operation of the jail without this type of oversight can be expected to yield more of the same results. High overtime costs. High rate of attrition. Excessive use of force incidents.

Alignment with Goal(s):

- X Justice and Safety
- _ Economic Opportunity
- _ Housing
- _ Public Health
- _ Transportation
- _ Flooding
- _ Environment
- _ Governance and Customer Service

Prior Court Action (if any):

Date	Agenda Item #	Action Taken

Location: Harris County Jail Complex
 Address (if applicable): 1200 Baker St., Houston, Tx 77002
 Precinct(s): Choose an item.

Fiscal and Personnel Summary				
Service Name	Jail operations	FY 21-22	Estimates	
			FY 22	Next 3 FYs
Incremental Expenditures				
Labor Expenditures		\$27k	\$54k	\$263k
Non-Labor Expenditures		-	-	-
Total Incremental Expenditures		\$27k	\$54k	\$263k
Funding Sources (General Fund, PIC Fund, Debt or CP, Grants, or Other - Please Specify)				
Existing Budget	-	-	-	-
	-	-	-	-
	-	-	-	-
Total Current Budget		-	-	-
Additional Budget Requested	General Fund	\$27k	\$54k	\$263k
	-	-	-	-
	-	-	-	-
Total Additional Budget Requested		\$27k	\$54k	\$263k
Total Funding Sources		\$27k	\$54k	\$263k
Personnel (Fill out section only if requesting new PCNs)				

Current Position Count for Service	0	0	0
Additional Positions Requested	1	1	1
Total Personnel	1	1	1

Anticipated Implementation Date: October 23, 2021

Emergency/Disaster Recovery Note: Choose an item.

Contact(s) name, title, department: Michael Lanham, Director of Finance, Sheriff's Office

Attachments (if applicable): Form 3441