



Legislation Details (With Text)

File #: 22-5794 **Version:** 1 **Name:**
Type: Policy **Status:** Agenda Ready
File created: 9/16/2022 **In control:** Commissioners Court
On agenda: 9/27/2022 **Final action:** 9/27/2022
Title: Request by the Constable of Precinct 5 for approval to implement a program to (1) add Cadet to the department's salary structure and reclassify vacant deputy positions as necessary while employees complete a peace officer licensing program at the University of Houston-Downtown, and (2) pay for the cost of the peace officer licensing program attended by cadets, who will sign a reimbursement agreement for the cost of the program on a prorated basis in the event they voluntarily leave employment with the Office of Constable Precinct 5 less than twenty four (24) months after completion of the program.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
9/27/2022	1	Commissioners Court		

Department: Constables

Department Head/Elected Official: Ted Heap, Constable

Regular or Supplemental RCA: Regular RCA

Type of Request: Policy

Project ID (if applicable): n/a

Vendor/Entity Legal Name (if applicable): n/a

MWDBE Contracted Goal (if applicable): n/a

MWDBE Current Participation (if applicable): n/a

Justification for 0% MWDBE Participation Goal: N/A - Goal not applicable to request

Request Summary (Agenda Caption):

Request by the Constable of Precinct 5 for approval to implement a program to (1) add Cadet to the department's salary structure and reclassify vacant deputy positions as necessary while employees complete a peace officer licensing program at the University of Houston-Downtown, and (2) pay for the cost of the peace officer licensing program attended by cadets, who will sign a reimbursement agreement for the cost of the program on a prorated basis in the event they voluntarily leave employment with the Office of Constable Precinct 5 less than twenty four (24) months after completion of the program.

Background and Discussion:

On July 19, 2022, Commissioners Court approved the development of a cadet program for the Constable of Precinct 5 to assist in recruiting deputies and continue to attract more applicants to fill law enforcement deputy positions. The

Constable of Precinct 5 now requests approval for the implementation of the program whereby cadet employees will agree to reimburse the Office of Constable Precinct 5 for the cost of the peace officer licensing program on a prorated basis in the event they voluntarily leave employment with the Office of Constable Precinct 5 less than twenty-four (24) months after completion of the peace officer licensing program. The Office of Constable Precinct 5 will work with Human Resources & Risk Management and the County Attorney's Office to finalize the reimbursement agreement document.

Expected Impact:

Our recruiting division receives many inquiries about sponsored cadet positions with our agency, so implementation of this program is expected to increase the department's ability to recruit from a diverse population. Existing budget will be used to pay for the peace officer licensing program.

Alternative Options:

No known viable alternative.

Alignment with Goal(s):

- ☒ 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
7/19/2022	172	Approval to develop a program to (1) add Cadet to the department's salary structure and reclassify vacant deputy positions as necessary while employees complete a peace officer licensing program, and (2) pay for the cost of the peace officer licensing program attended by cadets.

Location:

Address (if applicable):n/a

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name	Law Enforcement Patrol		
	SFY 22	FY 23	Next 3 FYs
Incremental Expenditures (do NOT write values in thousands or millions)			
Labor Expenditures	\$	\$254,760.00	\$
Non-Labor Expenditures	\$	\$24,000.00	\$
Total Incremental Expenditures	\$	\$278,760.00	\$
Funding Sources (do NOT write values in thousands or millions)			
Existing Budget			

1000 - General Fund	\$	\$278,760.00	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Current Budget	\$	\$278,760.00	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Total Additional Budget Requested	\$	\$	\$
Total Funding Sources	\$	\$278,760.00	\$
Personnel (Fill out section only if requesting new PCNs)			
Current Position Count for Service	-	-	-
Additional Positions Requested	-	-	-
Total Personnel	-	-	-

Anticipated Court Date: September 27, 2022

Anticipated Implementation Date (if different from Court date):

Emergency/Disaster Recovery Note: Not an emergency, disaster, or COVID-19 related item

Contact(s) name, title, department: Chris Branson, Assistant Chief, Constable Pct. 5

Attachments (if applicable): N/A