



## Legislation Text

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**File #:** 22-5794, **Version:** 1

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**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
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$	\$254,760.00	\$
Non-Labor Expenditures	\$	\$24,000.00	\$
<b>Total Incremental Expenditures</b>	\$	<b>\$278,760.00</b>	\$
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
1000 - General Fund	\$	\$278,760.00	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Current Budget</b>	\$	<b>\$278,760.00</b>	\$
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Additional Budget Requested</b>	\$	\$	\$
<b>Total Funding Sources</b>	\$	<b>\$278,760.00</b>	\$
<b>Personnel (Fill out section only if requesting new PCNs)</b>			
Current Position Count for Service	-	-	-

Additional Positions Requested	-	-	-
<b>Total Personnel</b>	-	-	-

**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