



## Legislation Text

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**File #:** 23-2776, **Version:** 1

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**Department:** Human Resources and Risk Management

**Department Head/Elected Official:** Shain Carrizal

**Regular or Supplemental RCA:** Regular RCA

**Type of Request:** Position

**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 for approval of a position dedicated to the recruitment of detention officers for the Sheriff's Office effective May 20, 2023.

**Background and Discussion:**

On June 14, 2022 Commissioners Court approved 120 detention positions to assist with offsetting overtime costs in the County jail. The approval also provided funding for a recruiter position for the Sheriff's Office to assist with the hiring of detention officers. This request is to create a recruiter position in Human Resources & Risk Management (HRRM) that is dedicated to the Sheriff's Office for the recruitment of detention officers. HRRM will work closely with the Sheriff's Office in developing and maintaining a recruitment strategy to address the hiring of detention officers.

**Expected Impact:**

With the new 120 detention positions and the successful recruitment of those positions, the Sheriff's Office expected to generate savings to offset significant overtime costs. Funding was provided to HRRM in the FY 2023 budget for the recruiter position.

**Alternative Options:**

If Commissioners Court chose not to approve this request, it would create challenges to the human resources staff of the Sheriff's Office and HRRM to successfully fill vacant detention officer positions.

**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
6/14/2022	153	Request for approval of \$7.3M of additional funding to continue operation of the County Jail through September 30, 2022 due to high overtime (OT) costs; creation of 120 detention positions that will generate savings versus current OT expenses within FY23 to be funded from OT savings; and \$200,000 of additional funding through September 30, 2022 for a dedicated recruiter within the Sheriff's Office, marketing campaign, and employee experience initiative.

**Location:**

Address (if applicable): N/A

Precinct(s): Countywide

Fiscal and Personnel Summary			
Service Name	Talent Acquisition		
	FY 23	FY 24	Next 3 FYs
<b>Incremental Expenditures (do NOT write values in thousands or millions)</b>			
Labor Expenditures	\$38,462	\$100,000	\$300,000
Non-Labor Expenditures	\$	\$	\$
<b>Total Incremental Expenditures</b>	<b>\$38,462</b>	<b>\$100,000</b>	<b>\$300,000</b>
<b>Funding Sources (do NOT write values in thousands or millions)</b>			
Existing Budget			
1000 - General Fund	\$38,462	\$100,000	\$300,000
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Current Budget</b>	<b>\$38,462</b>	<b>\$100,000</b>	<b>\$300,000</b>
Additional Budget Requested			
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
Choose an item.	\$	\$	\$
<b>Total Additional Budget Requested</b>	<b>\$</b>	<b>\$</b>	<b>\$</b>
<b>Total Funding Sources</b>	<b>\$38,462</b>	<b>\$100,000</b>	<b>\$300,000</b>

<b>Personnel</b> (Fill out section only if requesting new PCNs)			
Current Position Count for Service	12	-	-
Additional Positions Requested	1	-	-
<b>Total Personnel</b>	<b>13</b>	-	-

**Anticipated Court Date:** May 16, 2023

**Anticipated Implementation Date (if different from Court date):** May 20, 2023

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

**Contact(s) name, title, department:** Shain Carrizal, Executive Director, Human Resources & Risk Management

**Attachments** (if applicable): 3441 Form