



COMMISSIONERS COURT COMMUNICATION

REFERENCE NUMBER _____

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DATE: 07/18/2023

**SUBJECT: APPROVAL OF REVISIONS TO THE DETENTION OFFICER
RECRUITMENT PROGRAM, INCLUDING THE ADDITION OF 911
DISPATCHERS, AND DISCONTINUATION OF THE DETENTION
OFFICER REFERRAL PROGRAM – SHERIFF’S OFFICE**

COMMISSIONERS COURT ACTION REQUESTED

It is requested that the Commissioners Court approve changes to the Detention Officer Recruitment Program, including the addition of 911 Dispatchers, and discontinue the Detention Officer Referral Program for the Sheriff’s Office effective July 12, 2023 through December 31, 2023.

BACKGROUND

The Sheriff’s Office is requesting the ability to offer higher recruitment incentives related to Detention Officer and 911 Dispatcher positions. Difficulties in recruiting and retaining Detention Officers and 911 Dispatchers have been exacerbated by the COVID-19 pandemic, increases in inmate population, high numbers of position vacancies, and increased overtime requirements. The revised Sheriff’s Office Employee Recruitment Program is intended to assist in the recruitment, hiring, and retention of Detention Officers and 911 Dispatchers by offering \$5,000.00 recruitment incentives to unlicensed new hires and \$6,500.00 recruitment incentives to licensed new hires, each payable in two equal incentives. Additionally, due to low participation, it is requested that the Employee Referral Program involving \$200.00 referral incentives be discontinued. Proposed details of the Employee Recruitment Program are outlined in the attached document, which will be effective through December 31, 2023.

FISCAL IMPACT

Funding in the amount of \$651,801.00 is available in CARPA-2023.

SUBMITTED BY:	Human Resources	PREPARED BY: APPROVED BY:	Anjanie Ramnarine
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