



# COLLIN COUNTY

Human Resources  
2300 Bloomdale Road  
Suite 4117  
McKinney, Texas 75071  
[www.collincountytx.gov](http://www.collincountytx.gov)

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DATE: April 4, 2017

FROM: Cynthia Jacobson, Director of Human Resources

TO: Commissioners' Court

**SUBJECT: Deputy Sheriff Temporary Pool, Part Time Detention Officers**

Due to a significant staffing shortage at the Sheriff's Office, Human Resources and Sheriff's Office leadership have been working collaboratively on strategies to remedy this situation. A significant factor in the recent shortage is increasing overtime, which impacts both the budget and employee morale. One of the strategies discussed has been the implementation of a temporary pool staffed with Deputy Sheriffs, as well as a group of part time Detention Officers. Human Resources submitted a request in the FY 2018 budget packet, however, due to the continuing nature of the staffing shortage, and interest that has already been voiced by candidates, we are requesting approval to immediately create department 0309 and allocate funds in the amount of \$310,347 for a pilot program. The pilot program would consist of the following:

- Deputy Sheriff temporary pool – 5 positions
- Detention Officer part time – 10 positions

The requested funds will cover pay and benefits only. Costs associated with training, uniforms and testing are expected to be paid for by the Sheriff's Office, per their established process for regular Deputy Sheriff and Detention Officer positions.



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## Detailed fund move request:

TO:	001-0309-412.40-11	HR Shared	REGULAR PART TIME	\$135,942
	001-0309-412.40-13	HR Shared	TEMPORARY PART TIME	\$141,804
	001-0309-412.42-20	HR Shared	FICA/MEDICARE	\$21,249
	001-0309-412.42-40	HR Shared	RETIREMENT	\$10,876
	001-0309-412.42-45	HR Shared	SUPPLEMENTAL DEATH BENEFT	\$340
	001-0309-412.42-60	HR Shared	UNEMPLOYMENT INSURANCE	<u>\$136</u>
				\$310,347
FROM:	001-1001-411.88-01	Non-Departmental	Program Contingency	\$310,347