

Hiram Lynn Hadnot

From: Chris Hill
Sent: Monday, August 8, 2022 11:39 AM
To: Hiram Lynn Hadnot
Cc: Cynthia Jacobson; Erica Johnson; Mike Combest; Judge Cyndi Wheless; Bill Bilyeu; Hilari Monk
Subject: Re: Juvenile Facility Staffing per TAC: 343

Lynn,

I'll put this request on the commissioners court agenda for next week.

Chris

Chris Hill

CPA CIA CGMA CFE MBA MSA MA

Collin County Judge

2300 Bloomdale Road

McKinney, Texas 75071

O (972) 548-4632

M (214) 449-5377

From: Hiram Lynn Hadnot
Sent: Monday, August 8, 2022 11:37 AM
To: Chris Hill; Bill Bilyeu; Judge Cyndi Wheless
Cc: Cynthia Jacobson; Erica Johnson; Mike Combest
Subject: RE: Juvenile Facility Staffing per TAC: 343

Honorable Judge Chris Hill—

I am requesting paid-overtime be extended for juvenile detention operations. The current approval is set to expire as of 08/14/22. I am requesting paid-overtime be extended until September 25th in order for us to meet our statutory staffing minimums for the facility. Funding to cover this request will come from the department's established funding (open-positions) per the usual process. While we are making significant progress in our recruiting efforts, we are not out of the woods as it relates to mandatory minimums for juvenile detention operations. As you know, we operate with an extremely thin workforce when fully staffed to begin with.

Currently, we have nine (9) openings which is huge improvement from our recent count of 14 openings. Eight (8) of our new recruits are working toward certification (currently not certified) which statutorily limits their assigned duties. We also have multiple officers on ADA (3), and others on FMLA and light-duty limitations. In concert with getting our new officers certified and fully functional, we will need our currently certified staff to bridge the gap in covering extra shifts to meet our mandatory staffing ratios and operational requirements. We have a large training scheduled for September with ten (10) officers attending, and if we are fortunate enough to get some of our recent interviews through the screening process successfully, we look to be in much better shape going into the next fiscal year and holiday season. That is if COVID does not decide to wreak havoc on us like in the past. We just had three (3) officers infected but they were able to isolate and have been cleared to return. I know Tarrant County was just hit hard with COVID so we are being diligent in our mitigation practices to keep everyone safe.

Your consideration is very much appreciated in this important request. Your support in this matter has made all the difference for our staff, the county, and our youth during these past few weeks. I am including some additional articles regarding the current crisis facing the juvenile justice system for informational purposes also. If you have any questions, please do not hesitate to let me know. Thank you again for your time and consideration.

Lynn

<https://www.texastribune.org/2022/08/03/texas-juvenile-prison-mother-son/>

A mother watches as her son slowly deteriorates in a Texas youth prison
| The Texas Tribune

www.texastribune.org

The state of Texas has essentially controlled her son's life since he was 11. The Texas Juvenile Justice Department was supposed to keep him safe and help him get better. It has failed at every turn.

<https://www.dallasnews.com/news/public-health/2022/07/08/dallas-collin-juvenile-lockups-strained-by-state-refusal-to-take-more-kids/>

Regards,

H. Lynn Hadnot, Director

Collin County Juvenile Probation Services

4690 Community Avenue, Suite 100

McKinney, Texas 75071

(972) 548-6473

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www.co.collin.tx.us



From: Chris Hill <chill@co.collin.tx.us>

Sent: Tuesday, May 17, 2022 4:36 PM

To: Hiram Lynn Hadnot <hhadnot@co.collin.tx.us>; Bill Bilyeu <bbilyeu@co.collin.tx.us>; Judge Cyndi Wheless <cwheless@co.collin.tx.us>

Cc: Cynthia Jacobson <cjacobson@co.collin.tx.us>; Erica Johnson <erjohnson@co.collin.tx.us>; Mike Combest <mcombest@co.collin.tx.us>

Subject: Re: Juvenile Facility Staffing per TAC: 343

Lynn,
Thank you for the update and thank you for your continued perseverance.
Your request is approved.
Chris

Chris Hill

CPA CIA CGMA CFE MBA MSA MA

Collin County Judge

2300 Bloomdale Road

McKinney, Texas 75071

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From: Hiram Lynn Hadnot
Sent: Tuesday, May 17, 2022 4:30 PM
To: Chris Hill; Bill Bilyeu; Judge Cyndi Wheless
Cc: Cynthia Jacobson; Erica Johnson; Mike Combest
Subject: RE: Juvenile Facility Staffing per TAC: 343

Good afternoon Judge Hill—

We are still in crisis as it relates to meeting our statutory requirements for juvenile detention facility staffing. Our population has increased to more than 100 youth and we continue to lose staff regularly who are accepting jobs in other industries, e.g. flight attendant, school teacher most recently. I am respectfully requesting paid-overtime for our facility operations be extended from 05/23/22 through 08/14/22. I appreciate your consideration and support in this important request and will be happy to answer any questions you may have.

I am hopeful the pace of juvenile arrests will temper some with school ending soon but there are no guarantees. While I am hopeful, I am not overly optimistic as violent juvenile crime is occurring at alarming rates at this time.

Regards,

H. Lynn Hadnot, Director

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From: Chris Hill <chill@co.collin.tx.us>

Sent: Thursday, March 10, 2022 10:38 AM

To: Hiram Lynn Hadnot <hhadnot@co.collin.tx.us>; Bill Bilyeu <bbilyeu@co.collin.tx.us>; Judge Cyndi Wheless <cwheless@co.collin.tx.us>

Cc: Cynthia Jacobson <cjacobson@co.collin.tx.us>; Mike Combest <mcombest@co.collin.tx.us>

Subject: Re: Juvenile Facility Staffing per TAC: 343

Approved.
Thank you,
Chris

Chris Hill

CPA CIA CGMA CFE MBA MSA MA

Collin County Judge

2300 Bloomdale Road

McKinney, Texas 75071

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From: Hiram Lynn Hadnot
Sent: Monday, February 28, 2022 2:19 PM
To: Chris Hill; Bill Bilyeu; Judge Cyndi Wheless
Cc: Cynthia Jacobson; Mike Combest
Subject: RE: Juvenile Facility Staffing per TAC: 343

Judge Hill—

In order to not have to trouble you with requests for paid overtime so frequently for a situation with no immediate, short-term solution on the horizon, I am requesting your consideration and approval to extend paid-overtime for mandatory facility posts in the juvenile detention center for the next six (6) weeks (02/28/22- 05/22/22) pursuant to the established county overtime pay schedule.

Our circumstances haven't improved as it relates to staffing but we continue to have a number of staff members across all of our divisions assist in ensuring we are able to meet our operational demands during these difficult times. We celebrated the two (2) retirements I previously mentioned today. I appreciate your consideration and support.

Lynn

Regards,

H. Lynn Hadnot, Director

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McKinney, Texas 75071

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From: Hiram Lynn Hadnot
Sent: Tuesday, February 15, 2022 10:18 AM
To: Chris Hill <chill@co.collin.tx.us>; Bill Bilyeu <bbilyeu@co.collin.tx.us>; Judge Cyndi Wheless <cwheless@co.collin.tx.us>
Cc: Cynthia Jacobson <cjacobson@co.collin.tx.us>; Mike Combest <mcombest@co.collin.tx.us>
Subject: Juvenile Facility Staffing per TAC: 343

Judge Hill—

I am requesting overtime pay for facility operations be extended pursuant to the county overtime schedule (02/14/22 – 02/27/22) in order for us to meet staffing requirements. We added a new hire this week, putting our job openings at 11. However, we have two (2) scheduled for retirement at the end of the month on the 28th and another retirement notice set for March. With every step forward.... These retirements really hurt as all three (3) of these officers have proven to be tremendous assets for us and our kids during many years of service.

I truly appreciate your consideration in this important request and will be happy to answer any questions you may have.

Lynn

Regards,

H. Lynn Hadnot, Director

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