

Fort Bend County Sheriff's Office

Part-Time Positions

Eliminate 2 Full-time Detention Officers to Create 4 Part-time Detention Officer Positions

The Detention Division continues to experience a high personnel turnover rate and is currently having difficulty maintaining staffing levels to meet staffing requirements of the State Jail Commission for inmate management. In 2021, 73 detention officers left the Sheriff's Office. While this represents a 9.7% attrition rate, the Detention Division has consistently remained understaffed by 39 positions. Thus, while 73 detention officers are hired, only 94.8% of the authorized strength is achieved. To meet minimum standards for staffing, deputies are assigned to overtime shifts that results in use of overtime funding for shifts that could best be managed by full-time employees.

Detention officer applicants undergo a lengthy background investigation before they are hired. Once onboard, they receive intensive training, but in many instances, they resign a few weeks after receiving certification. In many instances, the detention officers are hired by another law enforcement agency in our region and the attraction is a higher beginning salary and a wider range of benefits, such as education and certification pay.

By eliminating 2 full-time detention officer positions and creating 4 part-time detention officer positions, the Sheriff's Office expects to fill gaps caused by shortages of staffing without having to fund the overtime program to pay higher wages for assignment vacancies. Part-time positions widen the opportunity for workers who do not seek full-time employment or who seek only to work for 5 – 6 hours each day. Part-time positions also enable personnel who retired or resigned to accept part-time employment for assignments to which they are highly qualified.

This request is to eliminate the following DOC positions:

5601-0477

5601-0879

The table below represents the fiscal effect of the part-time positions on this year's budget.

Part Time Detention Officer Positions					
DOC	Hourly wage	Hrs. per week	Weeks	Pay Periods	
1	28.95	29	24	12	20,149.20
2	28.95	29	24	12	20,149.20
3	28.95	29	24	12	20,149.20
4	28.95	29	24	12	20,149.20
				Total	80,596.80

Funding for these part-time positions will come from the Detention budget.