



**Proudly serving the
Fort Bend County
Judicial System:**

240th District Court
Hon. Surendran Pattel

268th District Court
Hon. Steve Rogers

400th District Court
Hon. Tameika Carter

434th District Court
Hon. Christian Becerra

458th District Court
Hon. Chad Bridges

County Court # 1
Hon. Christopher G. Morales

County Court # 2
Hon. Tyra McCollum

County Court # 3
Hon. Juli Mathew

County Court # 4
Hon. Toni Wallace

County Court # 5
Hon. Teana Watson

County Court # 6
Hon. Dean Hrbacek

CSCD Director
Reggie Robinson

COMMUNITY SUPERVISION AND CORRECTIONS DEPARTMENT

Fort Bend County, Texas

4520 Reading Road, Suite B | Rosenberg, TX 77471
Phone: (281) 633-7200 Fax: (281) 341-6034

September 5, 2023

Agenda Item

Retention Payment for Full time CSCD employees

Judge KP George

Commissioner Vincent Morales

Grady Prestage

Andy Meyers

Dexter L. McCoy

The Community Supervision and Corrections Department has submitted the following agenda item:

Take all necessary action to authorize a retention payment based on years of service with the Community Supervision and Corrections Department in the amounts of \$1000.00, \$1,500.00 or \$3,000.00 for 27 full time CSCD employees totaling \$34,500 that are non-state funded. Funding: Pretrial Bond Fees.

This item has been added to address the full time CSCD employees that are funded by non-state of Texas funds. We obtained permission from the Fort Bend Council of Judges to provide a one-time retention payment for certified probation officers. This recommendation didn't provide the retention payment for our pretrial monitors, community Service employees and our support staff members. After reviewing our financial status a decision was made to develop a sliding scale based on years of service to the CSCD. With the state not allowing any funds to be used for non-state funded employees we worked with the Fort Bend Auditor to develop the agenda item to request the funding from the pretrial bond fees. A total of \$34,500 dollars is needed to provide the retention payment to the above named employees.

The CSCD budget year ended August 21, 2023 and we will not be returning \$104,500.00 to the state instead it will be used as a retention payment for our full time employees based on their years of service to our department. We continue to struggle with the retention of our staff and this retention payment is being used to assist in our goal of showing our staff that their dedication to the CSCD is appreciated. The following list details the current staff's years of service to our department and the citizens of Fort Bend County :

Probation officers

0 years 6
1 year 10
2 years 3
3 years 1
4 years 4
6 years 2
7 years 1
9 years 2
10 years 1
11 years 1
14 years 1
15 years 1
16 years 1
17 years 4
18 years 3
19 years 1
21 years 2
22 years 2
23 years 2
24 years 1
26 years 1
27 years 1
28 years 1
32 years 1

support staff

0 year 3
1 year 2
2 years 1
3 years 1
9 years 2

11 years 1

14 years 1

Pretrial Bond

0 years 5

1 year 5

2 years 4

4 years 1

5 years 1

6 years 2

Community Service

0 years 1

2 years 1

3 years 1

24 years 1

If you have any questions or need additional information regarding this agenda item please contact me. Again we remain dedicated to serving the citizens of Fort Bend County as truly appreciate the support that has been demonstrated by this court. The department continues to experience growth in pretrial bond, pretrial diversion and our specialty courts which are impacting the citizens of Fort Bend county in a positive life changing manner.

Reginald Robinson



Director

Fort Bend County CSCD



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| Position | Position Description | Grade | Emp. Name | Emp. Idbr | Hourly Pay Rate | BiWeekly Annual | Pay Rate | Exempt | Anniversary Date | FTE | Security Clearance | Activity | Years since hired | Structured Retention |
|----------|----------------------|-------|-----------|-----------|-----------------|-----------------|-------------|--------|------------------|------|--------------------|-----------------|-------------------|----------------------|
| | CSR Facilitator | 103 | | | 19.32 | 40,155.60 N | | | 06/12/2023 | 1.00 | | | | |
| | Pre-Trial Secretary | 103 | | | 18.29 | 1,453.20 N | 38,043.20 N | | 05/08/2023 | 1.00 | | | 0 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.32 | 1,545.60 N | 40,185.60 N | | 12/05/2022 | 1.00 | | | 0 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.32 | 1,545.60 N | 40,185.60 N | | 05/22/2023 | 1.00 | | | 0 | \$ 1,000.00 |
| | Pre-Trial Secretary | 103 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 09/13/2022 | 1.00 | | | 0 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 17.25 | 1,380.00 N | 35,860.00 N | | 05/15/2023 | 1.00 | | | 0 | \$ 1,000.00 |
| | Monitor | 103 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 12/12/2022 | 1.00 | | ARPA-CSCD | 0 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 18.63 | 1,490.40 N | 38,790.40 N | | 03/07/2022 | 1.00 | | | 1 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 08/01/2022 | 1.00 | | | 1 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 08/01/2022 | 1.00 | | ARPA-CSCD | 1 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 04/25/2022 | 1.00 | | ARPA-CSCD | 1 | \$ 1,000.00 |
| | CSR Facilitator | 103 | | | 19.32 | 1,545.60 N | 40,185.60 N | | 07/18/2022 | 1.00 | | ARPA-CSCD | 1 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 20.10 | 1,608.00 N | 41,808.00 N | | 11/09/2020 | 1.00 | | | 2 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 20.10 | 1,608.00 N | 41,808.00 N | | 05/03/2021 | 1.00 | | | 2 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 20.10 | 1,608.00 N | 41,808.00 N | | 08/09/2021 | 1.00 | | | 2 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 03/03/2021 | 1.00 | | | 2 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 19.71 | 1,576.80 N | 40,996.80 N | | 02/08/2021 | 1.00 | | | 2 | \$ 1,000.00 |
| | CSR Facilitator | 103 | | | 19.32 | 1,545.60 N | 40,185.60 N | | 07/11/2020 | 1.00 | | | 3 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 20.87 | 1,669.60 N | 43,409.60 N | | 01/07/2017 | 1.00 | | | 4 | \$ 1,000.00 |
| | Pre-Trial Monitor | 104 | | | 21.94 | 1,731.20 N | 45,011.20 N | | 02/26/2018 | 1.00 | | | 5 | \$ 1,500.00 |
| | Pre-Trial Monitor | 104 | | | 22.41 | 1,792.80 N | 46,612.80 N | | 05/01/2017 | 1.00 | | | 6 | \$ 1,500.00 |
| | Pre-Trial Monitor | 104 | | | 21.64 | 1,731.20 N | 45,011.20 N | | 04/24/2017 | 1.00 | | | 6 | \$ 1,500.00 |
| | Supervisor | 108 | | | 35.88 | 2,870.40 Y | 74,630.40 Y | | 01/06/2014 | 1.00 | | ARPA-CSCD | 9 | \$ 1,500.00 |
| | Victim Court Liaison | 107 | | | 23.20 | 1,896.00 N | 48,296.00 N | | 12/08/2008 | 1.00 | | G570-23VCTMSERV | 9 | \$ 1,500.00 |
| | Senior Officer | 108 | | | 31.49 | 2,519.20 Y | 65,499.20 Y | | 12/12/2011 | 1.00 | | | 11 | \$ 2,000.00 |
| | Supervisor | 108 | | | 37.70 | 3,016.00 Y | 78,416.00 Y | | 01/22/2002 | 1.00 | | | 21 | \$ 3,000.00 |
| | Lead CSR Facilitator | 105 | | | 32.48 | 2,598.40 Y | 67,558.40 Y | | 06/07/1999 | 1.00 | | | 24 | \$ 3,000.00 |
| | | | | | | | | | | | | TOTAL | | \$ 34,500.00 |