



# HIDALGO COUNTY

## Personnel Adjustment Request Form



DEPARTMENT NAME/NUMBER: SHERIFF'S OFFICE (280-089)

DATE: 2/21/2014

CURRENT POSITION TITLE:

CURRENT SLOT #: 002; 004; 005; 010

REQUESTED POSITION TITLE: DEPUTY SHERIFF

### REQUEST FOR:

New Position     Temporary Position     Position Reclassification\*     Other \_\_\_\_\_

\* Civil Service Positions are submitted to the Civil Service Commission.

### POSITION SALARY REQUEST:

Salary Amount:

\$ 0.00    Current G&S/ Budgeted Salary    \$ 39,140.00 <sup>(x4) OF</sup>    Proposed G&S/ Budgeted Salary    \$ \$156,560.00 <sup>OF</sup>  
~~39,140.00~~    Net Change

Position to be funded from one of the following:

Current Department Budget     Annual Budget Cycle     Will Require Additional Funds  
 Other    Account # 4-1284-421-00-280-089-3-113

### POSITION Type:

Full Time Employee Object 113     Part Time Employee Object 114     \_\_\_\_\_  
Enter hourly rate for temp. positions

Full Time Employee Temporary Object 121     Part Time Temporary Object 122     \$ \_\_\_\_\_  
Hourly Rate "2,080 hrs. per year = Annual Salary

TEMPORARY POSITIONS: N/A

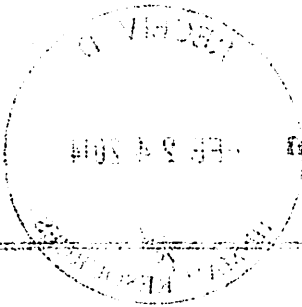
Start Date    End Date    Working Days & Hours    Hours Per Week    Duration (2 weeks, 3 months, etc.)

CIVIL SERVICE:    FLSA:  
Exempt        Exempt      
Non-Exempt        Non-Exempt      
N/A   

JUSTIFICATION/PRIORITY: (Explain why this position or adjustment request is essential)

IN 2014 THESE POSITIONS WILL HAVE COMPLETED THE 3 YEAR GRANT FUNDING. AS REQUIRED BY THE GRANT, COUNTY MUST FUND

POSITION DURING THE RETENTION PHASE FOR ONE FULL BUDGET CYCLE.



# HIDALGO COUNTY

## Personnel Adjustment Request Form



DEPARTMENT NUMBER: \_\_\_\_\_

SHERIFF'S OFFICE (380-020)

DATE: \_\_\_\_\_

CURRENT POSITION TITLE: \_\_\_\_\_

CURRENT SLOT #: 003; COR: 002; 010

REQUESTED POSITION TITLE: \_\_\_\_\_

DEPUTY SHERIFF

REQUEST FOR:

New Position  Temporary Position  Position Elimination  Other

\* Civil Service Positions are submitted to the Civil Service Commission.

POSITION SALARY REQUEST:

Salary Amount:

Current Salary Budgeted Salary: \$ 0.00  
Increased (2%) Budgeted Salary: \$ 140.00  
Net Change: \$ 140.00

Position to be filled from one of the following:

Current Department Budget  Annual Budget Cycle  Will require additional funds

POSITION TYPE:

Full Time Employee  Part Time Employee   
Object 113  Object 114   
Hourly rate for temp. position: \_\_\_\_\_  
Part Time Temporary  Part Time Temporary   
Object 111  Object 112   
Hourly rate: \$ 0.00 hrs. per year = Annual Salary: \_\_\_\_\_  
Hourly rate for temp. position: \_\_\_\_\_

TEMPORARY POSITIONS: (N/A)

Start Date	End Date	Working Days/Hours	Hours Per Week	Location (if not the same as current slot)

TYPE OF SERVICE:  
Example:  Full-time  
 Non-Example  
 Other

JUSTIFICATION/PRIORITY: (Explain why this position or adjustment request is essential)

IN 2014 THESE POSITIONS WILL HAVE COMPLETED THE 3 YEAR GRANT FUNDING AS REQUIRED BY THE GRANT COUNTY MUST FUND

POSTURE DURING THE RETIREMENT PHASE FOR ONE FULL BUDGET CYCLE.

**NEW POSITION:** Brief job description and attach a copy of the new job description.

**POSITION RECLASSIFICATION:** Explain change and/or increase in duties and responsibility. (Attach new job description)

**COMMENTS:** (Any comments you wish to make regarding this request)

**HUMAN RESOURCES:** Classification and Salary Recommendation

*Refer to Acct# 4-1284-421-00-280-022-3*

**BUDGET & MANAGEMENT:** Classification and Salary Recommendation

1.   
DEPARTMENT HEAD

*2/24/14*  
Date FUNDING AVAILABLE IN DEPT. BUDGET

YES  NO

2. *Esther A. Cortez by Sylvia Ricci*  
HUMAN RESOURCES DIRECTOR

*02-24-14*  
Date PERSONNEL PROCEDURES COMPLETED

YES  NO

3.   
DEPARTMENT OF BUDGET & MANAGEMENT

*02/24/2014*  
Date BUDGET PROCEDURES COMPLETED

YES  NO

4. \_\_\_\_\_  
COMMISSIONERS' COURT APPROVAL

Date

POSITION RECLASSIFICATION: Explain change and/or increase in duties and responsibility. (Attach new job description)

COMMENTS: A, comments you wish to make regarding this request.

HUMAN RESOURCES: Classification and Salary Recommendation

John A. ...

BUDGET & MANAGEMENT: Classification and Salary Recommendation

RD  YES  X

FUNDING AVAILABLE IN CERT. BUDGET

Date

HR  YES  Z

PERSONNEL PROCEDURES COMPLETED

Date

BO  YES  Z

BUDGET PROCEDURES COMPLETED

Date

DEPARTMENT HEAD

HUMAN RESOURCES DIRECTOR

DEPARTMENT OF BUDGET & MANAGEMENT

COMMISSIONER/COURT APPROVAL

Date



# HIDALGO COUNTY

## Personnel Adjustment Request Form



DEPARTMENT NAME/NUMBER: SHERIFF'S OFFICE (280-089)

DATE: 2/21/2014

CURRENT POSITION TITLE:

CURRENT SLOT #: 001; 003; 007; 011; 012; 013

REQUESTED POSITION TITLE: DEPUTY SHERIFF STEP I

### REQUEST FOR:

New Position     Temporary Position     Position Reclassification\*     Other \_\_\_\_\_

\* Civil Service Positions are submitted to the Civil Service Commission.

### POSITION SALARY REQUEST:

Salary Amount:

\$ 0.00    \$ 39,140.00    \$ 234,840.00  
Current G&S/ Budgeted Salary    Proposed G&S/ Budgeted Salary    Net Change

Position to be funded from one of the following:

Current Department Budget     Annual Budget Cycle     Will Require Additional Funds

Other    Account # 4-1284-421-00-280-089-3-113

### POSITION Type:

Full Time Employee Object 113     Part Time Employee Object 114     \_\_\_\_\_  
Enter hourly rate for temp. positions

Full Time Employee Temporary Object 121     Part Time Temporary Object 122     \$ \_\_\_\_\_  
Hourly Rate "2,080 hrs. per year = Annual Salary

TEMPORARY POSITIONS: N/A

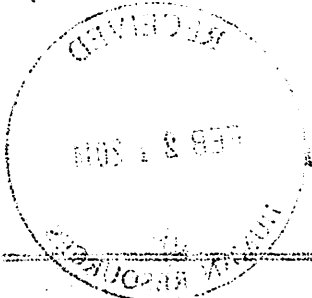
Start Date    End Date    Working Days & Hours    Hours Per Week    Duration (2 weeks, 3 months, etc.)

CIVIL SERVICE: Exempt  Non-Exempt  N/A   
FLSA: Exempt  Non-Exempt

JUSTIFICATION/PRIORITY: (Explain why this position or adjustment request is essential)

IN 2014 THESE POSITIONS WILL HAVE COMPLETED THE 3 YEAR GRANT FUNDING. AS REQUIRED BY THE GRANT, COUNTY MUST FUND

POSITION DURING THE RETENTION PHASE FOR ONE FULL BUDGET CYCLE.



# HIDALGO COUNTY

## Personnel Adjustment Request Form



DEPARTMENT NAME/NUMBER: \_\_\_\_\_ DATE: 2/2/2011

SHERIFF'S OFFICE (280-088)

CURRENT POSITION TITLE: \_\_\_\_\_

REQUESTED POSITION TITLE: DEPUTY SHERIFF STEP 1

CURRENT SLOT #: 001; 003; 007; 011; 015; 013

REQUEST FOR:

New Position  Temporary Position  Position Reclassification  Other

Civil Service Positions are submitted to the Civil Service Commission.

POSITION SALARY REQUEST:

Salary Amount: \_\_\_\_\_

Current (GRS) Budgeted Salary: \_\_\_\_\_

Proposed (GRS) Budgeted Salary: \_\_\_\_\_

Net Change: \_\_\_\_\_

Position to be funded from one of the following:

Current Department Budget  Annual Budget Cycle  Will Require Additional Funds

Other: \_\_\_\_\_

Account #: 4-1504-451-00-280-088-3-113

POSITION TYPE:

Full Time Employee  Part Time Employee  Full Time Employee Temporary  Part Time Temporary

Object 113: \_\_\_\_\_ Hourly Rate: \$2,000 (net per year = Annual Salary)

Object 114: \_\_\_\_\_ Enter hourly rate for temp. position

TEMPORARY POSITIONS: N/A

Start Date	End Date	Working Days & Hours	Hours Per Week	Position (weeks, months, etc.)

JUSTIFICATION/PRIORITY: (Explain why this position or adjustment request is essential)

IN 2011 THESE POSITIONS WILL HAVE COMPLETED THE 3 YEAR GRANT FUNDING AS REQUIRED BY THE GRANT, COUNTY MUST FUND POSITION DURING THE RETENTION PHASE FOR ONE FULL BUDGET CYCLE.

**NEW POSITION:** Brief job description and attach a copy of the new job description.

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**POSITION RECLASSIFICATION:** Explain change and/or increase in duties and responsibility. (Attach new job description)

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**COMMENTS:** (Any comments you wish to make regarding this request)

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**HUMAN RESOURCES:** Classification and Salary Recommendation

*Refer to Acct.# 4-1284-421-00-280-022-3*

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**BUDGET & MANAGEMENT:** Classification and Salary Recommendation

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1.		<i>2/24/14</i>	FUNDING AVAILABLE IN DEPT. BUDGET	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
	DEPARTMENT HEAD	Date			
2.	<i>Esther A. Cortez by Sylvia Rio</i>	<i>02.24.14</i>	PERSONNEL PROCEDURES COMPLETED	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
	HUMAN RESOURCES DIRECTOR	Date			
3.		<i>02/24/2014</i>	BUDGET PROCEDURES COMPLETED	<input checked="" type="checkbox"/> YES	<input type="checkbox"/> NO
	DEPARTMENT OF BUDGET & MANAGEMENT	Date			
4.					
	COMMISSIONERS' COURT APPROVAL	Date			





# HIDALGO COUNTY Personnel Adjustment Request Form



DEPARTMENT NAME/NUMBER: SHERIFF'S OFFICE (280-089)

DATE: 2/21/2014

CURRENT POSITION TITLE:

CURRENT SLOT #: 006; 008; 009

REQUESTED POSITION TITLE: DEPUTY SHERIFF STEP II

**REQUEST FOR:**

New Position     Temporary Position     Position Reclassification\*     Other \_\_\_\_\_

\* Civil Service Positions are submitted to the Civil Service Commission.

**POSITION SALARY REQUEST:**

Salary Amount:

\$ 0.00    Current G&S/ Budgeted Salary    \$ 40,510.00 <sup>(x3)</sup>    Proposed G&S/ Budgeted Salary    \$ ~~40,510.00~~    Net Change    <sup>02/21</sup> \$ 121,530.00 <sup>02/21</sup>

Position to be funded from one of the following:

Current Department Budget     Annual Budget Cycle     Will Require Additional Funds  
 Other    Account # 4-1284-421-00-280-089-3-113

**POSITION Type:**

Full Time Employee Object 113     Part Time Employee Object 114     \_\_\_\_\_  
Enter hourly rate for temp. positions

Full Time Employee Temporary Object 121     Part Time Temporary Object 122     \$ \_\_\_\_\_  
Hourly Rate "2,080 hrs. per year = Annual Salary

**TEMPORARY POSITIONS:** N/A

Start Date    End Date    Working Days & Hours    Hours Per Week    Duration (2 weeks, 3 months, etc.)

CIVIL SERVICE:    FLSA:  
Exempt        Exempt      
Non-Exempt        Non-Exempt      
N/A   

**JUSTIFICATION/PRIORITY:** (Explain why this position or adjustment request is essential)

IN 2014 THESE POSITIONS WILL HAVE COMPLETED THE 3 YEAR GRANT FUNDING. AS REQUIRED BY THE GRANT, COUNTY MUST FUND

POSITION DURING THE RETENTION PHASE FOR ONE FULL BUDGET CYCLE.



# HIDALGO COUNTY Personnel Adjustment Request Form



DEPARTMENT NUMBER: \_\_\_\_\_ SHERIFF'S OFFICE (280-089) DATE: 2/21/2014

CURRENT POSITION TITLE: \_\_\_\_\_ CURRENT SLOT #: 008; 008; 000

REQUESTED POSITION TITLE: \_\_\_\_\_ DEPUTY SHERIFF STEP II

### REQUEST FORM:

New Position  Temporary Position  Position Reclassification  Other

All 2-voice responses are submitted to the Civil Service Commission.

### POSITION SALARY REQUEST:

Salary Amount:

Current GSA Budgeted Salary: \$ 0.00  
Proposed GSA Budgeted Salary: \$ 0,210.00  
Net Change: \$ 0,210.00

Position to be funded from one of the following:

Current Department Budget  Annual Budget Cycle  Will Require Additional Funds

Other:

Account # 139-411-00-260-023-113

### POSITION TYPE:

Full Time Employee  Part Time Employee  Object 119  Enter hourly rate for temp. positions

Part Time Temporary  Part Time Temporary  Object 122  Hourly Rate \$2,080 per year = Annual Salary

### TEMPORARY POSITIONS:

N/A

Start Date: \_\_\_\_\_ End Date: \_\_\_\_\_ Working Days in Month: \_\_\_\_\_ Hours Per Week: \_\_\_\_\_ Duration (2 weeks, 3 months, etc): \_\_\_\_\_

### CIVIL SERVICE:

Non-Exempt  Exempt   
Non-Exempt  Exempt   
PLSA:  Exempt  Non-Exempt

POSITION/PRIORITY: (explain why this position or adjustment is not a reclassification)

IF SO, THESE POSITIONS WILL HAVE COMPLETED THE YEAR GRANT FUNDING AS REQUIRED BY THE CIVIL SERVICE COMMISSION.

POSITION DATES: THE POSITION SHALL BE FOR ONE FULL BUDGET YEAR.

**NEW POSITION:** Brief job description and attach a copy of the new job description.

**POSITION RECLASSIFICATION:** Explain change and/or increase in duties and responsibility. (Attach new job description)

**COMMENTS:** (Any comments you wish to make regarding this request)

**HUMAN RESOURCES:** Classification and Salary Recommendation

*Refer to Acct # 4-1284-421-00-280-022-3*

**BUDGET & MANAGEMENT:** Classification and Salary Recommendation

1.   
DEPARTMENT HEAD

*2/24/14*  
Date FUNDING AVAILABLE IN DEPT. BUDGET

YES  NO

2. *Esther A. Cortez*  
HUMAN RESOURCES DIRECTOR

*02-24-14*  
Date PERSONNEL PROCEDURES COMPLETED

YES  NO

3.   
DEPARTMENT OF BUDGET & MANAGEMENT

*02/24/2014*  
Date BUDGET PROCEDURES COMPLETED

YES  NO

4. \_\_\_\_\_  
COMMISSIONERS' COURT APPROVAL

Date

POSITION RECLASSIFICATION: Explain change and/or increase in duties and responsibility. (Attach new job description)

COMMENTS: (Any comments you wish to make regarding this request)

HUMAN RESOURCES: Classification and Salary Recommendation

BUDGET & MANAGEMENT: Classification and Salary Recommendation

NO  YES

REVENUE AVAILABLE IN DEPT. FUND

NO  YES

PERSONNEL PROCEDURES COMPLETED

NO  YES

BUDGET & MANAGEMENT PROCEDURES COMPLETED

Date

COMMISSIONER/COURT APPROVAL

# **HIDALGO COUNTY SHERIFF'S OFFICE**

## **DEPUTY SHERIFF**

### **GENERAL DESCRIPTION**

May be assigned to patrol, narcotics, civil process, warrants, courthouse security, criminal investigation or school policing. Depending on area to which assigned, may perform primarily undercover and surveillance work, patrol work, civil and criminal process serving or investigative work..

### **EXAMPLES OF WORK PERFORMED**

#### **Criminal Enforcement Division**

Depending on area to which assigned, may perform any of the following duties:

Patrol an assigned area, generally by vehicle, to prevent crimes and enforce laws and regulations

Respond to emergency calls and routine complaints and take action as necessary

Issue traffic citations and direct traffic

Investigate traffic accidents and crimes against persons and property and assist federal, state and local law enforcement officials

Keep records of activities and make reports concerning crimes, complaints, accidents and investigations

File cases with District Attorney or U.S. Attorney

Make lawful arrests for violations of laws for the State of Texas and local government ordinance and/or resolution

Serve felony, misdemeanor and mental commitment warrants and make arrests

Serve court papers including writs, summons, subpoenas, capias, etc.

Question witnesses and suspects and take statements and depositions

Assist other law enforcement agencies as needed

Perform surveillance of suspects and assigned locations

Meet with informants and conduct undercover narcotics work

Handle and care for dogs involved in narcotics investigations

Conduct background investigations on applicants for law enforcements and corrections positions

Serve as a bailiff in county and district courts

Gather and label evidence, take photographs and fingerprints, guard and transport prisoners and testify in court

May address and work with community groups to promote good public relations and to inform citizens of police activities and crime prevention

May be responsible for animal control, especially relating to cattle on roadways

Return persons who have been arrested to county in other locations in and out of state

Regular attendance is a must

Ability to work well with others

### **In School Policing**

Respond to emergency calls within the school assigned. Handle routine complaints and take action as necessary

Issue traffic citations and direct traffic

Investigate crimes against persons and property and assists federal, state and local law enforcement officials

Keep records of activities and makes reports concerning crimes, complaints, accidents and investigations

File cases with District Attorney, U.S. Attorney, or Hidalgo County juvenile authorities

Make lawful arrests for violations of laws for the State of Texas and local government ordinance and/or resolution

Serve felony, misdemeanor and mental commitment warrants and make arrests

Question witnesses and suspects and take statements

Assist other law enforcement agencies as needed

May handle and care for dogs involved in narcotics investigations

Gather and label evidence, take photographs and fingerprints, guard and transport prisoners and testify in court

May address and work with community and school groups to promote good public relations and to inform citizens, students, and school faculty of police activities and crime prevention

Will interact with students and school faculty on a daily basis

Will be involved in participating and providing security for school related activities and functions

Will coordinate with Deputy Sheriffs assigned to other schools, criminal enforcement division and other law enforcement agencies for their participating or providing security for school related functions and activities

Will report directly to the school assigned rather than the sheriff's department on a daily basis, unless otherwise instructed

Perform such other related duties as may be assigned by the Sheriff's Department.

## **SUPERVISORY RESPONSIBILITIES**

May be asked to oversee special details involving two or more officers

## **GENERAL QUALIFICATION GUIDELINES**

### **Experience and Education.**

Graduation from a high school or equivalent (GED)

At least one (1) year of law enforcement related experience

Bilingual (Spanish and English) with ability to converse fluently in both languages

### **Certificates, Licenses, & Registration**

Applicant must possess a current Basic Peace Officer Certification from the Texas Commission on Law Enforcement Officers Standard and Education

Must have a current valid Texas motor vehicle operator's license

Must be able to be insured by the County's insurance carrier

### **Knowledge, Skills, and Abilities**

Ability to understand and follow written and oral instructions, departmental policy, rules, regulations and laws

Ability to establish and maintain effective working relationships with other County employees and officials, law enforcement agencies and the general public

Ability to analyze situations and adopt a quick, effective and reasonable course of action

Ability to write clear and concise reports and to maintain complete records as required

Ability to learn the use and care of vehicles, firearms and specialized equipment

Ability to communicate effectively orally and in writing

Good physical condition.

Ability to solve basic mathematic problems involving addition, subtraction, multiplication and division

Ability to use decimals and percentages in solving such problems

Ability to speak, read and write in the English language

Ability to read and interpret documents such as safety rules, operating and maintenance instructions and procedure manuals

Ability to write routine reports and correspondence

Ability to speak effectively before groups of employees or organizations

Ability to also speak and write in Spanish preferred

Ability to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists

Ability to interpret a variety of instructions furnished in written, oral, diagram or schedule form

Employee may be assigned other duties in addition to those listed; duties may change according to the changing needs of the County

#### **PHYSICAL DEMANDS:**

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job.

While performing the duties of this job, the employee is regularly required to talk or hear. The employee frequently is required to stand. The employee is occasionally required to walk; sit; use hands to find, handle, or feel objects, tools or controls; reach with hands and arms; climb or balance; stoop and kneel.

The employee must occasionally lift and/or move over 25 pounds. Specific vision abilities required by this job include close vision, depth perception, and the ability to adjust focus.

### **WORK ENVIRONMENT:**

The work environment characteristics described here are representative of those an employee encounter while performing the essential functions of this job.

The noise level in the work environment is usually moderate.

### **SAFETY REQUIREMENTS:**

Maintain physical conditions appropriate to the performance of assigned duties and responsibilities which may include the following:

- sitting for extended periods of time
- operating assigned equipment

Maintain mental capacity which permits:

- making sound decisions and using good judgment
- demonstrating intellectual capabilities

Effectively handle a work environment and conditions which involve:

- working closely with others
- working in a multi-task environment

Maintain effective audio-visual discrimination and perception needed for:

- making observations
- reading and writing
- operating assigned equipment
- communication with others
- required to follow the Hidalgo County Accident Prevention Plan and department's safety regulations