

AGENDA ITEM

Consider and approve the Conversion of 4 Corrections Officer to Sergeants

BACKGROUND

There are currently 2 Sergeants per shift in the operation section of the Williamson County Jail. There are 4 shifts bringing the total to 8. If approved, the new total will be 12 or 3 Sergeants per shift. The request is to convert 4 positions to Sergeant and not to increase the total number of positions (slots).

JUSTIFICATION

Please see attached justification as presented to Sheriff Wilson and Budget Officer Ashlie Blaylock.

FISCAL IMPACT

From	To:	Increase
C1.2 \$33,512.62	C3.3 \$42,102.39	\$ 8,589.77
C1.2 \$33,512.62	C3.3 \$42,102.39	\$ 8,589.77
C1.3 \$34,450.44	C3.3 \$42,102.39	\$ 7,651.95
C1.4 \$35,209.20	C3.3 \$42,102.39	\$ 6,893.19
	Total	<u>\$31,724.68</u> plus assoc. fringe



MEMORANDUM
Williamson County Sheriff's Office
Corrections Bureau

To: Richard Elliott, Assistant Chief Deputy, Corrections Bureau
From: David Bertling, Captain, Operations
Date: April 21, 2011
Subject: Justification for Sergeant Reclassifications

Chief Elliott,

Due to the span of control being so great on our current sergeants on the Operations shifts, (in some cases a sergeant is overseeing eighteen Corrections Officers), we are requesting the conversion of four Corrections Officer positions to create one additional sergeant position per shift (4). This will help reduce agency liability as well as increase the oversight and supervision of our corrections staff. The additional sergeant per shift would reduce the span of control to no more than twelve officers per sergeant. This additional oversight would enable the sergeants to physically connect each day with each officer under his or her supervision in the inmate housing unit to which he or she is assigned a tour of duty. Additionally, we currently require our shifts to have two Supervisors present at all times, on each shift. With the accumulation of holiday time at the rate of 12 hours, these supervisors struggle to take accrued time off without losing it, and still maintain the two supervisor requirement. The additional sergeant per shift would increase our number of Sergeant from 8 to 12, and would ease the burden of trying to use accrued leave while still have full supervision present on each shift.