

HUMAN RESOURCES COMMITTEE
GARLAND COUNTY COURTHOUSE
COUNTY COURTROOM 200
APRIL 24, 2023 5:30 PM
AGENDA

Members: Chairman Thomas Anderson, Vice-Chairman Jeremy Brown, Ray Owen, Esther Dixon, Larry Raney, Brian Peters

1. Call to order and invocation.
2. Consideration of approval to create one full-time Juvenile Probation Officer position in Circuit Court – Juvenile Division 2. Judge Dyer’s request letter is attached for review.
3. Consideration of approval to increase salaries for Garland County Sheriff’s Deputies in Enforcement and Detention. Sheriff McCormick’s request letter is attached for review.
4. Consideration of approval to increase salaries for Circuit Court Bailiffs, Prosecuting Attorney Investigator, and Drug Task Force Investigator.
4. Other Business.
5. Adjourn.



CIRCUIT COURT - JUVENILE DIVISION 2

18th Judicial District – East

Cecilia Dyer, Circuit Judge

April 18, 2023

Trial Court Administrator
Sarah Bealy, CCM, Ext. 2817

Court Reporter
Renée Hébert Daugherty,
CCR, Ext. 2814

Supervisor/
Chief of Staff
Mike Hawthorne, Ext. 2821

Chief Probation Officer
Kelly Dedrick, Ext. 2823

Office Administrator
Rolanda Garrett, Ext. 2825

Fins Intake Officer
Annette Sepe, Ext. 2816

Probation/Drug Court
Coordinator
Lavon Chalman, Ext. 2815

Assistant Delinquent Intake/
Probation Officer
Daniela Rodriguez, Ext. 2831

Intensive Tracking/
Probation Officer
Mike Smith, Ext. 2835

Assistant Fins Intake/
Probation Officer
Jordann Leonard, Ext. 2828

Probation/Crisis Intervention
John Diles, Ext. 2811

Probation Officer
Emily Dell'angelo, Ext. 2819

Probation Officer
Cendie Swift-Thompson, Ext. 2827

Probation Officer
Zach Rieves, Ext. 2829

Deputy Clerk
Greta Bates, Ext. 2834

Deputy Clerk
Luke Johnson, Ext. 2824

Restitution
Community Service Coordinator
Marsha Keeney, Ext. 2820

Reception Desk
Carol Dixon, Ext. 2810

Bailiff Ext. 2826
Dennis Golden
Stephen Degrasse

Crisis Intervention Officers
Contact By Cell 282-1513
Rodee Bailey
Derek Matula

Dear Members of the Human Resource Committee:

The closing of the Garland County Juvenile Detention Center in July, 2022, necessitated negotiation of a contract to house adjudicated juvenile delinquents out of county. Garland County entered into a contractual agreement with the juvenile detention facility in Jefferson County for five beds with preferential treatment for five additional beds. With various other juvenile detention facilities closing across the state, the additional preferential placement for five additional beds has become a problem once our five bed guarantee is full. Typically, there are no other beds available to permit placement of the juvenile at the detention facility. Further, one of the five guaranteed beds is utilized by a juvenile who is being tried as an adult and has been, and will be, in the juvenile detention center for an indefinite period of time. Thus, it has left the court with only four juvenile detention beds. With the option of the juvenile detention facility drastically curtailed, house arrest with the use of GPS monitors is the only option available to the court to ensure public safety and ensure proper supervision of the juveniles.

Garland County Juvenile Court is asking the county to approve funding for ten additional GPS monitors to be funded by the Juvenile Probation Fee fund. This account is funded by juvenile court fines, fees, and court costs and will not require funding from county general revenue. The annual cost of ten additional monitors is estimated to be \$20,075.00. The current cost of each monitor is \$5.50 per day; $10 \times \$5.50 = \55.00 per day ; $\$55.00 \times 365$ days = \$20,075.00.

Garland County Juvenile Court is also asking the county to approve funding for one additional Probation Officer. The use of more monitors has stretched the current staff beyond its limit. Tracking officers supervise juveniles under house arrest 24 hours a day, seven days a week. The officers are responsible for installing and removing GPS monitors and tracking all juveniles under house arrest on GPS monitoring. The officers receive on average over three hundred alerts daily. Each alert must be properly investigated to determine the immediate issue at hand, immediate need or

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situation regarding the juvenile, and the appropriate staff response. When necessary, the officer must respond on scene. The officers also respond to requests to change the juvenile's normal geographic area and must set the GPS monitor to accept any change to the normal geographic area. The officers also perform weekly inspection of each GPS unit in use and replace any damaged or missing parts. The officers respond to all crisis calls 24 hours a day, seven days a week.

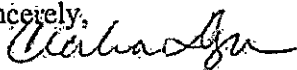
The figures for the expense of an additional Probation Officer are as follows:

ANNUAL EXPENSE

Salary Full-time	\$ 33,649.00
Social Security	\$ 2,575.00
Retirement	\$ 5,155.00
Work Comp	\$ 480.00
Unemployment	\$ 108.00
Benefits	<u>\$ 7,275.00</u>
	\$ 49,242.00

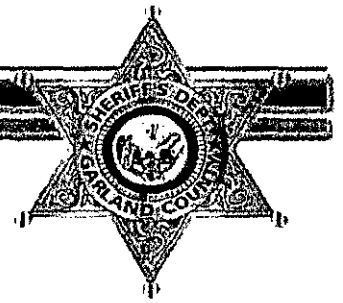
I offer this request in good faith for your consideration. The request for ten additional monitors and one additional probation officer to handle the increased load is needed to ensure public safety and provide proper supervision of our delinquent juveniles. Please contact my office should you have questions or need further information.

Sincerely,



Cecilia Dyer
Circuit Judge, Division 2

GARLAND COUNTY
SHERIFF'S OFFICE



Mike McCormick
Sheriff

To: County Judge Darryl Mahoney
 From: Sheriff Mike McCormick
 Date: 04/24/2023
 RE: Salary increase proposal for Garland County Sheriff Deputies

Currently the Garland County Sheriff's Office (Detention and Enforcement) is faced with a crisis. We are struggling to recruit and retain employees due to the common factor of salaries and benefits. As the Sheriff of Garland County, I am proposing the following to address this issue.

The chart below shows the current rate of pay versus the proposed rate.

• Enforcement	Deputy	Corporal	Sergeant	Lieutenant	Captain	Chief of Enforcement
o Current	\$42,770.69	\$50,492.22	\$53,844.79	\$59,343.38	\$64,141.46	\$77,303.33
o Proposed	\$47,770.69	\$55,492.22	\$58,844.79	\$64,343.38	\$69,141.46	\$82,303.33
o Estimated salary increases	\$260,270					
• Detention	Deputy	Corporal	Sergeant	Lieutenant	Captain	Chief of Corrections
o Current	\$39,638.56	\$49,916.05	\$53,067.02	\$58,584.35	\$64,141.33	\$83,830.41
o Proposed	\$47,770.69	\$55,492.22	\$58,844.79	\$64,343.38	\$69,141.46	\$88,830.41
o Estimated salary increases	\$352,889 (includes the removal of 6 deputy positions)					

Additionally, I am recommending a 1% step increase for each year of service beginning in FY 2024 with a maximum of 5 years. This step increase would be in addition to any annual COLA, bonus, longevity, or certificate pay.