

**AGENDA ITEM 26**

Consider revising Peace Officer Tenure System requirement for years of service.

John Willingham addressed the court regarding the current peace officer tenure system.

Moved: **Judge Doerfler**

Seconded: **Commissioner Limmer**

Motion: To revise the Peace Officer Tenure System requirement for years of service, so that time spent in the corrections bureau of the sheriff's office does not count toward service in the law enforcement bureau.

Vote: 5 - 0

< Attachment >

**PEACE OFFICER TENURE SYSTEM**

- (a) **Purpose.** The purpose of this policy is to establish the procedures and compensation rates for employees designated by the Commissioners Court as eligible for the Peace Officer Tenure System (POTS). The POTS may be eliminated at any time, and the compensation rate may be reduced, frozen, or adjusted at any time, by action of the Commissioners Court.
- (b) **Eligibility.** The Commissioners Court shall designate the peace officer and corrections officer position types that are eligible to participate in POTS. Only employees who are peace officers or corrections officers actively involved in a law enforcement activity and whose job qualifications require state peace officer or state corrections officer certification may be eligible to participate in POTS.
- (c) **Peace Officer Pay Scale (POPS) (attached).** The Peace Officer Pay Scale attached to this section is approved by the Commissioners Court. The scale correlates years of service with official rank within an office or department.
- (d) **Years of Service.**
  - (1) Years of Service under POTS are based solely on continuous service as a regular employee in an approved POTS position within a single office, division, bureau, or department. For example, service with the Sheriff's Office does not count toward service with a Constable; and service in the corrections bureau of the sheriff's office does not count toward service in the law enforcement bureau.
  - (2) All personnel newly hired from outside Williamson County for positions subject to POTS start at year 0 (step 1) on POPS.
- (e) **Promotions.** Promotions for employees in positions subject to POTS are based on years of service determined in compliance with paragraph (d)(1) and on the office's assessment of an employee's performance.
- (f) **Longevity Pay.**
  - (1) Each commissioned peace officer in the Sheriff's Office shall be provided longevity pay of not less than \$5 a month for each year of service in the office in addition to the applicable salary rate.
  - (2) Commissioned peace officers in the Sheriff's Office are eligible to accrue longevity pay at the rate of \$5 per month for each year of service (up to a

maximum of 25 years) after the first year anniversary of their certification as a peace officer.

(3) Commissioned peace officers in the Sheriff's Office are not eligible to receive longevity pay under this section and Williamson County longevity pay. As of October 1, 2003, currently employed commissioned peace officers in the Sheriff's Office will receive the greater of longevity pay under this section or Williamson County longevity pay. Other officers participating in the POTS may receive regular county longevity pay or the same longevity pay as commissioned peace officers in the Sheriff's Office, as determined by the Commissioners' Court.

(g) **Timing of Payroll Actions.** All pay changes related to dates of service will take effect at the beginning of the first full pay period that follows the attainment of the service date.

*approved 10-14-03  
John C. Daehler*

**AGENDA ITEM 27**

Consider approving the 2004 Vehicle and Equipment Rental Rates for URS.

Moved: **Commissioner Limmer**

Seconded: **Commissioner Hays**

Motion: To approve the 2004 Vehicle and Equipment Rental Rates for URS.

Vote: 5 - 0

< Attachment >

# VEHICLE AND EQUIPMENT RENTAL RATES

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VEHICLE/EQUIPMENT	RENTAL COST ONLY (NO FUEL OR OPERATOR)	
#810 Fuel Lube Truck (1)	\$15.00/hr	\$2,250/month
#501 6-8yd. Dump Truck (21)	\$10.00/hr	\$1,600/month
#507 12-14yd Dump Truck (7)	\$14.00/hr	\$2,320/month
#504 12-yd Brush Chipper (1)	\$8.30/hr	\$996/month
#801 2,500 gallon water truck (10)	\$10.50/hr	\$1,640/month
#703 Belly Dump 22-yd truck (5)	\$18.75/hr	\$2,250/month
#600 Pick-up Truck (54)	\$4.00/hr	\$480/month
#708 Haul Truck W/Trailer (1)	\$25.50/hr	\$3,060/month
#1000 Etnyre Asphalt Distributor (2)	\$40.60/hr	\$4,872/month
#1710 Barber Greene Asphalt Paver (1)	\$54.00/hr	\$6,480/month
#1702 Etnyre Variable width chip spreader (1)	\$36.50/hr	\$4,380/month
#1703 Bomag MPH 100 Recycler (2)	\$96.00/hr	\$11,500/month
#1701 CMI RS425B Road Recycler (1)	\$100.00/hr	\$12,000/month
#2001 G3WD Gradall Excavator (2)	\$42.00/hr	\$5,040/month
#2009 Gradall XL3100 Excavator (1)	\$48.00/hr	\$5,760/month
#2002 CAT 416 Backhoe W/Hammer (1)	\$24.00/hr	\$2,880/month
#2003 Case 580 Super E Extendahoe (1)	\$11.00/hr	\$1,320/month
#2004 CAT 416 Backhoe Extendahoe (1)	\$16.00/hr	\$1,920/month
#2006 John Deere 310 Extendahoe (2)	\$15.00/hr	\$1,800/month
#2008 CAT 320C Excavator W/Hammer (1)	\$48.00/hr	\$5,760/month
#2008 CAT 320C Excavator with out Hammer (1)	\$36.00/hr	\$4,320/month
#2201 Case 621 Wheel Loader 2.5 yd bkt (1)	\$20.00/hr	\$2,400/month
#2202 John Deere 544G Wheel Loader 2.5 yd bkt (1)	\$20.00/hr	\$2,400/month
#2203 CAT 953C Track Loader 2.25 yd bkt (2)	\$36.00/hr	\$4,320/month
#2207 CAT 924GZ Wheel Loader 2.5 yd bkt (2)	\$20.60/hr	\$2,472/month
#2204 CAT 928G Wheel Loader 2.9 yd bkt (1)	\$28.00/hr	\$3,360/month
#2206 CAT 963C Track Loader 3.0 yd bkt (2)	\$48.00/hr	\$5,760/month
#2208 CAT 933 Track Loader 1.3 yd bkt (1)	\$20.00/hr	\$2,400/month
#2212 Bobcat 763 Skid Steer W/Attachments (1)	\$8.00/hr	\$960/month
#2209 CAT 247 Multi Terrain Track Loader (1)	\$8.60/hr	\$1,032/month
#2205 John Deere 550G Dozer w/ripper (1)	\$22.40/hr	\$2,688/month
#2214 CAT D6M Dozer w/ripper (1)	\$38.00/hr	\$4,560/month
#2303 New Holland RJ100 motor grader (1)	\$21.00/hr	\$2,520/month
#2311 CAT 120G Motor Grader (1)	\$21.00/hr	\$2,520/month
#2302 CAT 120H Motor Grader (3)	\$30.00/hr	\$3,600/month
#2301 CAT 140H Motor Grader (2)	\$38.00/hr	\$4,560/month
#2313 Champion 720A Motor Grader (4)	\$26.50/hr	\$3,180/month
#2400 CAT PS180 Pneumatic Roller (1)	\$12.00/hr	\$1,440/month
#2418 CAT PS150B Pneumatic Roller (1)	\$12.00/hr	\$1,440/month
#2401 Ingram Pneumatic 9-wheel roller (1)	\$9.00/hr	\$1,080/month
#2402 Case 602 PD Pad Foot 66" roller (1)	\$13.00/hr	\$1,560/month
#2403 Case 602 BD Smooth 66" roller (1)	\$13.00/hr	\$1,560/month
#2406 Champion 840 Super Pack 84" roller (2)	\$25.50/hr	\$3,060/month
#2405 CAT CS563D 84" Vibratory smooth drum (2)	\$30.00/hr	\$3,600/month
#2417 CAT CP563D 84" Vibratory Pad Foot roller (1)	\$34.00/hr	\$4,080/month