

**AGENDA ITEM 26**

Consider amending Peace Officer Tenure System plan to clarify application of statutory longevity pay for commissioned peace officers in the Sheriff's Office.

Moved: **Commissioner Boatright**

Seconded: **Judge Doerfler**

Motion: To approve amending Peace Officer Tenure System plan to clarify application of statutory longevity pay for commissioned peace officers in the Sheriff's Office.

Vote: 4 - 0

< Attachment >

Proposed changes to clarify application of statutory longevity pay for commissioned peace officers in the Sheriff's Office.

**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.

*approved 11-25-03  
John C. Doerfler*