

STATE OF TEXAS  
COUNTY OF DENTON  
TOWN OF DOUBLE OAK

The Double Oak Town Council met in regular session at 7:00 p.m. September 6, 2022, at the Double Oak Town Hall, located at 320 Waketon Road with the following members present to-wit:

Patrick Johnson	Mayor Pro Tem
Connie Schoenrade	Deputy Mayor Pro Tem
Scott Whisenhunt	Council Member
Casey Parsons	Council Member
Jean Hillyer	Council Member

Assistant Town Secretary Lynn Jones and Police Chief Ruben Rivas were also in attendance.

Mayor Pro Tem Johnson called the meeting to order at 7:01 pm

Council Member Whisenhunt led the invocation and Council Member Hillyer lead the pledge of allegiance to the American and Texas flags.

There was a moment of silence for Sergeant Clint Murphy

I. Citizen Comments

Lewis Lowe, 225 Double Oak Drive.

Some of the other cities have reduced their speed to 20 mph on residential roads I would like to see the speeds here reduced to 20 mph. Also, I would like the stop sign taken off of Park and Double Oak Drive and moved to Simmons and Double Oak Drive.

JoAnne Meyer, 170 Park Lane.

I am here to defend Patrick, Connie, and Jean. At no time was defunding the police, lower the pay of the police, not have 24/7 coverage ever discussed.

What was discussed was a platform for lower taxes, limited government, representation of our small-town culture, upkeep of infrastructure, drainage repair and transparency. And that is what they have been doing.

Pat Wellen, 140 Forest Park Drive

\*A copy of the letter submitted to the Town is included in the minutes.

David Graham, 411 Simmons Road

The impression I got at the last meeting was that it was being implied that the new Council members are the reason the police are not getting raises. Not one that I have talked to was not eager to pay our police officers comparable money to cities that are our size. The signs being put up are dishonest.

Pam Graham, 411 Simmons Road

I don't believe any of our citizens do not support our police department. Last year a 9% raise was given across the board and when asked why there was no one that could give a reason why. A 9% raise is an extravagant raise maybe some people have gotten one I have never had one as a school teacher, it is a little too much for a small town that is a not for profit town we are not in the business of making money if you go to a corporation they makes lots of money then you should be given the raises but here in this place you don't give raises. Many around us, Bartonville, Sanger, and Krum who have low populations and similar in size most start at \$57-56,000 up to \$70,000. Krum has four part time officers some of them being paid \$12,000 maybe one day a week up to \$34,000 but the pay is not everyone making \$90,000. Our patrol officers pay raises need to come but we do not always have the money for it.

Allison Hulchanski, 220 Forest Park Drive

Over a year ago former mayor and council gave pay increases across the board without researching competitive salaries, inflation, or performance evaluations. The voters voiced their displeasure and voted in three new council members that ran on transparency. Some members of this council have allowed their close personal relationship with the former mayor and self-interest to cloud their judgment and actions. They abuse these council meetings in an attempt to undermine other council members and try to make them look bad. It is petty, it is unethical, inappropriate, unprofessional and a waste of everyone's time.

\*Copies of the emails sent to the Council Members are attached and made a part of these minutes

## II. Mayor, Council Members and Staff reports:

### Mayor and Council

Deputy Mayor Pro Tem Schoenrade thanked Eileen and Brian for getting the resolution index on the website and stated she would like to see us move towards bringing an item for discussion and consideration but the action being tabled for a week, so the citizens have the time to also look at these items because it is their tax money we are using.

Council Member Parsons said there is a lot of time you cannot wait a month to make a decision and if you wait two council meetings you are waiting a month to actually make a decision, also that may require us to change our ordinances, I am pretty sure there is an ordinance that allows two council members to put something on the agenda with an action item.

Mayor Pro Tem Johnson said the notices sent to the newspaper were sent in correctly, but they were not run on time by the newspaper

Public Works - Code Enforcement – Animal Control - None

Administration - Assistant Town Secretary Lynn Jones said that National Night Out will be October 4.

Public Safety – None

Road and Drainage Committee - None

III. New business agenda (consideration and action):

1. Discussion, consideration, and action on salary ranges within the Double Oak Police Department

Presentation: Police Chief Ruben Rivas  
Deputy Mayor Pro Tem Schoenrade

Deputy Mayor Pro Tem Schoenrade showed a power point on DOPD Data, comparisons and considerations for DOPD and Citizens.

\*Copy of the power point is attached and made part of these minutes.

Chief Rivas showed a power point presentation on the need to adjust police officers' salaries

This item is tabled and will be put on the next agenda for September 19, 2022.

2. Discussion, consideration, and action on base salary adjustments within the Double Oak Police Department.

Presentation: Police Chief Ruben Rivas

JoAnn Meyer 170 Park Lane

It was brought to my attention that if we had to purchase the homes we live in right now we could not our salary is not increasing and everything is going up for us as well.

Ed Mehlhaff 201 Colonial Court

Assuming the Town Council approves your request how confident are you that you will be able to recruit any officers right now.

This item is tabled and will be put on the next agenda for September 19, 2022.

3. Discussion, consideration, and action on the Public Works Contract with Steve Koehler and a status update from Randall Anglin on his completions of proper certifications.

Presentation: Deputy Mayor Pro Tem Schoenrade

This item is tabled will be put on the next agenda for September 19, 2022.

4. Public Hearing on the proposed budget for fiscal year 2022-2023.

Presentation: Mayor Pro Tem Patrick Johnson

Thomas Meyer 170 Park Lane

I want to ask Rivas to pay attention to what I am saying. I have sat here watching you play on your computer. I agree that our police officers need fair annual pay based on what the surrounding towns are paying. Our town council members have been undermining our new town council members making it difficult to get things done. The police chief mentioned in a meeting that our poor police officers can't earn enough money to even survive, the citizens of this town make a median income for this area. This was a very poor comment from our police chief who makes almost \$100,000 a year and we also pay an assistant police chief \$89,000 a year well above the median household income for North Texas. That is paid out to two officers who are not patrol officers and that makes our town of Double Oak very top heavy in the police department.

Double Oak cannot send one officer to a residence for a domestic disturbance or a criminal act until another Double Oak officer comes from somewhere in the metroplex to back up the officer. Are the police chiefs reviewing where the applicants are living. Why are not we getting reciprocal back up. You make this sound dire what is the usual back up time for Double Oak. Why do we need two police chiefs.

Ed Mehlhaff 201 Colonial Court

Addressed defunding the police with a definition of defunding. Signs have been put up stating council wants to defund the police. We must adjust our pay to officers. How many officers do we need for 24-hour coverage, are the reserve officers being used.

Pat Wellen 140 Forest Park

Two times during the budgeting process there was information presented then a push to take immediate action both around pay and benefits for city employees. Some council members seeing the information for the first time then attacking the Mayor Pro Tem for not including it as an action item on an agenda, insinuating that it is urgent to decide that evening is a bully tactic. Two police positions have been open for months if it was urgent why wasn't it the first thing on the budget agenda.

5 Discussion on the 2022-2023 fiscal year budget and tax rate.

Presentation: Town Treasurer Billie Garrett

Town Treasurer Billie Garrett went over the budget.

6. Discussion, consideration, and action on setting September 19, 2022, for a public hearing to consider the proposed 2022-2023 budget.

Presentation: Town Treasurer Billie Garrett

Schoenrade made the motion to set September 19, 2022, as the date for a public hearing to consider the proposed 2022-2023 budget. Hillyer seconded the motion.

AYE: Parsons, Hillyer, Schoenrade and Johnson.  
NAY: None

MOTION CARRIED UNANIMOUSLY

7. Discussion, consideration, and action to schedule the public hearing for September 22, 2022, on the adoption of an ordinance setting the tax rate.

Presentation: Town Treasurer Billie Garrett

Parsons made a motion to schedule the public hearing for September 22, 2022, on the adoption of an ordinance setting the tax rate. Schoenrade seconded the motion.

AYE: Parsons, Hillyer, Schoenrade and Johnson.  
NAY: None

MOTION CARRIED UNANIMOUSLY

8. Council – staff announcements and comments: None
9. Adjournment

Parsons motioned, Hillyer seconded to adjourn

With no further business to come before the Council, the meeting was adjourned at 12:15 am.

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Assistant Town Secretary

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Mayor Pro-Tem

## Lynn Jones

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**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:47 PM  
**To:** Lynn Jones  
**Subject:** FW: [Double Oak, TX] What I meant to say during Comments tonight (Sent by Dave Nelson, davenelson@tx.rr.com)

Please print for public record.

**From:** Contact form at Double Oak, TX <cmsmailer@civicplus.com>  
**Sent:** Monday, August 22, 2022 10:39 PM  
**To:** Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>  
**Subject:** [Double Oak, TX] What I meant to say during Comments tonight (Sent by Dave Nelson, davenelson@tx.rr.com)

**CAUTION: [EXTERNAL EMAIL]**

Hello [connie.schoenrade@doubleoak.texas.gov](mailto:connie.schoenrade@doubleoak.texas.gov),

Dave Nelson ([davenelson@tx.rr.com](mailto:davenelson@tx.rr.com)) has sent you a message via your contact form (<https://www.doubleoak.texas.gov/user/1376/contact>) at Double Oak, TX.

If you don't want to receive such e-mails, you can change your settings at <https://www.doubleoak.texas.gov/user/1376/edit>.

Message:

Dear Council Member Schoenrade,

I wanted to address the board during the comments section this evening but signed up on the wrong form. Mayor Pro Team Johnson offered to allow me to speak at the end of the meeting but we couldn't stay. I will mention what I intended to say in this email.

After watching the city adopt budgets and conduct business for about 30 years it appears to me we should be further along by this time in the fiscal year. You are still debating major budget items where in the past at the end of August our counsels are usually wrapping it up. I understand we have new counsel members who elected themselves into the Pro-Tem and Deputy Pro-Tem positions resulting in lots of learning curve issues. That decision, in my opinion, may have been arrogant and short sighted but that's old news now.

It is obvious to all observers that Mayor Pro-Tem Johnson is trying to fast track his appointment as Mayor. It was attempted at the last meeting but failed with a lack of a second to your motion after which it was correctly pointed out the vacancy was not properly advertised. Now there have been early September suspense dates set to appoint the new Mayor.

Last meeting the question was asked about advertising the open seat to the public. Four days ago a posting was made on the town website but was buried 3 menus deep on the Government/Town Council/Announcements section on the right margin of the web page. After a "concerned citizen" checked with the IT department this morning, the letter was

moved to the home page where the council should have insured it was posted originally. This is a big deal. I understand an email blast was made but I didn't receive one. This after being on the email list for decades.

I am very concerned some council members are acting with undue haste in this matter. My hope is that you would move to eliminate all action concerning any nominations for Mayor until after the 2022-2023 budget is finalized and adopted. You appear to have plenty on your plate right now. Mayor Pro Team Johnson mentioned two or three times this evening that he doesn't want to rush into any decisions so please apply the same logic to the Mayor appointment. The outcome may not change however the process would be more complete and defensible under future scrutiny.

Social media was used extensively during the recent campaign to fill the 3 open seats in May. I scoured Nextdoor and the two Double Oak Facebook groups this morning for any mention of the open mayoral seat. Found nothing. If you really intend to be as transparent and open as you promised, please use your experience with social media to properly advertise the fact that any qualified citizen can be appointed to the Mayor's seat simply by being nominated by the board.

Thank you all for your service to this town.

Dave Nelson

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Dear council member:

First, I would like to express my condolences to the family of Detective Murphy and to the police department and town staff. The loss of another police officer who has provide great service to this town is truly devastating.

As a taxpayer I would like to see the council stay at or near the No New Funds level of taxation. I think the raises to make police pay competitive with other towns our size can be given and the town can remain in the NNF level if you consider all of the funds available to the town and how to use them to meet the town needs and not just put everything in the current budget with the intent of raising tax dollars. If you are concerned that setting the rate to the NNF rate will hurt the town if property values go down in future years, the Texas legislature thought about that and put in provisions that will limit this from happening by creating a bank for the unused increments between the adopted rate and the voter approval rate so that these banked amounts can be used in future years to increase the voter approved rate. Below is the excerpt from the NNF calculations explanations from the State Comptroller's office.

### **Unused Increment Rate**

The unused increment rate is the three-year rolling sum of the difference between the adopted tax rate and the voter-approval tax rate and is only available to a taxing unit other than a special taxing unit. The unused increment rate can be used to increase the voter-approval tax rate, depending upon the tax rates adopted by the taxing unit in the previous three years. For example, a city has the ability to "bank" any unused amounts below the voter-approval tax rate to use for up to three years.<sup>63</sup>

Source [comptroller.texas.gov/taxes/property-tax/truth-in-taxation/calculations.php](http://comptroller.texas.gov/taxes/property-tax/truth-in-taxation/calculations.php)

I encourage all the council members to consider how to best use the remaining FSLRF funds – can some of the items in the budget be funded with that money? Also, during council meetings reference has been made to money set aside in different funds. The minutes from August 1, 2022, is the last time I can see the balance sheet with these funds. I ask why this money is not being considered to reduce the budget and keep taxes at the no new funds rate rather than putting everything in the current budget? You have \$209,371 in something called fund balances, \$100,000 in a Stormwater structures fund, \$150,000 in a Road contingency fund, \$246,455 in a street and drainage fund, \$20,000 in Cross Timers Drainage project fund, \$850,521 in retained earnings, and \$627,546 in net income. I also heard reference at the last council meeting to rolling over some of the unspent funds from this fiscal year further increasing this fund. While it is prudent to set aside money for a rainy day with more than \$2 million plus the SLFRF funds, this set aside amount is too large and should be used to reduce the 2023 budget.

Also, outside of the police salaries there has been no discussion about the other town staff and the 2.5 percent raises that were plugged into the formula. Raises should be based on competency and job performance not an entitlement. They already receive entitlement pay for tenure and received a really large bonus this year. So, I ask you to consider the performance of each individual rather than doing the



## Lynn Jones

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**From:** Patrick Johnson  
**Sent:** Tuesday, September 6, 2022 5:28 PM  
**To:** Lynn Jones  
**Subject:** FW: Citizen Concerns

Lynn,

Here is another citizen comments for tonight.



### Patrick Johnson

Double Oak Town Council, Mayor Pro-Tem

469-586-9644 (cell) | <https://www.doubleoak.texas.gov>

[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov) | Double Oak Town Hall

320 Waketon Road, Double Oak, TX 75077

**From:** Wallace, Rebecca <[wallacer@lisd.net](mailto:wallacer@lisd.net)>  
**Sent:** Tuesday, September 6, 2022 2:48 PM  
**To:** Patrick Johnson <[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov)>  
**Subject:** Citizen Concerns

CAUTION: [EXTERNAL EMAIL]

Dear Mayor Pro-Tem,

I appreciate how much time and effort you are giving up to come up with a town budget that the citizens will support. Here are some items that I am concerned about:

1. The most important is No New Revenue Tax Rate, or even lowering it. My husband and I are senior citizens and are preparing to retire soon and will be on fixed incomes.
2. The Police Department:
  - We need to pay our police officers a reasonable amount for the small size of our town. It does not make sense to pay what Lewisville or Flower Mound pay their officers since our town's crime rate is drastically lower as well as the population of our town is considerably lower than those cities. When hiring new officers, we need to communicate the whole compensation package to applicants. They need to know the insurance package they will be receiving, PTO, the low crime rate of Double Oak, etc. The salary range should have been addressed in the past, but maybe the town could use some of the \$1.3 million in surplus for possible hiring bonuses.
  - The Mayor/Mayor Pro-tem and/or a citizen committee need to be part of the interview process to insure the best possible candidates are hired.
  - The citizens who have the negative signs in their yards need to be asked to remove them as this may be a deterrent to prospective police hires.
  - The police department and all departments need to follow the budget deadline instead of filing at the last minute creating chaos. The whole insurance debacle is a prime example of waiting until the last minute to decide on something that will cost the town money.

- The police chief and assistant police chief should have patrolling duties. We do need a 24 hour coverage, however, this means one patrol office on duty with back up as needed for each 8 hour shift.
3. Please look for other places in the budget to make cuts and use the money from the reserve fund. And above all, make sure the rest of the Covid money is spent appropriately!

Thank you for your consideration,

Becky Wallace

## Lynn Jones

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**From:** Patrick Johnson  
**Sent:** Saturday, September 3, 2022 11:07 AM  
**To:** Lynn Jones  
**Subject:** FW: Police Recruitment Incentive

Lynn,

Here is another citizens comments to be added to the others for the meeting on Tuesday.



### Patrick Johnson

Double Oak Town Council, Mayor Pro-Tem

469-586-9644 (cell) | <https://www.doubleoak.texas.gov>

[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov) | Double Oak Town Hall

320 Waketon Road, Double Oak, TX 75077

**From:** Edward Mehlhaff <[reded767@gmail.com](mailto:reded767@gmail.com)>  
**Sent:** Saturday, September 3, 2022 10:58 AM  
**To:** Patrick Johnson <[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov)>; Connie Schoenrade <[connie.schoenrade@doubleoak.texas.gov](mailto:connie.schoenrade@doubleoak.texas.gov)>; Jean Hillyer <[jean.hillyer@doubleoak.texas.gov](mailto:jean.hillyer@doubleoak.texas.gov)>; Scott Whisenhunt <[scott.whisenhunt@doubleoak.texas.gov](mailto:scott.whisenhunt@doubleoak.texas.gov)>; Casey Parsons <[casey.parsons@doubleoak.texas.gov](mailto:casey.parsons@doubleoak.texas.gov)>  
**Subject:** Police Recruitment Incentive

CAUTION: [EXTERNAL EMAIL]

I was trying to think of a way to attract qualified officers to our police department and request that you consider this.

The 2021-2022 budget allocated the following funds for the police department:

\$24,000 for uniforms.  
\$24,000 for training.  
\$5,000 for ammo.

Since we are down so many officers, I am sure that a lot of these funds have not been spent. If that is the case, can you reallocate some of the used funds for incentive pay for new officers? I suggest the amount be \$2000-\$5000 based on qualifications and experience. Also, I think if you choose to do this, the recruited officers will be required to sign an agreement that they will return the funds if they leave our police force before 18-24 months.

Thanks for your consideration of this.

Edward Mehlhaff

## Lynn Jones

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**From:** Patrick Johnson  
**Sent:** Saturday, September 3, 2022 10:57 AM  
**To:** Lynn Jones  
**Subject:** FW: Responsible Use of Our Tax Dollar

Lynn,

Please include this in citizen comments print outs of email for the meeting on Sept 6<sup>th</sup>.

Thank you



**Patrick Johnson**  
**Double Oak Town Council, Mayor Pro-Tem**

469-586-9644 (cell) | <https://www.doubleoak.texas.gov>

patrick.johnson@doubleoak.texas.gov | Double Oak Town Hall

320 Waketon Road, Double Oak, TX 75077

**From:** JO AN MEYER <joanmey@live.com>  
**Sent:** Friday, September 2, 2022 11:19 AM  
**To:** Patrick Johnson <patrick.johnson@doubleoak.texas.gov>  
**Subject:** Responsible Use of Our Tax Dollar

**CAUTION: [EXTERNAL EMAIL]**

Dear Councilmember \_\_Patrick Johnson,

Thank you for your time and efforts in serving on town council, and for your diligent work on the town budget. Here are some things that are important to me:

1. Please adopt the No New Revenue Tax rate or lower. (Put in a reason, such as you are a senior on a fixed income, or want to see responsible use of taxpayer money).
2. Please support a police force reasonable for our small town. 24 Hour coverage can mean one patrol officer on duty with back up as needed. Also we expect our police management to patrol as needed.
3. Please look at other places in the budget to make cuts to support the lower rate, such as wish list items. Also use left over money from the current year budget and/or our reserve fund.

Thank you again,

DO citizen

Tommy and JoAn Meyer

## Lynn Jones

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**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:48 PM  
**To:** Lynn Jones  
**Subject:** FW: Town employee insurance  
**Attachments:** 2022\_BenefitsSummary\_202203101053521351 City of Mckinney.pdf; Argyle - Employee Benefits Summary 2020.08.pdf; Bartonville Tx.docx; Pilot Point police.docx; Little Elm Police.docx

Please print for town records.

**From:** Pat Wellen <pwellen2096@gmail.com>  
**Sent:** Tuesday, August 2, 2022 11:42 AM  
**To:** Jean Hillyer <jean.hillyer@doubleoak.texas.gov>; Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>; Patrick Johnson <patrick.johnson@doubleoak.texas.gov>; Scott Whisenhunt <scott.whisenhunt@doubleoak.texas.gov>  
**Subject:** Town employee insurance

**CAUTION: [EXTERNAL EMAIL]**

I wanted to thank you for your diligence in making sure that we have transparent communications in this town and your willingness to investigate and do your due diligence before making decisions. So, taking your time to look over the options for the town employees health care is a good thing for the employees and the citizen taxpayers.

I too like to research things before decisions are made. I work for a non-profit that has, because of rising costs, pushed more and more of the benefit cost to the employees. And, while that has hurt, I understand that they cannot continue to pay all of my benefits at the same level with these rising costs. My husband is also a municipal employee – he works for the McKinney fire department as a Fire Protection Engineer. I am actually on his insurance because it had lower deductibles and out of pocket than mine did this year. They do not pay all of the employee costs nor do they pay a lot of the family costs – but they are still better than my employer insurance. I have attached their plan (which is from this year and they have already let employees know it will increase next year).

I am also a researcher so I started looking into what Chief Rivas said about hiring and learned that Bartonville offers a signing bonus of \$1,500 for new officers. I have attached their job posting along with ours so that you can see the difference. I think people look at the overall benefits package, but I think they look at what they are going to be paying – what is coming out of their pocket each month as a larger consideration unless they know they have a medical condition or someone in their family has a medical condition that would have them reach their deductible. (Almost every town around us is looking for officers – I have included some of their postings for your reference)

The reality of the insurance cost increases this year and in future years makes our current employee benefit levels unsustainable. And, I would hate to see this council kick the can down the road on this and keep everything the same and then next year have to make large changes rather than making smaller changes over time – change the deductible and out of pocket one year and the percent the town pays the other year – but not both in the same year (which is what my employer did because they kicked the can down the road too long).

If you choose the lower deductible plan (option 1) I believe that the town should continue to pay 100% of employees medical coverage but go down on the percent of spousal/child benefits to offset the increased cost of the plan – that would increase the monthly expenses of our employees that have this extra coverage (I believe that would be 5 people if

I am remembering what was on the information that we looked at last night). Then if next year's expected increase becomes a reality the council could go up on the deductible and out of pocket that year.

If you choose the higher deductible plan (option 2) I would suggest you keep the percentage paid for the employee and spouse/child the same as the previous year as the employee will be paying more monthly for this plan as well as having the higher deductible. If this is the chosen option and costs go up next year then the council can change the percent paid by the town for spouse/child coverage in that year to offset that increase.

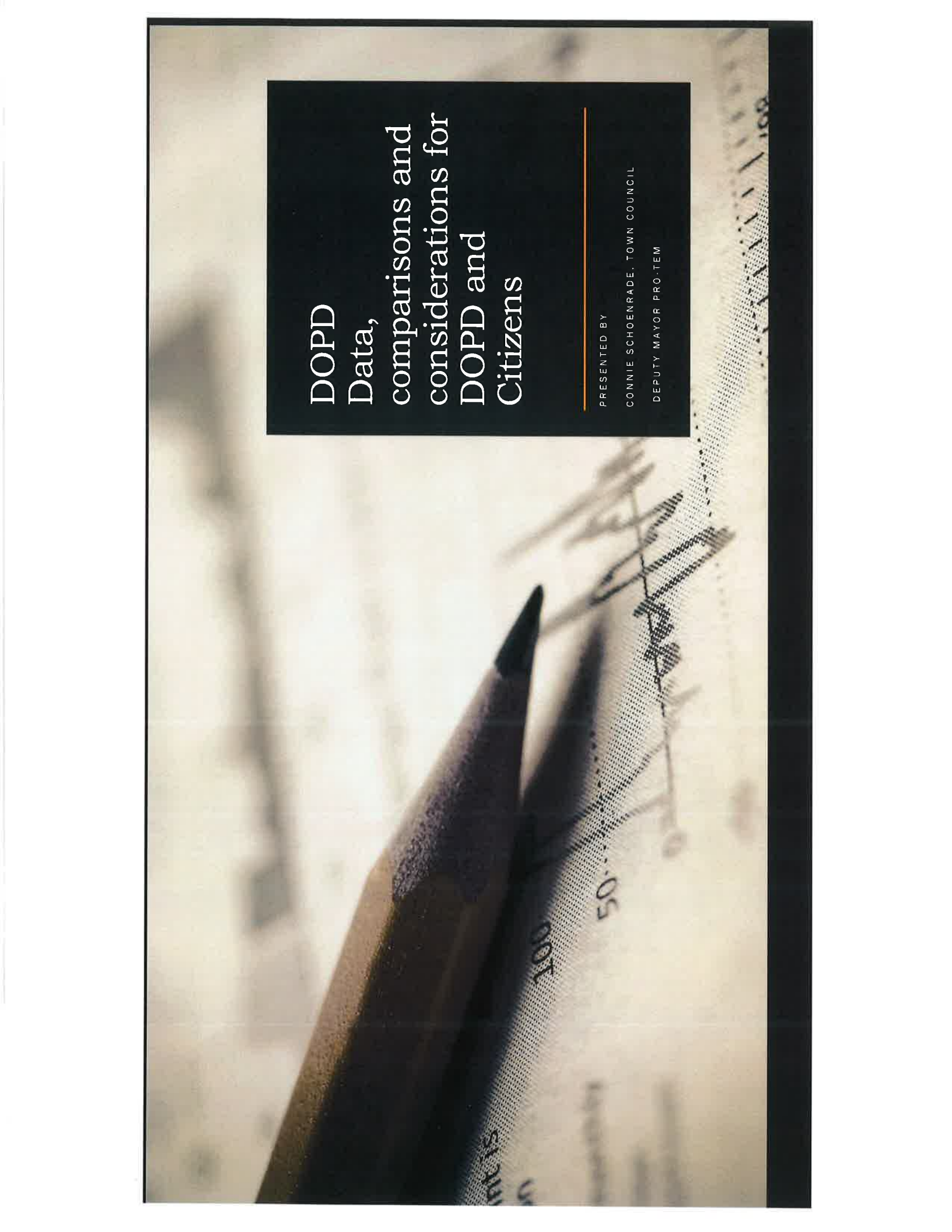
I have looked at the towns around us that have their plans online and Argyle pays only 35% of the spouse/child medical. I believe Bartonville also pays less than us for the spouse/child medical as well based on some conversations, but I cannot find anything online to this effect. Our town is overly generous and has not made any changes to take into account the new reality of yearly increases in medical costs – we need to do something this year with either the plan deductibles going up or the percent toward the spouse/child paid by the town going down – these increasing cost are not sustainable and if we as a town kick this can down the road and stay with everything the same next year we will have an even more difficult time. – this is just a reality that we all have to live with (I don't like it either) and municipal employees across the metro-plex also have to deal with it. Town employees have generous retirements and other benefits as well, so as a package I think we are still competitive with other towns that I have researched.

While I know you want to be nice to our employees, having them tell you which plan they want makes no sense and in fact I found that weird that the insurance agent talked with them about their preferences instead of talking to the council first– because they will always tell you the lower cost with all expenses paid is the way to go – that is just human nature. And I know you need to be sensitive about being competitive for police officers – but I don't think our benefits were the problem in the person choosing Bartonville over Double Oak.

Just my two cents.

Pat Wellen





DOPD  
Data,  
comparisons and  
considerations for  
DOPD and  
Citizens

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PRESENTED BY  
CONNIE SCHOENRADE, TOWN COUNCIL  
DEPUTY MAYOR PRO-TEM

# Why Does someone become a police officer?

(source: [www.Police1.com](http://www.Police1.com))

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## #1 answer is: "TO HELP PEOPLE"

*Like teachers, the motivation is not about money and climbing ladders*

According to the State and Local Government Workforce 2019 Survey

Over the past year, these organization had a hard time filling positions:

### Policing 32%

Engineering 29%

Skilled trades 24%

IT: Network administration 22%

Emergency dispatchers 22%

Accounting 19%

Corrections/Jails 15%

Firefighting/Emergency medical 11%



# Data Statistics Retention and Recruitment

(source: [www.Police1.com](http://www.Police1.com))

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## Retention

Resignations increased by 65% in 2021 from 2020.

Retirements increased by 7% in 2021 from 2020.

Decline in “family tradition” careers, only 7% of career police parents recommend this career to their children.

60% of agencies are not fully staffed.

Some departments are disbanding.

## Recruitment

Candidates for entrance exam are down 70% from just 2 years ago.

Despite eliminating Bachelor’s degree requirement in 2021, only 38% of applicants qualified to take the exam.

Quality of candidates is poorer – too many washout in background checks.

Candidates do not want to work overnights or weekends.



# What's Driving the Change?

data collected from [www.Police1.com](http://www.Police1.com) and The Dolan Group Consulting

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## RETENTION

- No expectation to stay in the same career over a lifetime so the traditional models of salary/benefits/retirement are not as attractive as once were.
- Negative press and increased scrutiny of law enforcement.
- Changing of policing with increased technology, transparency and accountability
- An expectation of increased community engagement, understanding of mental health problems and how to engage.
- Lack of professional development and motivation, supervision, poor working conditions, interpersonal relations and company policies.

## RECRUITMENT

- The challenge of recruitment is very real and affecting agencies **across the nation**. There are article after article **back to 2017** about the difficult time across the nation in police departments struggling to fill open slots, and money is not always the answer.
- Efforts to recruit and retain officers needs to be comprehensive - work environment, salary and benefits, new training opportunities, advanced technology and vehicle technology.
- Covid Pandemic and Vaccine Mandates caused many to rethink their values and priorities affecting this career path.

# Fact Check: Double Oak

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**SMALL TOWN FACTS:** Smaller patrol area, fewer businesses, no highways, no high crime areas, no advancement opportunities.

**ADVANTAGES:** Small towns are close-knit communities and neighbors know each other. This general familiarity with each other and what is concerned normal/routine behaviors is **beneficial** for the police department. There is less potential of traffic problems and severe accidents. There is less criminal element. There is a **positive perception** of a police officer as a helper and friend (not an oppressor or adversary).

**DISADVANTAGES:** Makes the job seem un-interesting and unchallenging

*" Too often, many organizations focus on extrinsic motivational factors such as compensation. Contemporary research tells us that pay and benefits are only part of the equation. Employers who handsomely compensate employees but don't invest in their well-being experience as much or more turnover than their lower-paying counterparts. Therefore, it is ESSENTIAL for public safety organizations to understand and identify ways to leverage the intrinsic motivation in each employee, enhancing job satisfaction through the work itself." Quote source: [www.Police1.com](http://www.Police1.com)*

# What is special about Double Oak?

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Rural environment

Low crime/criminal element

Peaceful Residents

Low traffic, Low Congestion Issues, Fewer Accidents

Absence of Anti-Police Attitudes

# How Does DOPD Compare?

(statistics from [www.bestplaces.net](http://www.bestplaces.net), budgets from town websites)  
Crime Rates: Scale of 1 (low) - 100 (high) level

## DOUBLE OAK

## ARGYLE

## BARTONVILLE

## NORTHLAKE

Population: 3101  
Square Miles: 2.2  
Homes: 997

**Coverage:** Chief, Asst. Chief, Det. Corporal, 3 patrol officers, 4 reserve  
**Budget:** \$1.07 million (current)  
**Property Crime:** 12.9  
**Violent Crime:** 8.9

Population: 4619  
Square Miles: 11.1  
Homes: 1595

**Coverage:** Chief, 2 Sergeants and a PD coordinator  
**Budget:** \$2.01 million  
**Property Crime:** 12.7  
**Violent Crime:** 8

Population: 1845  
Square Miles: 6.3  
Homes: 574

**Coverage:** Chief, Sergeant and 2 patrol officers  
**Budget:** \$657,000  
**Property Crime:** 1.5  
**Violent Crime:** 7.5

Population: 4354  
Square Miles: 17.75  
Homes: 1175

**Coverage:** Chief, public safety officer with assistant, Captain, 4 Sergeants, 11 patrol/traffic officers  
**Budget:** \$4.25 million  
**Property Crime:** 37  
**Violent Crime:** 14

**Security efforts :** 24/7 patrol  
**Community Outreach:** National Night Out, Vacation Watch, Website tips and contact page

**Security efforts:** police patrol, community security camera system program  
**Community Outreach:** Vacation Watch program, Community Watch Program, class for citizens on Active Shooter events, a Citizen Police Academy

**Security efforts:** Police patrol, Flock Safety license plate reading (LPR) cameras and Crime Control & Prevention District funding  
**Community Outreach:** Blue Santa and a Wish Tag , National Night Out

**Security Efforts:** Police patrol, Website access of tips and reporting  
**Community Outreach:** Crime Watch, Nixle, Neighborhood Watch, Project Child Safe, Vacation Watch



# How Does DOPD Compare?

Data from town websites and/or FOIA requests  
 Ranking based on the spreadsheet presented by Chief Rivas 8/15/2022

DOUBLE OAK

ARGYLE

BARTONVILLE

NORTHLAKE

**Benefits**

**H/M/D:** 100% EE; 75% Dep  
**PTO:** Sick Leave accumulates 1 day per month (up to 960 hours); Vacation 1-4 weeks;  
**Holidays:** 14  
**Additional Pay:** Longevity, Incentive, OT  
**Retirement:** TMRS 7% 2:1 match

**Ranking:** 29/33

**Benefits**

**H/M/D:** 100% EE; 30% Dep  
**PTO:** 2 Personal, Sick Leave accumulates 1 day per month; Vacation 2-5 weeks; buyback program  
**Holidays:** 12  
**Additional Pay:** Longevity, Incentive, OT  
**Retirement:** TMRS 7% 2:1 match

**Ranking:** 13/33

**Benefits**

**H/M/D:** 100% EE; 0% Dep + HSA account \$2125  
**PTO:** 5 sick days/year; Vacation 2-4 weeks  
**Holidays:** 13  
**Additional Pay:** Incentive pay (max \$150/no); Longevity \$6/month  
**Retirement:** TMRS 7% 2..1 match

**Ranking:** 25/33

**Benefits**

**H/M/D:** 100% EE; 0% Dep  
**PTO:** not available on website  
**Holidays:** not available on website  
**Additional Pay:** Longevity, OT  
**Retirement:** TMRS

**Ranking:** 17/33

**Recruitment Efforts:**

Ad on Facebook, DOPD website and TML Career Center

**Recruitment Efforts:**

**Recruitment Video**  
 Not currently hiring  
 Very active on social media platforms

**Recruitment Efforts:**

**\$1500 Signing bonus**  
 Not currently hiring

**Recruitment Efforts:**

**Flyer: \$62,130+ salary + tuition reimbursement**



# Double Oak Budget Allocation

(consistent since 2018, data from on audited actual budget reports from Double Oak website)

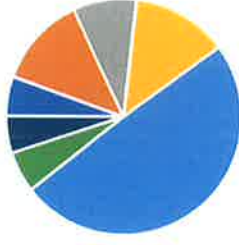
## Proposed budget 2021-22

### Expenses

#### Department Pie

Administration	\$	118,475.00	5%
Administrative Operations	\$	272,818.00	13%
Public Works	\$	190,325.00	9%
Streets & Drainage	\$	285,500.00	13%
Police Department	\$	1,074,204.00	49%
Municipal Court	\$	121,981.62	6%
DOVFD	\$	109,700.00	5%
<b>Total Expenditures:</b>	<b>\$</b>	<b>2,173,003.62</b>	<b>100%</b>

### Expenses by Department



■ 1 ■ 2 ■ 3 ■ 4 ■ 5 ■ 6 ■ 7

# Efforts to recruit and retain officers needs to be comprehensive

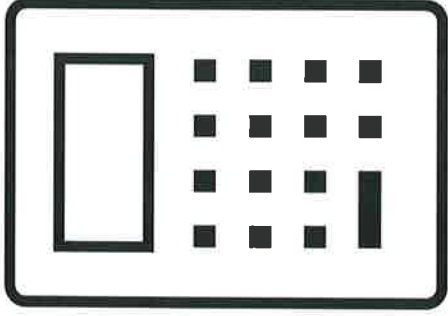
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\* Work environment \* Positive Attitude about Double Oak \* Training Opportunities \* Advanced  
Technology \* Protective Equipment Provided \* Vehicle Technology \* Brotherhood in Blue \*  
Citizen Support \* Recognition for Achievement and Going Above/Beyond \* Salary \* Benefits \*  
Longevity Pay \* Incentive Pay \* Signing Bonus



# Allocation of Funding

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**Establish a Recruitment Budget** - consider a signing bonus and a recruitment tools and materials (video, classified, network with military and police affiliate organizations), sponsorship of cadets to join DOPD

**Make compensation competitive and reasonable:** salary ranges, adjustments to longevity pay, potential shift premium (OT, Incentive, Longevity often results in \$100s-\$1000s above salary)

**Community Engagement Budget** - these build relationships and promote job satisfaction

**Consider a Wellness Program** for mental health and physical fitness



# How can Double Oak attract Officers?

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- ❖ Promote those attributes of our town and community
- ❖ Be excited about our town and what it HAS to offer versus what it CAN'T offer due to our small size and budget
- ❖ Offer training to keep skills sharp
- ❖ Enhance the longevity pay or offer shift premiums for the overnight hours
- ❖ Develop new programs in the community to engage with citizens in positive ways
- ❖ Consider a wellness program for both physical and mental health fitness
- ❖ Showcase a video using citizen testimonies and highlighting our physical environment
- ❖ Citizens can show more LOVE for the DOPD – beyond social media posts, blue ribbons and signs, how can WE show our respect and love for our DOPD? We have Neighborhood night out... what else can we do to REALLY SHOW it?

# WHAT IF Recruitment efforts just don't work?

---

We can look at competitive pay and benefits continuously.

Based on the data:

Candidates in this career declining

Officers are leaving the profession for a variety of reasons

Competition with other departments for the candidates who ARE available

How does Double Oak plan to serve and protect our community?

What kind of public service will make the citizens feel protected and continue to enjoy our peaceful town?

*Thank you for your attention.*

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# 2022 City of McKinney Employee Benefits Summary

## MEDICAL PLANS

New hire coverage will begin on the first of the month following 28 days of employment. Medical plans are administered by Cigna. Below is a brief summary of medical plan benefits of in-network coverage. **The City of McKinney does not pay out-of-network benefits on the City Care and City Care Plus plans.** This chart does not replace the medical plan document. For complete details, refer to the medical plan document available on the intranet at [www.thecityinsider.org](http://www.thecityinsider.org).

PLAN BENEFITS	CITY CARE	CITY CARE PLUS	CITY HSA
<b>Annual deductible</b>	\$1,500 individual \$3,000 family	\$750 individual \$1,500 family	\$3,000 individual \$6,000 family
<b>Out of pocket maximum</b> <i>Includes medical and Rx expenses</i>	\$6,600 individual \$13,200 family	\$4,400 individual \$8,800 family	\$5,500 individual \$11,000 family
<b>Co-Insurance</b>	After deductible, member pays 20%; plan pays 80%	After deductible, member pays 20%; plan pays 80%	After deductible, member pays ER and Rx copays; plan pays 100%

## PREVENTIVE CARE (Review routine procedures in the Plan Document for guidelines)

<i>Includes adult physical exams, well-woman exams by PCP or OB/GYN, and routine pediatric care</i>	Plan pays 100%	Plan pays 100%	Plan pays 100%
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## OUTPATIENT CARE

<b>Primary Care (PCP) Office Visit</b>	Member pays \$25/\$45* copay; plan pays 100%	Member pays \$25/\$45* copay; plan pays 100%	After deductible, plan pays 100%
<b>Specialist Office Visit</b>	Member pays \$40/\$60* copay; plan pays 100%	Member pays \$40/\$60* copay; plan pays 100%	After deductible, plan pays 100%
<b>Outpatient Surgery</b>	After deductible, member pays 20%; plan pays 80%	After deductible, member pays 20%; plan pays 80%	After deductible, plan pays 100%
<b>Chiropractor</b> <i>Limit 30 visits per year. After five visits, pre-authorization is required.</i>	Member pays \$25 copay; plan pays 100%	Member pays \$25 copay; plan pays 100%	After deductible, plan pays 100%
<b>Urgent Care</b>	Member pays \$50 copay; plan pays 100%	Member pays \$50 copay; plan pays 100%	After deductible, plan pays 100%
<b>McKinney Preferred Network Providers</b> <i>Legacy ER &amp; Urgent Care</i>	Member pays \$25 copay; plan pays 100%	Member pays \$25 copay; plan pays 100%	After deductible, plan pays 100%
<b>Occumed Plus</b>	Member pays \$10 copay; plan pays 100%	Member pays \$10 copay; plan pays 100%	After deductible, plan pays 100%

## DIAGNOSTIC SERVICES

<b>For lab and radiology/X-ray</b>	No deductible; plan pays 100%	No deductible; plan pays 100%	After deductible, plan pays 100%
<b>Select Diagnostic Services including CT Scans, PET Scans, MRIs</b>	After deductible, member pays 20%; plan pays 80%	After deductible, member pays 20%; plan pays 80%	After deductible, plan pays 100%

## INPATIENT HOSPITAL CARE

<b>General Services</b>	After deductible, member pays 20%; plan pays 80%	After deductible, member pays 20%; plan pays 80%	After deductible, plan pays 100%
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## EMERGENCY CARE

<b>Emergency room services</b>	No deductible; member pays \$200 copay plus 20%; plan pays 80%.	No deductible; member pays \$200 copay plus 20%; plan pays 80%	After deductible, member pays \$200 copay; plan pays 100%
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COST:	Employee Pays Per Month	City Pays Per Month	Employee Pays Per Month	City Pays Per Month	Employee Pays Per Month	City Pays Per Month
Employee Only	\$50	\$658	\$128	\$654	\$30	\$643
Employee & Spouse	\$311	\$1,273	\$441	\$1,314	\$204	\$1,303
Employee & Child(ren)	\$268	\$1,139	\$398	\$1,161	\$171	\$1,167
Employee & Family	\$428	\$1,930	\$612	\$2,003	\$279	\$1,964

\*Non-Cigna Designated Care

## PRESCRIPTION DRUG PLAN

Prescription drug coverage is administered by Cigna and is included for employees enrolled in one of the city's medical plans.

### UP TO 30-DAY SUPPLY PRESCRIPTION COPAY AMOUNTS

Drug Type	City Care & City Care Plus (no deductible)	City HSA (after deductible)
Preventive Generics (Tier 1)	\$0	\$0
Non-Preventive Generics (Tier 1)	\$10	\$10
Preferred Brand (Tier 2)	\$30	\$30
Non-Preferred Brand (Tier 3)	\$60	\$60
Specialty Drugs	Member pays 10% (Minimum of \$75/Maximum of \$200)	\$120

### UP TO 90-DAY SUPPLY PRESCRIPTION COPAY AMOUNTS

Drug Type	Cigna 90 Now (In-store) and Cigna Home Delivery City Care & City Care Plus (no deductible)	Cigna 90 Now (In-store) and Cigna Home Delivery City HSA (after deductible)
Preventive Generics (Tier 1)	\$0	\$0
Non-Preventive Generics (Tier 1)	\$20	\$20
Preferred Brand (Tier 2)	\$60	\$60
Non-Preferred Brand (Tier 3)	\$120	\$120

## DENTAL PLAN

City of McKinney's dental plan is administered by CIGNA dental network.

Annual deductible: \$50 individual/\$150 family for non-preventive services

Maximum benefit: \$1,750 each calendar year

- Coverage:
- 100% coverage for preventive and diagnostic services
  - 80% coverage for basic services after deductible
  - 50% coverage for major services after deductible
  - Orthodontia coverage available for children and adults: 50% up to a lifetime maximum of \$1,750

	Employee Pays Per Month	City Pays Per Month
Employee Only	\$13.50	\$30.59
Employee & Spouse	\$28.00	\$70.80
Employee & Child(ren)	\$31.00	\$76.83
Employee & Family	\$40.00	\$112.98

## VISION PLAN

City of McKinney offers vision plan insurance from Avēsis.

- Coverage:
- \$10 copay for annual routine eye examination
  - \$130 after \$25 copay frame allowance
  - \$130 contact lens allowance

EMPLOYEE COST	Per Month	City Pay Per Month
Employee Only	\$4.72	\$0
Employee & Spouse	\$8.52	\$0
Employee & Child(ren)	\$8.99	\$0
Employee & Family	\$13.37	\$0



## BASIC LIFE & AD&D COVERAGE

City of McKinney provides basic life and AD&D insurance to all eligible employees at no cost. These benefits are insured by Lincoln Financial Group. The life insurance plan pays a benefit of one times your annual salary (\$60,000 minimum to \$300,000 maximum) to the employee's designated beneficiary.

Cost: 100% of premiums paid by employer  
(Supplemental life and AD&D are available for purchase for employee and dependents)

## DISABILITY

City of McKinney provides basic long-term disability (LTD) insurance to all eligible employees at no cost. This benefit is insured by Lincoln Financial Group. Employees may purchase an optional enhanced plan.

	Basic LTD Plan	Enhanced Plan
Cost/Coverage:	<ul style="list-style-type: none"> <li>• 100% of premium paid by employer</li> <li>• 180-day waiting period</li> <li>• Provides 60% of pre-disability earnings to a maximum of \$5,000 per month</li> </ul>	<ul style="list-style-type: none"> <li>• Premium is paid by employee</li> <li>• 180-day waiting period</li> <li>• Provides 66.67% of pre-disability earnings to a maximum of \$7,500 per month</li> </ul>

## RETIREMENT PLAN

Texas Municipal Retirement System - TMRS (mandatory)	7% of Gross Income, 2:1 match
Optional Retirement Plan	457(b) Deferred Compensation Plan
Social Security Tax	6.2%
Medicare Tax	1.45%

## EMPLOYEE ASSISTANCE PROGRAM (EAP)

A 24-hour hotline and counseling provided by Cigna EAP are available to all employees and their families for help with marriage/family issues, stress, drug and alcohol dependency, depression, anxiety, etc.

**Note:** This document is only a brief summary of employee benefits currently offered by the City of McKinney. In all events, the terms of the various benefit plans, as set forth in their respective plan documents govern, and as a result, no statements made outside of the plan documents, whether verbal or written, change or modify the terms of the plans. The City of McKinney reserves the right to modify or eliminate any benefit plan at any time.

## LEAVE & ADDITIONAL BENEFITS FOR REGULAR FULL TIME EMPLOYEES

Benefit	Summary																				
Vacation	All regular full-time employees will accrue vacation leave on a monthly basis from their first day of employment. Vacation leave is available for use once it has been accrued. Refer to personnel policies for the full vacation leave policy which includes maximum accruals and payouts.																				
	<table border="1"> <thead> <tr> <th>Years of Service</th> <th>Regular Full-Time</th> <th>Sworn Police* &amp; Fire Non-Shift</th> <th>Fire Shift</th> </tr> </thead> <tbody> <tr> <td>0 – 2 years</td> <td>80 hrs.</td> <td>120 hrs.</td> <td>180 hrs.</td> </tr> <tr> <td>2+ years</td> <td>120 hrs.</td> <td>120 hrs.</td> <td>180 hrs.</td> </tr> <tr> <td>10+ years</td> <td>160 hrs.</td> <td>160 hrs.</td> <td>240 hrs.</td> </tr> <tr> <td>20+ years</td> <td>200 hrs.</td> <td>200 hrs.</td> <td>300 hrs.</td> </tr> </tbody> </table>	Years of Service	Regular Full-Time	Sworn Police* & Fire Non-Shift	Fire Shift	0 – 2 years	80 hrs.	120 hrs.	180 hrs.	2+ years	120 hrs.	120 hrs.	180 hrs.	10+ years	160 hrs.	160 hrs.	240 hrs.	20+ years	200 hrs.	200 hrs.	300 hrs.
	Years of Service	Regular Full-Time	Sworn Police* & Fire Non-Shift	Fire Shift																	
	0 – 2 years	80 hrs.	120 hrs.	180 hrs.																	
	2+ years	120 hrs.	120 hrs.	180 hrs.																	
10+ years	160 hrs.	160 hrs.	240 hrs.																		
20+ years	200 hrs.	200 hrs.	300 hrs.																		
Sick Leave	<p>All regular full-time employees will accrue sick leave on a monthly basis from their first day of employment. Sick leave is available for use once it has been accrued. Refer to personnel policies for the full sick leave policy, which includes the guidelines for using sick leave as well as eligible payout upon separation from the City.</p> <ul style="list-style-type: none"> <li>Regular full-time employees and Firefighters on a 40-hour workweek shall accrue sick leave at a rate that equates to 11.37 hours/month.</li> <li>Firefighters assigned to a 56-hour workweek shall accrue sick leave at a rate that equates to 15.4 hours/month.</li> </ul>																				
Holidays	<p>The city provides nine (9) paid holidays per year. All regular full-time employees are eligible for holiday pay from their first day of employment. Refer to personnel policies for the full holiday policy.</p> <ul style="list-style-type: none"> <li>New Year's Day</li> <li>Martin Luther King, Jr., Day</li> <li>Memorial Day</li> <li>Independence Day</li> <li>Labor Day</li> <li>Thanksgiving Day</li> <li>Day After Thanksgiving Day</li> <li>Christmas Eve</li> <li>Christmas Day</li> </ul>																				
	<p>According to the Texas Local Government Code, firefighters shall have one of the above holidays designated as the September 11th holiday. The Fire Department has designated the September 11th holiday in replacement of the Labor Day holiday.</p>																				
Personal Day	All regular full-time employees will receive one Personal Day per calendar year. The leave may be used to cover full or partial-day absences. It must be taken by the last pay period of that calendar year. Refer to personnel policies for the full personal day policy.																				
Bereavement Leave	<p>All regular full-time and part-time employees are eligible for bereavement leave from their first day of employment. Eligible employees will be eligible for up to 24 hours of leave per occurrence. Firefighters assigned to a 24 hour shift will be eligible for a maximum of 36 hours per occurrence.</p> <p>Employees may, with their supervisor's approval, use any available sick leave for additional time off as necessary. Refer to personnel policies for the full bereavement leave policy.</p>																				
Catastrophic Leave	All regular full-time employees are eligible for catastrophic leave if they've donated to the leave bank and meet the eligibility requirements. Refer to personnel policies for the full catastrophic leave policy.																				
Tuition Assistance Program	All regular full-time employees are eligible to participate in the tuition assistance program from first day of employment. Refer to personnel policies for additional information and guidelines of the program.																				
Compensatory Time	<p>Regular full-time non-exempt employees may elect to accrue comp time in lieu of overtime pay. Comp time will accrue at a rate of one and one-half hours for every hour worked over 40 hours in a week.</p> <ul style="list-style-type: none"> <li>Employees assigned to a standard 40-hour workweek may accrue up to 80 hours</li> <li>Employees assigned to a 56-hour workweek may accrue up to 120 hours</li> </ul>																				
	<p>Regular full-time exempt employees accrue comp time at a straight time rate for every hour worked in excess of the standard 40-hour workweek. The maximum accrual for compensatory time for exempt employees is 40 hours. Refer to personnel policies for additional information and guidelines regarding compensatory time.</p>																				
Longevity Pay	Regular full-time employees receive \$5 per month of service to a maximum of \$1,200. Payments are distributed annually.																				

**Fire and Police employees who are covered through a meet and confer agreement should refer to the current meet and confer agreement. If it is not covered in the meet and confer agreement, then the full-time employees will be covered as outlined within city policy above.**



## TOWN OF ARGYLE EMPLOYEE BENEFITS

**HEALTH** – Employee health insurance is paid by the Town at 100%, dependent coverage is available with the Town contributing 30% towards dependent coverage. The Town offers three health plan options or, if the employee is eligible for coverage elsewhere, they may elect a stipend in the amount of \$500 per month. Coverage is available the first day of the month following 30 days of continuous employment.

**DENTAL & VISION** – Employee dental and vision insurance is paid by the Town at 100%. Spouse and dependent coverage is available and paid for by the employee at 100%.

**LIFE INSURANCE, SHORT TERM & LONG TERM DISABILITY**- The Town provides employee coverage at 100% based on the employee's salary. Additional coverage for the employee and dependents is available at the employee's expense.

**RETIREMENT** – The Town is a member of the Texas Municipal Retirement System (TMRS) and provides a 2 to 1 match at 7%. Employees who retire through TMRS are eligible for an annual Cost of Living Adjustment. The Town does not participate in social security.

**OTHER BENEFITS** – The Town also offers the following benefits at the full expense of the employee: ICMA, and AFLAC.

**HOLIDAYS** – The Town observes the following holidays:

New Year's Day	Martin Luther King, Jr Day	President's Day	Good Friday
Memorial Day	Independence Day	Labor Day	Veteran's Day
Thanksgiving Day	Day After Thanksgiving	Christmas Day	Day After

**PERSONAL DAYS** – Each employee receives two Personal Days per calendar year. Employees hired after June 30<sup>th</sup> will receive only one personal day their first year. Personal days do not carry over each year.

**LONGEVITY PAY** – Regular full-time employees' longevity pay shall be \$5 for each full month of employment, distributed in November following the completion of one year of employment.

**SICK LEAVE** – Full time employees accumulate sick leave at the rate of 8 hours per month.

**VACATION** – Vacation is accrued at the following rates:

1-4 years – 6.67 hours per month (80 hours per year)

5-9 years – 10 hours per month (120 hours per year)

10-19 years – 13.33 hours per month (160 hours per year)

20+ year – 16.67 hours per month (200 hours per year)

Employees are eligible to take vacation upon successful completion of probationary period. Employees may not accrue more than two times the annual accrual of vacation leave.

**VACATION BUY BACK** –Eligible employees may sell back (with the Town buying back) between three and five days of vacation time (depending on their years of service) one time per year.

All benefits are subject to the provisions of the Town of Argyle Employee Handbook. The Town of Argyle is an Equal Opportunity Employer.

## **Bartonville Tx – job posting**

### **Patrol Officer**

Patrol Officers provide crime prevention and law enforcement services for the Town through proactive patrol, preliminary investigations, and traffic control duties during an assigned shift.

This position is open to those who are currently certified as a Peace Officer by the Texas Commission on Law Enforcement (TCOLE); Out of State Peace Officers who can meet minimum standards for Texas licensure (TCOLE RULE §217.1)

#### **Examples of Duties**

- Patrols town to promote public safety and enhance the quality of life.
- Responds to calls for police service (disturbances, burglaries, prowlers, suspicious persons, etc.) and takes necessary action.
- Secures crime scenes and arrests suspect(s) in misdemeanor and felony offenses.
- Directs traffic, issues citations, and investigates accidents.
- Completes patrol, offense, and arrest reports.
- Assists in conducting criminal investigations.
- Operates and maintains vehicle and personal equipment.
- Attends training activities and receives classroom and field instruction in job related subjects.
- Stores, tags, and logs evidence and recovered property.
- Maintains a positive friendly and effective working relationship with the general public and co-workers.
- Reports any unsafe, hazardous, or perilous conditions to proper authority.
- Adheres to the personnel, safety, and departmental policies, procedures, and Administrative Orders.
- Informs supervisor of all work activities.
- Performs other duties as assigned.

#### **Compensation and benefits**

Salary Range \$57,000 - \$70,000

\$1,500 sign-on bonus

Lateral transfer opportunities

- TMRS 2:1 7%
- Paid medical, vision, and dental
- Certification pay
- All equipment provided
- 13 paid holidays

#### **Requirements**

**Applicants must possess:**

High school diploma or G.E.D

Minimum two years experience

Valid Texas Driver's License

Ability to pass a thorough background investigation

Ability to pass a psychological exam and drug screen

Criminal Record: No convictions for criminal offense above Class C Misdemeanor

## **Town of Double Oak – Job Posting**

The Town of Double Oak Police Department is seeking to fill a Police Officer Position. Job duties will include, but will not be limited to, detecting and investigating crimes, interview complainants, witnesses, and suspects, conducting traffic enforcement, basic accident investigation. The officers should be able to conduct basic crime scene assessment and processing to include lifting prints and taking photographs. The officer will assemble case file reports with the District Attorney's Office and testify when needed. Officers currently serve on a rotating twelve-hour shift schedule. Double Oak is a 24-hour department.

Strongly preferred qualifications include a minimum of two years' experience in patrol and TCOLE certification as a peace officer. A detailed pre-employment background investigation will be conducted.

Benefits will include incentive pay for TCOLE certifications, college degrees, and Spanish language skills. TMRS participation at 7% 2 to 1 matching. Health, vision, dental and life insurance.

# Police Officer – Pilot Point

**Salary**

\$48,004.32 - \$55,888.56 Annually

**Location**

Pilot Point, TX

**Job Type**

Full Time

**Department**

Police Department

**Job Number**

2021 -00041

**Closing**

Continuous

- DESCRIPTION
- BENEFITS

**Description**

Employment at the City of Pilot Point comes with a full array of benefits. We offer comprehensive health insurance, a no-cost, longevity pay, paid vacations, sick time and personal holidays, not to mention an industry competitive salary structure and a friendly, stable work environment.



# PILOT POINT POLICE DEPARTMENT



**IS NOW**

# RECRUITING

**BECOME A  
POLICE OFFICER  
(Full Time & Reserves)**



## Benefits:

**Rapidly growing community  
(3.9% growth in Denton County)**

**Strong support from our citizens**

**Take Home Car Program\***

**Salary \$48K - 52K (DOE)**

**Uniforms & Equipment Issued**

**TMRS 2:1 (vested after 5 years)**

**RDS Pistols allowed for duty use**

**Paid Training / Professional Development**

**Applicant must have valid TCOLE  
License OR currently enrolled in a  
TCOLE approved police academy**

**APPLICATION FORM:**

**<https://www.cityofpilotpoint.org/>**

# Little Elm Police Job Posting

## Summary

Title: Police Officer  
ID: 1814  
Department: Police Department  
Salary Range: \$63,792 / yearly  
Hours: 12 hour shifts / 84 hour schedule

## Description

### **JOB SUMMARY**

The Patrol Officer is responsible for a variety of duties that are necessary to fulfill the Police Department's mission. All duties must be performed in an effective, efficient and safe manner that will foster the public's confidence and trust. This position demands special qualifications and proficiency in certain skills and abilities of a physical, mental and technical nature. As a condition of employment in the status of this position, all patrol officers must be able to perform the entire list of duties as outlined in this job description. In addition you must be motivated to accept new challenges and finding creative solutions, take ownership and pride by demonstrating the Town of Little Elm's Core Values of Integrity, Customer Service, Efficiency and Innovation.

### **Disqualifiers**

1. Have never been convicted of an offense above the grade of a Class B misdemeanor or a Class B misdemeanor within the last ten years.
2. Have never been on court-ordered community supervision or probation for any criminal offense above the grade of Class B misdemeanor or a Class B misdemeanor within the last ten years from the date of the court order;
3. Have never been convicted or placed on community supervision in any court of an offense involving family violence as defined under Chapter 71, Texas Family Code;
4. Have never received a dishonorable or other discharge based on misconduct which bars future military service;
5. Have not used marijuana within the last five years.
6. Have not used any drugs defined under Subchapter D Health and Safety Code in Penalty Groups 1, 2, or 3. Within the last ten years.

### **EDUCATION/TRAINING/EXPERIENCE**

All patrol officers must possess, at a minimum, the following qualifications:

1. Must be a United States citizen.
2. Must possess an active Texas Commission on Law Enforcement (TCOLE) Police Officer license.
3. Must be 21 years of age.
4. Must have a High School Diploma or GED equivalency certificate.
5. Must be able to proficiently read and write the English language and pass a 12<sup>th</sup> grade Reading/Writing proficiency and comprehension test.
6. Must have demonstrated a positive work history with a good attendance record.
7. Must possess and maintain a good credit history and financial record.
8. Must meet health standards not to pose a risk to health or safety of others in the workplace, or to persons they come into contact with while in the performance of duty. This risk shall include infections or communicable diseases deemed a medical high threat, and dysfunctional mental or psychological disorders.



Assessment of risk to the health and safety of others will be based upon reasonable medical opinion and judgment.

9. Must possess adequate vision and pass the department vision tests. Must possess 20/20 corrected vision and 20/200 uncorrected.

### LICENSES OR CERTIFICATES

1. Before appointment must possess an active Peace Officer License from T.C.O.L.E.
2. Must possess a valid Texas Class C driver's License.

### LANGUAGE SKILLS

Must be able to read and write the English language.

### REASONING ABILITY

A patrol officer must:

1.
  1.
    - a. Possess the ability to comprehend and carry out verbal and written instructions.
    - b. Be able to formulate and employ appropriate courses of action when no specific role or procedure has been established.
    - c. Be able to supply reasoning skills to successfully investigate crimes or events.
    - d. Be able to supply theory-based instructions/training to actual situations.
    - e. Possess adequate memory capacity sufficient to remember various types of information that is necessary to carry out their duties successfully.
    - f. Must be able to assess a person's intentions, behavior, and emotional state in order to make appropriate reactive and proactive decisions and responses.
    - g. Must be able to tolerate many types of stress without medication. They must be able to make appropriate decisions regarding the fight or flight psychological response.
    - h. Must be able to control their emotions in the face of divergent interpersonal or life threatening and traumatic situations.

Emergency Action Abilities: All patrol officers must be able to:

1.
  1.
    - i. Adequately maneuver a patrol vehicle at high rates of speed in traffic or confined areas while using all vehicle equipment, day and night, in all weather conditions. They must be able to exit their vehicle quickly (less than 5 seconds) and stand or assume positions wherein the vehicle is used for cover.
2.
  1.
    - j. Engage in physical combat using defensive and offensive tactics; overcome and apprehend violently resistive people, and properly use the baton, handcuffs, mace or spray, and riot gear.
    - k. Rescue victims from danger, assess victim's physical condition, and deliver CPR and first aid
    - l. Pursue individuals outdoors in all terrains with sudden short durations of 100 yards or longer up to five (5) minutes. Climb stairs, surmount fences or walls.

2.
  1.
    - m. Must also be able to conduct searches or manhunts for three (3) hours or more over distances of at least two (2) miles.
    - j. Safely operate their duty weapon with accuracy from standing, kneeling, prone positions and while moving on foot.

## **PHYSICAL DEMANDS**

A patrol officer must have the ability to efficiently, effectively, and safely perform all of the essential required duties and tasks of the position. The following outlines the required abilities:

It is imperative that all patrol officers possess and maintain the essential physical abilities to perform their job safely. They must be physically capable to the extent that they are not a liability to themselves or others. They must be able to handle numerous emergency situations that will tax their physical abilities. They must be able to provide protection to themselves and others without the premature or unnecessary use of deadly force. They must maintain a standard of physical fitness in accordance with citizen expectations and department policy.

1.
  - a. *Range of Motion/Flexibility:* A patrol officer must:
    - Be able to move rapidly from a sedentary to active position in response to emergency conditions or perceived deadly force encounters.
    - Have the flexibility to rapidly assume a variety of positions to employ "cover and concealment" during emergency circumstances or perceived deadly force encounters.
    - Possess the necessary range of motion to overcome or respond to physical attack or effectively disengage an attacker or escape and summon aid.
    - Possess the quickness to be able to run short distances in order to escape danger, retreat from attack or take over or chase suspects on foot for short and long distances.
  - b. *Manual Dexterity/Motor Skills:* A patrol officer must:
    - Have the dexterity to be proficient in the use of their firearms and other defensive tactics equipment such as the baton, handcuffs, pepper spray, etc.
    - Possess the ability to operate all the equipment and tools necessary to perform the job tasks such as computers, typewriters, mobile and portable radios, vehicles, fax machines, sirens, tape recorders, mobile data terminals, video and audio equipment.
  - c. *Aerobic Endurance:* A patrol officer must:
    - Possess the ability to engage in foot pursuits of suspects without inordinate endangerment to themselves or others. They must also possess the endurance to overcome physical resistance after foot pursuits.
    - Be able to remain on the job performing essential duties for a period up to sixteen (16) consecutive hours without relief.
  - d. *Strength:* A patrol officer must possess sufficient strength to:
    - Deliver CPR for extended periods of time.
    - Carry and use emergency equipment and supplies.
    - Overcome resistance or subdue physically violent persons.
    - Physically defend oneself or others from violent assault without the use of deadly force.
    - Climb fences or walls of at least six (6) feet.
    - Carry or drag a 150 lb. person from danger to safety for a distance of at least fifty (50) feet.
    - Lift heavy objects such as in the case of emergency situations.
  - e. *Sight and Visual Activity:* A patrol officer must:
    - Be able to discern the various colors and not have any color blindness that could prove a risk to himself or others.
    - Possess adequate depth perception in order to judge distances and estimate speed.
    - Possess adequate night vision that will permit the safe operation of motor vehicles, use of firearms, and allow identification of dangerous obstacles, or persons in conditions of darkness.
    - Possess adequate peripheral vision to allow the safe operation of vehicles, especially in pursuit driving and to detect danger in a variety of environments.

- f. *Hearing:* A patrol officer must:
  - Possess the ability to hear adequately over the mobile and handheld radios as well as the telephone.
  - Be able to determine the point of origin of noises or sounds as during building or area searches for example.
  - Be able to identify different types of sound.
- g. *Smell:* A patrol officer must possess the ability to smell smoke, electrical hazards, and different types of fumes, toxic or otherwise.

## **WORK ENVIRONMENT**

In carrying out the duties of a patrol officer, the following conditions or exposures can be expected to be encountered.

1. Routine work indoors 20% of the job
2. Routine work in vehicles 50 to 70% of the job.
3. Routine work outdoors 30% of the job.
4. Working alone during routine patrol.
5. Working all shifts and days of the week.
6. Emergency work call-out at a moment's notice.
7. Close physical contact with people.
8. Exposure to blood and other bodily fluids.
9. Work in all weather conditions.
10. Work on uneven, wet, or slippery surfaces.
11. Exposure to bodily injury or dangerous conditions.
12. Occasional working at high elevations (ladders, roofs, etc.)
13. Work in confined spaces, requiring cramped body positions.
14. Work near large moving vehicles and equipment.
15. Work in darkness or very dim lighting conditions.
16. Exposed to loud noises.

## **ESSENTIAL JOB FUNCTIONS**

Listed below are many of the specific job tasks or functions typically required of a Police Officer in the Patrol Division. This list should not be considered all-inclusive as additional job tasks may be required by either circumstances or ranking officers.

1. Tests equipment for proper operation.
2. Transports evidence/property/people.
3. Utilizes laptop computers to enter offense reports.
4. Administers first aid and initiates basic life support (CPR).
5. Aids lost/stranded people.
6. Answers inquiries about laws and legal procedures.
7. Applies crime prevention techniques.
8. Applies for and serves arrest warrants.
9. Applies for and serves search warrants.
10. Arranges removal of stalled/abandoned/wrecked vehicles.
11. Arranges transportation/evacuation of injured/ill/deceased people.
12. Arrests/cites violators of criminal law.
13. Assists citizens with home lockouts.
14. Assists citizens with vehicular lockouts.
15. Assists the emergency dispatchers as directed.
16. Attends departmental meetings.
17. Attends special job-related meetings and training sessions.

18. Cares for the needs of prisoners in custody or jail.
19. Checks businesses for liquor/cigarette laws, and city license violations.
20. Cites/arrests for traffic law violations.
21. Collects and reports criminal intelligence information.
22. Collects, marks, and preserves evidence at crime/accident scenes.
23. Completes daily work logs/work records.
24. Complies with department policies and procedures, rules, orders, and directives.
25. Conducts building searches for suspects.
26. Conducts elderly/disabled citizen checks.
27. Conducts inventories of vehicles.
28. Conducts jail check duties when prisoners occupy the city jail.
29. Conducts jail transfers of prisoners to or from the city jail and other agency jails.
30. Conducts residential/commercial security checks.
31. Conducts stakeouts/surveillances for long periods of time.
32. Controls crowds and traffic in areas of accidents, fires, and other emergency and non-emergency situations.
33. Counsels offenders.
34. Delivers mail and other correspondence as needed.
35. Delivers well being, contact, and death messages.
36. Directs and controls vehicular/pedestrian traffic movement.
37. Escorts people and vehicles.
38. Establishes barricades for various situations.
39. Fingerprints people.
40. Follows up on pending cases/investigations.
41. Forces entry into locked buildings/vehicles.
42. Guards and protects crime/accident scenes, property and other designated areas.
43. Inquires into records and warrant files.
44. Inspects prisoners for safety/well-being.
45. Interviews or interrogates complainants, victims, witnesses, and suspects and records statements.
46. Investigates all types of crime at a level appropriate to training and experience.
47. Investigates vehicular accidents and completes accident reports.
48. Maintains order in conflict situations.
49. Operates audio/video recording equipment.
50. Operates emergency equipment (police vehicle, fire extinguisher, etc.)
51. Operates speed RADAR equipment.
52. Operates vehicular mobile data terminals.
53. Performs administrative assignments as required.
54. Performs evacuations of people in cases of emergencies.
55. Performs field sobriety tests.
56. Performs foot patrol to deter and detect crime for periods of at least two hours continuously.
57. Performs public speaking to citizen groups upon assignment.
58. Performs required booking procedures of arrested prisoners.
59. Performs vehicular patrol for periods of six to eight continuous hours.
60. Photographs crime/accident scenes/ major events.
61. Photographs individuals/property for identification.
62. Prepares various law enforcement reports and documents as required.
63. Properly utilizes department radio and telephone communications equipment.
64. Protects people from injury and harm.
65. Protects property from unnecessary damage.
66. Regularly participates in practice and qualification with duty firearms.
67. Renders professional opinions and assistance to citizens.
68. Reports hazardous road conditions.
69. Reports missing/malfunctioning traffic controls.
70. Reports unsafe health and welfare conditions.
71. Reports unusual or potentially dangerous situations.
72. Rescues animals and people.

73. Researches legal issues.
74. Responds quickly and appropriately to emergency situations.
75. Responds quickly and appropriately to emergency situations.
76. Searches buildings, terrains, vehicles and people.
77. Searches for missing persons.
78. Sets up roadblocks.
79. Temporarily performs tasks of other department personnel and supervisors, as required.
80. Testifies at legal proceedings.
81. Utilize computer systems to perform duties as required.
82. Verifies authenticity of licenses, passes, and identification cards.

## Lynn Jones

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**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:48 PM  
**To:** Lynn Jones  
**Subject:** FW: Signs in Double Oak

Please print for public record.

**From:** Judy Messett <judy@messettfinancial.com>  
**Sent:** Saturday, August 13, 2022 10:38 AM  
**To:** Patrick Johnson <patrick.johnson@doubleoak.texas.gov>; Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>; Scott Whisenhunt <scott.whisenhunt@doubleoak.texas.gov>; Casey Parsons <casey.parsons@doubleoak.texas.gov>; Jean Hillyer <jean.hillyer@doubleoak.texas.gov>  
**Cc:** Bob and Judy Messett (popmessett@gmail.com) <popmessett@gmail.com>  
**Subject:** Signs in Double Oak

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CAUTION: [EXTERNAL EMAIL]

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Hello Mayor and Council Members:

The signs that have shown up in Double Oak the past few days, berating the town council are an eye sore. I've noticed none of the signs are on a resident's property.

I believe someone is having a "temper tantrum" and upset at the changes with the mayor and council. I believe you all are doing a great job and the changes were necessary.

Is it possible for the mayor and or council to have these signs removed. They are such a poor reflection of our wonderful town.

Thanks,

Judy and Bob Messett –

Judy Messett  
*Director of Operations*



Messett Financial  
1013 Long Prairie Road, Suite 102  
Flower Mound, TX 75022  
(Send mail to this location)

Addison Office  
14555 Dallas Parkway, Suite 100

Dallas, Texas 75254

[judy@messettfinancial.com](mailto:judy@messettfinancial.com) | [www.messettfinancial.com](http://www.messettfinancial.com)

**Office:** 817.840.5910 | **Fax:** 214.279.0013

**Double Oak Council Members,**

**These last couple of months has been extremely stressful for all, citizens, yourselves, as well as our town staff. There have been mistakes made by all and probably more to come as each of the new council member learns the ends and outs of their job. I would like to see a more united front from all council members and staff instead of the undermining and finger pointing that is happening at the meetings. It is very unbecoming for a group of intelligent adults acting out the way you have, and it needs to stop.**

**As representatives of Double Oak and its citizens you are held to higher standard and should act according.**

**It is my understanding there is a 2.5 % salary increase in the budget designated for city employees. The town employees saw an increase of 9% last year plus the \$25K bonuses received this year it doesn't seem justifiable.**

**The citizen taxpayers are also being challenged with inflation, you expect the town to take all efforts possible to keep the rate the lowest in the county.**

**Let's work on a united effort to do what is best for Double Oak and The citizens that elected you to take care of this great town.**

**Regards,  
Bonnie Morrow**



## Lynn Jones

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**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:44 PM  
**To:** Lynn Jones  
**Subject:** FW: SAFEbuilt Plan Review & Inspections for Double Oak  
**Attachments:** Texas Fee Schedule - 55% (HB852).docx; Swain\_Lee (5).pdf; Williams\_Darren.pdf

Please print for council to review.

**From:** Lee Swain <lswain@safebuilt.com>  
**Sent:** Tuesday, September 6, 2022 5:29 PM  
**To:** Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>  
**Subject:** FW: SAFEbuilt Plan Review & Inspections for Double Oak

CAUTION: [EXTERNAL EMAIL]

**From:** Lee Swain  
**Sent:** Tuesday, September 6, 2022 4:55 PM  
**To:** [connie.schoenrade@doubleoak.gov](mailto:connie.schoenrade@doubleoak.gov)  
**Subject:** SAFEbuilt Plan Review & Inspections for Double Oak

Connie,

Good afternoon, and thank you for the phone call. SAFEbuilt would be very interested in providing our building and plan review services for Double Oak. We currently are providing these services for the Town of Argyle, Town of Northlake, Town of Ponder, City of Newark, Town of Krum, City of Keller, and Southlake.

We do not charge a monthly fee and are only paid for the work that we are assigned. Every inspector and plans examiner is International Code Council certified and the inspectors have the State Plumbing Inspectors license. We have several MCP's on staff which is highest level of certification one can attain. The majority of our staff have worked for cities in their career so they understand the municipal process. We work with so many different cities we can share what works well for some of them and help you integrate that in into the cities day to day operations. We take great pride in providing the best customer service in the industry. Not only to our clients but with the trades and homeowners in the field always trying to come from a place of help. I have attached a sample fee schedule, and inspector resumes for your review. I would love to attend a council meeting to take questions from city staff and council.

For over the permit counter residential trade permits example re-roofs, water heater change outs would be \$70.00 per site visit and commercial trade permits would be \$85.00 per site visit. A new SFR would be \$810.00 for the first 1500sf then \$.33 per sf. The plan review is included in this fee.

We appreciate this opportunity!

**Lee Swain, ICC Combination Residential/Commercial Inspector**  
**Texas Business Development Lead**  
SAFEbuilt/Countywide/Winston Services  
c: 214-471-7675

[lswain@safebuilt.com](mailto:lswain@safebuilt.com)

TSBPE 2592

Countywide Inspection Requests: [Inspections@CWISTX.com](mailto:Inspections@CWISTX.com)

Winston Services Inspection Requests: [Inspections@WinstonServices.com](mailto:Inspections@WinstonServices.com)

[www.SAFEbuilt.com](http://www.SAFEbuilt.com)

**TEXAS FEE SCHEDULE – 55%**

<b>Commercial and Multi-Family Construction Plan Review</b>	
<b>Project Valuation</b>	<b>Fee</b>
\$1.00 to \$10,000	\$40.00
\$10,001 to \$25,000	\$61.63 for the first \$10,000 plus \$4.76 for each additional \$1,000; or fraction thereof, to and including \$25,000
\$25,001 to \$50,000	\$133.03 for the first \$25,000 plus \$3.43 for each additional \$1,000; or fraction thereof, to and including \$50,000
\$50,001 to \$100,000	\$218.88 for the first \$50,000 plus \$2.38 for each additional \$1,000; or fraction thereof, to and including \$100,000
\$100,001 to \$500,000	\$337.88 for the first \$100,000 plus \$1.90 for each additional \$1,000; or fraction thereof, to and including \$500,000
\$500,001 to \$1,000,000	\$1,099.46 for the first \$500,000 plus \$1.62 for each additional \$1,000; or fraction thereof, to and including \$1,000,000
\$1,000,001 and up	\$1,906.98 for the first \$1,000,000 plus \$1.07 for each additional \$1,000; or fraction thereof

<b>Commercial and Multi-Family Construction Inspection</b>	
<b>Project Valuation</b>	<b>Fee</b>
\$1.00 to \$10,000	\$70.00
\$10,001 to \$25,000	\$99.67 for the first \$10,000 plus \$7.70 for each additional \$1,000; or fraction thereof, to and including \$25,000
\$25,001 to \$50,000	\$215.19 for the first \$25,000 plus \$5.56 for each additional \$1,000; or fraction thereof, to and including \$50,000
\$50,001 to \$100,000	\$354.06 for the first \$50,000 plus \$3.85 for each additional \$1,000; or fraction thereof, to and including \$100,000
\$100,001 to \$500,000	\$546.56 for the first \$100,000 plus \$3.03 for each additional \$1,000; or fraction thereof, to and including \$500,000
\$500,001 to \$1,000,000	\$1,778.56 for the first \$500,000 plus \$2.61 for each additional \$1,000; or fraction thereof, to and including \$1,000,000
\$1,000,001 and up	\$3,084.81 for the first \$1,000,000 plus \$1.73 for each additional \$1,000; or fraction thereof

<b>One &amp; Two Family Residential Construction Plan Review and Inspection</b>	
<b>Square Footage</b>	<b>Fee</b>
0 to 1500 square feet	\$810.00
1501 to 10,000 square feet	\$810.00 for the first 1500 square feet plus \$0.33 for each additional square foot up to and including 10,000 square feet
Over 10,000 square feet	\$3,700.00 for the first 10,000 square feet plus \$0.13 for each additional square foot over 10,000 square feet

<b>Trade Permit Inspection for Commercial Remodel/Addition (Mechanical, Electrical, Plumbing Inspection)</b>	
<b>Service Description</b>	<b>Fee</b>
Commercial Trade Permit	\$85.00 per inspection

<b>Trade Permit Inspection – Examples: water heater replacement, HVAC unit replacement (Mechanical, Electrical, Plumbing Inspection)</b>	
<b>Service Description</b>	<b>Fee</b>
Trade Permits	\$70.00 per inspection

# DARREN WILLIAMS

Inspector

## ICC CERTIFICATIONS

ICC / AACE Property Maintenance  
and Housing Inspector  
Master Code Professional  
Fire Plans Examiner  
Building Inspector  
Residential Plans Examiner  
Combination Inspector  
Residential Energy Inspector/Plans  
Examiner  
Commercial Energy Inspector  
Commercial Mechanical Inspector  
Electrical Inspector  
Accessibility Inspector/Plans  
Examiner  
Building Plans Examiner  
Plumbing Inspector  
Mechanical Inspector  
Residential Combination Inspector  
Residential Mechanical Inspector  
Certified Building Official  
Commercial Combination Inspector  
Plumbing Plans Examiner Building  
Code Specialist  
Plumbing Code Specialist

## STATE OF TEXAS LICENSES

State Plumbing Inspector

## PROFESSIONAL ACTIVITIES

International Code Council-Member

Darren has 34 years of experience in the building and construction industry. Several major projects he has performed inspections on include M&H Foods, Sams Wholesale, Wal-Mart, Five Star Ford, and North Hills Mall Expansion. Prior to working with Countywide Inspection Services Darren was a building inspector for North Richland Hills for 18 years.

## WORK EXPERIENCE

- **Inspector, SAFEbuilt, LLC | 2019 to Present**
  - Perform assigned field inspections in accordance with adopted codes.
  - Collaborate with other inspectors to discuss code information and code interpretations to help ensure consistency of inspections.
  - Interpret and enforce the adopted building codes in a consistent manner for each jurisdiction assigned.
  - Document inspection results so that the information is clear, concise, complete, and understandable.
  - Perform inspections for existing client jurisdictions while identifying areas for improvement in customer service levels and implement changes with the approval of the Building Official.
  - Suggest/recommend procedures to improve operations.
  - Answer code related questions from builders and the general public.
  - Schedule/assign inspections, complete/result inspection tickets, generate and print out inspection tickets in jurisdiction relevant software package.
  - Attend town board meetings, planning meetings or pre-construction meetings as required or requested.
  - Compensation for attending board and planning meetings after normal work hours is addressed under SAFEbuilt Ambassador Program.
  - Attend scheduled training.
  - Execute sound safety practices in the execution of daily activities and wear proper safety equipment at job sites. Keep safety equipment in proper working condition and notify supervisor of any malfunctioning or missing safety equipment.
- **Independent Project Superintendent for Several Companies | 2004 to 2013**
- **Commercial Inspector, City of North Richland Hills | 1997 to 2004**

# LEE SWAIN


Client Liaison/  
Building Inspector

## LICENSES AND CERTIFICATIONS

TX State Licensed Plumbing Inspector  
Texas State Medical Gas Endorsement  
Texas State MRFPS Endorsement  
Texas State Licensed Residential  
Wireman Electrician  
Texas State Licensed Code  
Enforcement Officer  
ICC Residential Combination  
Inspector  
ICC Residential Electrical Inspector  
ICC Residential Plumbing Inspector  
ICC Residential Mechanical Inspector  
ICC Residential Building Inspector  
ICC Residential Energy Inspector/  
Plans Examiner  
ICC Commercial Combination  
Inspector  
ICC Commercial Mechanical Inspector  
ICC Commercial Plumbing Inspector  
ICC Commercial Building Inspector  
ICC Commercial Energy Inspector  
ICC Commercial Electrical Inspector  
ICC Plumbing Plans Examiner  
TREC Licensed Residential Inspector  
Certified Vocational Instructor

## WORK EXPERIENCE

- **Client Liaison/Building Inspector, SAFEbuilt, LLC | 2018 to Present**
  - Work closely with the operations teams to expand client relationships
  - Develop trusted relationships with client leaders that have meaningful impact to their communities.
  - Establish SAFEbuilt and yourself as a credible, trusted advisor on community development services.
  - Create and present market and competitively differentiated solutions that SAFEbuilt can deliver and support by working closely with operations and all departments.
  - Prepare and respond to all target account requests for proposals, company information, and presentations on the company's capabilities that distinguishes SAFEbuilt from competition.
  - Successfully transition new logo client's to operations for effective client service delivery.
  - Maintain client databases and provide reporting and forecasting as required.
  - Perform assigned field inspections in accordance with adopted codes.
  - Collaborate with other inspectors to discuss code information and code interpretations to help ensure consistency of inspections.
  - Interpret and enforce the adopted building codes in a consistent manner for each jurisdiction assigned.
  - Document inspection results so that the information is clear, concise, complete, and understandable.
  - Perform inspections for existing client jurisdictions while identifying areas for improvement in customer service levels and implement changes with the approval of the Building Official.
  - Suggest/recommend procedures to improve operations.
  - Answer code related questions from builders and the general public.
  - Schedule/assign inspections, complete/result inspection tickets, generate and print out inspection tickets in jurisdiction relevant software package.
  - Attend town board meetings, planning meetings or pre-construction meetings as required or requested.
  - Compensation for attending board and planning meetings after normal work hours is addressed under SAFEbuilt Ambassador Program.
  - Attend scheduled training.
  - Execute sound safety practices in the execution of daily activities and wear proper safety equipment at job sites. Keep safety equipment in proper working condition and notify supervisor of any malfunctioning or missing safety equipment.
- **Inspection Services Manager, Business Development Manager, Bureau Veritas | 2004 to 2018**
  - Conducted and completed electrical, mechanical, plumbing, framing, and foundation inspections on residential and commercial projects within assigned areas. Enforced all local ordinances and city codes. Worked with city staff and superintendents in the field to help them build safe structures that met the minimum code standards. Developed relationships with city staff, attended council meetings, educated vendor trades on code compliance to minimize



risk, and made presentations. Promoted to manager in 2010 supervising 6 full-time and 1 part-time inspectors. Assigned their daily routes, conducted performance reviews, scheduled in the field training and conducted business development meetings. Assigned the Building Official duties for the City of Murphy. Handled field inspections, administrative duties, conducted pre-development and pre-construction meetings. Handled all the in house plan review and assist with issuing permits.

- **Code Enforcement Officer, City of Anna (Part-time) | 2003 to 2010**
  - Enforced the property maintenance code which included writing violation letters and making contact with property owners. Advised property owners of violations and negotiated terms to allow reasonable time to cure. Writing citations when property owners failed to comply with violation terms and representing the city on disputes.
- **Building Inspector, City of Anna | 2003 to 2004**
  - Conduct and complete electrical, mechanical, plumbing, framing, and foundation inspections on residential and commercial projects within the city. Enforced local ordinances, and city codes.
- **Building Inspector, City of Carrollton | 2003 to 2004**
  - Conduct and complete electrical, mechanical, plumbing, framing, and foundation inspections on residential and commercial structures throughout the city. Project Manager on numerous commercial, and apartment projects. Additional duties included enforcement of the property maintenance code, making contact with the property owners, and issuing violations.
- **Building Inspector, City of Frisco | 1999 to 2003**
  - Duties included performing inspections in all phases of residential and commercial construction. Working with building superintendents to ensure the projects under construction meet the requirements of the building code. Also worked as a Code Enforcement Officer to ensure existing homes met the minimum standards of the property maintenance code.
- **Home Inspector, Home Tech Residential Inspections | 1997 to 1999**
  - Perform construction inspections on new and older homes. Prepare a computer report of the inspection findings. Look for and report any building defects, safety hazards of code violations. Give the home buyers and real estate agents a verbal and typed report regarding the inspection findings. Make recommendations for repairs.
- **Police Officer, Fayetteville Police Department | 1993 to 1997**
  - Patrol a zone in the city of Fayetteville North Carolina enforcing state laws and city ordinances. Make arrests, book prisoners, prepare cases for court and testify when requested. Served as a member, of the Fayetteville Police Department Emergency Response Team for two years.
- **Detention Deputy, Wake County Sheriff's Department | 1991 to 1993**
  - Employed as a Detention Deputy for the Wake County Sheriff's Department and was responsible for the care, welfare, and supervision of individuals detained in the county jail. Transported individuals to court, and other areas within the jail. Worked in direct supervision of juvenile, and maximum custody inmates for one year.
- **Marine, United States Marine Corps | 1986 to 1991**
  - Served as a Marine Corps Squad Leader. Learned survival and combat battle field tactics. Served in Operation Desert Storm 8/1990 to 4/1991. Received Navy Achievement Medal, combat action ribbon, good conduct medal, and sea service deployment ribbon. Meritoriously promoted to Lance Corporal upon graduation of boot camp and also meritoriously promoted to sergeant at end of Operation Desert Storm.

## Lynn Jones

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**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:44 PM  
**To:** Lynn Jones  
**Subject:** FW: Citizen Concerns

Please add for public record.

**From:** Wallace, Rebecca <wallacer@lisd.net>  
**Sent:** Tuesday, September 6, 2022 2:49 PM  
**To:** Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>  
**Subject:** Citizen Concerns

CAUTION: [EXTERNAL EMAIL]

Dear Council Member Schoenrade,  
I appreciate how much time and effort you are giving up to come up with a town budget that the citizens will support. Here are some items that I am concerned about:

1. The most important is No New Revenue Tax Rate, or even lowering it. My husband and I are senior citizens and are preparing to retire soon and will be on fixed incomes.
2. The Police Department:
  - We need to pay our police officers a reasonable amount for the small size of our town. It does not make sense to pay what Lewisville or Flower Mound pay their officers since our town's crime rate is drastically lower as well as the population of our town is considerably lower than those cities. When hiring new officers, we need to communicate the whole compensation package to applicants. They need to know the insurance package they will be receiving, PTO, the low crime rate of Double Oak, etc. The salary range should have been addressed in the past, but maybe the town could use some of the \$1.3 million in surplus for possible hiring bonuses.
  - The Mayor/Mayor Pro-tem and/or a citizen committee need to be part of the interview process to insure the best possible candidates are hired.
  - The citizens who have the negative signs in their yards need to be asked to remove them as this may be a deterrent to prospective police hires.
  - The police department and all departments need to follow the budget deadline instead of filing at the last minute creating chaos. The whole insurance debacle is a prime example of waiting until the last minute to decide on something that will cost the town money.
  - The police chief and assistant police chief should have patrolling duties. We do need a 24 hour coverage, however, this means one patrol office on duty with back up as needed for each 8 hour shift.
3. Please look for other places in the budget to make cuts and use the money from the reserve fund. And above all, make sure the rest of the Covid money is spent appropriately!

Thank you for your consideration,

Becky Wallace  
Downing Middle School  
BASE/SDI Strategist  
469-713-5962 ext. 1423

**Lynn Jones**

**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:45 PM  
**To:** Lynn Jones  
**Subject:** FW: [Double Oak, TX] The no new revenue rate (Sent by Martha Walchshausen, mwalchshausen@gmail.com)

Please add for public record.

**From:** Contact form at Double Oak, TX <cmsmailer@civicplus.com>  
**Sent:** Sunday, September 4, 2022 8:37 PM

**To:** Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>  
**Subject:** [Double Oak, TX] The no new revenue rate (Sent by Martha Walchshausen, mwalchshausen@gmail.com)

CAUTION: [EXTERNAL EMAIL]

Hello [connie.schoenrade@doubleoak.texas.gov](mailto:connie.schoenrade@doubleoak.texas.gov),

Martha Walchshausen ([mwalchshausen@gmail.com](mailto:mwalchshausen@gmail.com)) has sent you a message via your contact form (<https://www.doubleoak.texas.gov/user/1376/contact>) at Double Oak, TX.

If you don't want to receive such e-mails, you can change your settings at <https://www.doubleoak.texas.gov/user/1376/edit>.

Message:

As a Double Oak resident, I respectfully request that you please support the "no new revenue rate". Thank you.

Martha Walchshausen



Lynn Jones

**From:** Connie Schoenrade

Tuesday, September 6, 2022 6:46 PM

Lynn Jones

**Subject:**

FW: [Double Oak, TX] No new Revenue Tax rate (Sent by Janet Robertson, janrob73@gmail.com)

Please add for public record.

**From:** Contact form at Double Oak, TX <cmsmailer@civicplus.com>

**Sent:** Tuesday, August 23, 2022 4:00 PM

**To:** Connie Schoenrade <connie.schoenrade@dobleoak.texas.gov>

**Subject:** [Double Oak, TX] No new Revenue Tax rate (Sent by Janet Robertson, janrob73@gmail.com)

CAUTION: [EXTERNAL EMAIL]

Hello [connie.schoenrade@dobleoak.texas.gov](mailto:connie.schoenrade@dobleoak.texas.gov),

Janet Robertson ([janrob73@gmail.com](mailto:janrob73@gmail.com)) has sent you a message via your contact form (<https://www.dobleoak.texas.gov/user/1376/contact>) at Double Oak, TX.

If you don't want to receive such e-mails, you can change your settings at <https://www.dobleoak.texas.gov/user/1376/edit>.

Message:

Please vote no new tax revenue tonight please.

Janet Robertson

## Lynn Jones

---

**From:** Connie Schoenrade  
**Sent:** Tuesday, September 6, 2022 6:46 PM  
**To:** Lynn Jones  
**Subject:** FW: Police Officer Recruitment  
**Attachments:** Police Officer Job Postings 8-23-22.docx

Please print for public record.

**From:** dmccfamily.tx@gmail.com <dmccfamily.tx@gmail.com>  
**Sent:** Tuesday, August 23, 2022 9:46 AM  
**To:** Patrick Johnson <patrick.johnson@doubleoak.texas.gov>; Connie Schoenrade <connie.schoenrade@doubleoak.texas.gov>  
**Subject:** FW: Police Officer Recruitment

**CAUTION: [EXTERNAL EMAIL]**

Pat and Connie;

I was at the budget meeting last evening, interested in the discussion on the Double Oak police force budget.

Pat, your decision to delay a vote on the budget was the correct one. There was a lot of emotion in the room, needing cool heads to avoid regrets later. Well done.

Connie, you suggested to Chief Rivas to go ahead and hire an officer. As I understand, he has the authority to hire police officers at any pay necessary, but he has to stay within the annual budget. He can hire now and adjust salaries as needed as the force is rebuilt and the budget adjusted.

You also asked the Chief on how he was recruiting. His response was that DO cannot afford billboards. Checking on **Indeed** this morning there were a number of job posting for police officers from the surrounding towns. A few of these posting are on the attached Word document. A few posting were for part time positions.

### Observations:

- The current crime rate in DO very low. I have always read the chief's monthly activity report.
- Not sure our police force deters crime
- The crimes most reported is identify thief, which all the police can do is make a report

- Occasionally there is a call for support to other jurisdictions and traffic accidents on FM 407.
- I have never been aware that any crime has been solved; burglary, car break in, criminal mischief, etc.
- We don't receive any information on traffic tickets written so no knowledge of revenues generated from tickets
- When I arrived at the meeting last evening a DO police car was in the parking lot with the engine running. No one in the vehicle. When I left at 9:00 the engine was still running.
- Some of the budgeted expenses for the police department appear excessive; i.e. \$24,000 for uniforms.

### Questions:

- Why do we have an assistance chief with a six officer department?
- Does the Chief and assistance chief patrol? Are they working managers?
- The budget for DO shows budgeted revenues of \$130,000 from citations. How does this compare to actual revenue from YTD 2022 and all year 2021?
- How do actual expenses compare to budgeted expenses?
- Does unspent budget \$ carry over to the next year?

### Considerations:

- Alternative to hiring new full time officers consider hiring part time officers to supplement a smaller full time force. These part timers can be off duty officers from other towns and retired officers. No or low benefits required. DO has the vehicles available.
- Coordinate with the surrounding towns and the Sheriff's department for police support on a T&A basis.
- Create a program with residences on subsidies on home security systems; Ring Cameras
- Install security cameras at key locations throughout the town; intersections, entrances, etc. . It won't stop crime but it will provide assistance in solving crime, break ins, mischief, etc.
- The money can come from the current budget for the DO police force now that we have a smaller force. DO should be able to get grants for town security options.

Dan McCormick

[Dmccfamily.tx@gmail.com](mailto:Dmccfamily.tx@gmail.com)

214-632-0114

## Lynn Jones

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**From:** Patrick Johnson  
**Sent:** Tuesday, September 6, 2022 5:27 PM  
**To:** Lynn Jones  
**Subject:** FW: Budget for 2022-2023  
**Attachments:** Possible DOPD Salary Schedule.docx

Lynn,

More citizen comments for the meeting tonight. Please print and include the attachment.

Thank you



### Patrick Johnson

Double Oak Town Council, Mayor Pro-Tem

469-586-9644 (cell) | <https://www.doubleoak.texas.gov>

[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov) | Double Oak Town Hall

320 Waketon Road, Double Oak, TX 75077

**From:** Pam Graham <[grahamretires@gmail.com](mailto:grahamretires@gmail.com)>  
**Sent:** Tuesday, September 6, 2022 1:29 PM  
**To:** Patrick Johnson <[patrick.johnson@doubleoak.texas.gov](mailto:patrick.johnson@doubleoak.texas.gov)>; Connie Schoenrade <[connie.schoenrade@doubleoak.texas.gov](mailto:connie.schoenrade@doubleoak.texas.gov)>; swhisenhunt@doubleoak.texas.gov; Casey Parsons <[casey.parsons@doubleoak.texas.gov](mailto:casey.parsons@doubleoak.texas.gov)>; Jean Hillyer <[jean.hillyer@doubleoak.texas.gov](mailto:jean.hillyer@doubleoak.texas.gov)>  
**Subject:** Re: Budget for 2022-2023

CAUTION: [EXTERNAL EMAIL]

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September 5, 2022

**To:** Double Oak Council Members  
Patrick Johnson (Mayor Pro-Tem),  
Connie Schoenrade (Deputy Mayor Pro-Tem)  
Jean Hillyer  
Casey Parsons  
Scott Whisenhunt

**From:** David & Pam Graham

Council Members,

**Concerns:**

\*We are asking that you keep the tax at the NNR rate of \$0.198067 per \$100 rather than the proposed rate of \$0.217050 per \$100 if at all possible.

\*Please address the citizens at the next meeting of the outcome, based upon the advice from the attorney, regarding the 3 ineligible employees who received a \$25,000 bonus from the SLFRF funds.

\*Currently, our Police Department employs 5 full-time employees – a Chief, an Asst. Chief, a Corporal, and two Officers, hoping to soon add 3 more full-time officers and a detective.

Could the Police Chief operate a fully staffed department of 9 employees without the aid of a full-time Assistant Chief?

Could we employ a couple part-time officers as is in many other small towns? This could be a way to alleviate the difficulty in hiring new officers and could be a cost-saving move.

\*Attached is a possible Salary Schedule for 2022-2023 for the DOPD based on research concerning towns close to our size, population, services available to residents and the number of businesses in the community. (\$77,420 for an officer with 5 years experience is too much for a town like Double Oak.)

\*Mayor Von alluded at one of the council meetings that Randall Anglin was well-qualified for his position, which included the job of building inspector. Thus, the salary was accepted. *(Please note that Randall has been a wonderful addition to our town, and we hope that he will be with DO for a long time to come.)*

Recently, the citizens of DO have found out that our Public Works Director is not fully qualified for his position, lacking certifications in Plumbing, Foundations, Electrical, and Framing. In addition, our budget must include a building inspector at an extra cost of \$34,000 to fulfill his position. When his year is up, the Town Council should reevaluate his job description and adjust his salary based on his qualifications at the time. An increase in pay for the position should be delayed until next year.

Your time is greatly appreciated in reading and considering our concerns.

Sincerely,

David & Pam Graham

Sent from [Mail](#) for Windows

**\*Possible Double Oak Police Officer Salary Schedule 2022-2023**

<b>Steps</b>	<b>Experience</b>	<b>Salary w/ 2%+ yearly increases</b>	<b>Salary w/ 2%+ yearly increases</b>
<b>0</b>	No Experience	\$ 60,000	\$62,000
<b>1</b>	1 – 2 years	\$ 61,200	\$ 63,250
<b>2</b>	3 – 4 years	\$ 62,450	\$ 64,525
<b>3</b>	5 – 6 years	\$ 63,700	\$ 65,850
<b>4</b>	7 – 8 years	\$ 65,000	\$ 67,175
<b>5</b>	9 – 10 years	\$ 66,300	\$ 69,000
<b>6</b>	11 – 12 years	\$ 67,650	\$ 70,380
<b>7</b>	13 – 14 years	\$ 69,050	\$ 71,800
<b>8</b>	15 – 16 years	\$ 70,450	\$ 73,250
<b>9</b>	17 – 18 years	\$ 71,900	\$ 74,725
<b>10</b>	19 – 20 years	\$ 73,350	\$ 76,250

\*After 20 year experience, a \$2000 - \$2500 one-time pay supplement

**Salary Range for 2022-2023 w/ 2% + pay increase per step:**

\$60,000 - \$73,350 OR \$62,000 - \$76,250

Then add . . . Health, Dental, Vision, Life Insurance and a 7% 2:1 TMRS retirement plan.



# THE STATE OF RECRUITMENT: A CRISIS FOR LAW ENFORCEMENT



# THE STATE OF RECRUITMENT: A CRISIS FOR LAW ENFORCEMENT

Law enforcement agencies across the United States are struggling to recruit and hire police officers. Though agency-specific needs exist depending on size or locale, the difficulty with recruitment is a significant problem that is broadly affecting the field of law enforcement—it is not simply a result of poor agency management or localized failures.

Law enforcement is not the only occupation facing severe shortages of qualified job seekers, particularly within the United States. There is a worker shortage—not a shortage of work.<sup>1</sup> Other occupations such as nursing, teaching, construction, and the military are all experiencing a skilled labor shortage.

The U.S. unemployment rate as of September 2019 is at 3.5%, which is the lowest it has been since December 1969. The number of job openings in the United States has reached 7.1 million, which exceeds the number of unemployed people by 1.3 million.

these challenges have had on agencies and the communities they serve.

The IACP survey on recruitment demonstrates that the difficulty in recruiting law enforcement officers and employees is not due to one particular cause. Rather, multiple social, political, and economic forces are all simultaneously at play in shaping the current state of recruitment and retention. They are both systemic in nature and reflect individual-level considerations, making solutions to the problem particularly challenging.

The survey also makes it clear that, if agencies are unable to recruit new officers to replace those who have retired or otherwise left the law enforcement profession, it will significantly increase the strain on police organizations and officers. As vacancy numbers increase due to the inability to fill positions and as more officers continue to become eligible for retirement, existing officers are becoming overworked and burned out. At a time when the importance of officer mental wellness is more widely recognized, powerful efforts to recruit, hire, and retain officers become increasingly important. Law enforcement agencies need to thoughtfully amend recruitment and hiring practices without lowering the standards for officers that their peers and communities have come to expect.

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In September 2019, the International Association of Chiefs of Police conducted a membership survey to better understand the extent of the recruiting crisis, the factors that underlie current difficulties, and the impact

# RECRUITMENT BY THE NUMBERS

**A**cross the United States, there are approximately 18,000 law enforcement agencies spanning federal, state, local, and tribal levels. These agencies have more than 1 million employees, of which approximately 70% are sworn officers and 30% are non-sworn, civilian employees.<sup>1</sup>

According to the U.S. Bureau of Labor Statistics, despite an increase in the raw number of law enforcement jobs, a more considerable growth in U.S. population has actually led to a slow decline in the ratio of residents to police officers.<sup>2</sup> As a result, officers are responsible for serving more people—often with fewer resources.

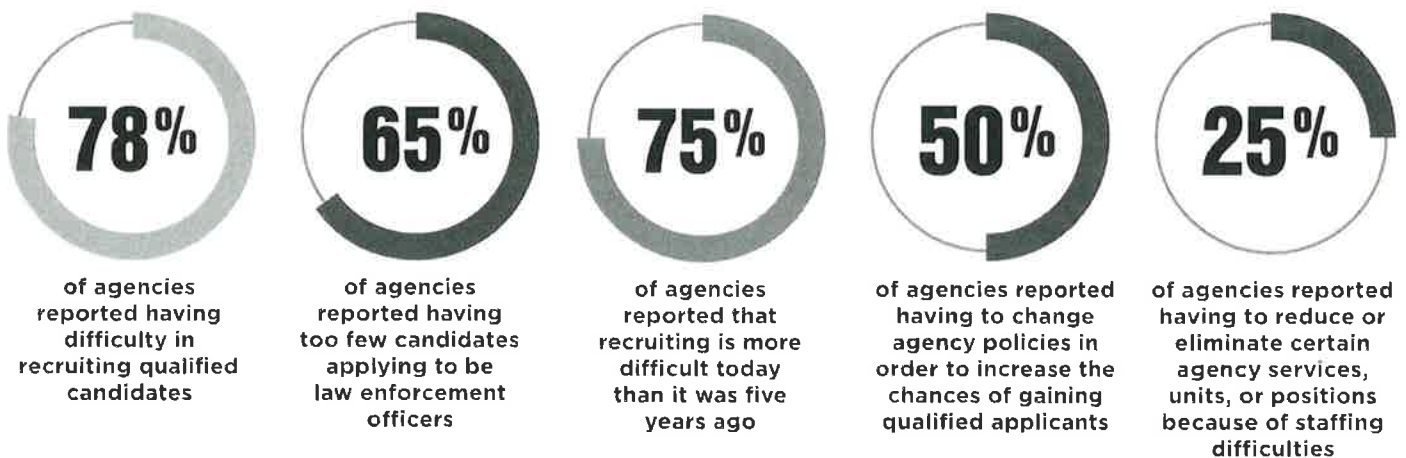
In order for police agencies to match an adequate number of officers to the growing population, many agencies are routinely looking to hire additional individuals.

Though it is challenging for many agencies to reach or maintain 100% of their staffing levels, it should be a goal of the field to come as close as possible to adequately staffing officer ranks. Research shows that operating below authorized staffing levels leads to low officer morale and job satisfaction. This is also true if employees perceive the agency to be understaffed.<sup>3</sup>

The IACP survey found that the challenge of recruiting law enforcement is widespread and affects agencies of all types, sizes, and locations across the United States.

In addition, the survey results clearly demonstrated that the challenges of recruitment are having a direct impact on the way law enforcement agencies are managed by law enforcement executives. Half of the responding agencies (50%) reported having to change agency policies in order to increase the chances of gaining qualified applicants.

Beyond highlighting the challenges of identifying and hiring qualified recruits, the survey also shined a light on how consistent understaffing of an agency taxes existing resources and personnel. Of even greater concern is the impact that the recruitment crisis – and the related understaffing of agencies – is having on the ability of agencies to provide certain services. A quarter (25%) of the responding agencies reported having to reduce or eliminate certain agency services, units, or positions because of staffing difficulties.



1 Bureau of Labor Statistics, U.S. Department of Labor, "Police and Detectives," *Occupational Outlook Handbook*, <https://www.bls.gov/ooh/protective-service/police-and-detectives.htm> (accessed June 12, 2019).  
2 Shelley Hyland, *Full-Time Employees in Law Enforcement Agencies, 1997-2016*, Statistical Brief NCJ 251762 (Bureau of Justice Statistics, August 2018), <https://www.bjs.gov/content/pub/pdf/ftelea9716.pdf>.  
3 Jon Shane, "Organizational Stressors and Police Performance," *Journal of Criminal Justice* 38, no. 4 (June 2010): 807-818.



# WHAT IS DRIVING THE RECRUITMENT CRISIS?

Reports from surveyed agency executives tend to fall into two categories: (1) factors that are problematic within the current applicant pool and (2) factors that may explain why certain types of candidates are or are not applying to work in law enforcement.

Issues most frequently cited by survey respondents were that there is a low number of individuals applying to agency vacancies and that, among those who do apply, the quality of the applicants is often poor. It is not uncommon for applicants who appear to be strong candidates to fail a background check or divulge disqualifying information later in the hiring process.

Additionally, agencies in regions where multiple law enforcement agencies are geographically close often find themselves in fierce competition to attract and secure the best candidates in the area.

Other key findings from the survey include the following issues.

## Generational Differences

Millennials and Generation Z—loosely defined as individuals who range from high school age to their late 30s—are more apt to value work-life balance than their Baby Boomer counterparts. This translates into young people hoping for more flexible hours and guaranteed time off. Mandated overtime and missing holidays with family are less appealing to Millennials and members of Generation Z. Other shifts in U.S. culture, such as student loan debt, child care challenges for complex schedules, and the need for double incomes makes police work a stressful occupation for families today.

There has also been a shift away from people being hired, staying, and retiring from a single agency, or even in the same profession. For younger people, leaving a job after a few years is commonplace, and moving from job to job is often

how younger generation U.S. workers move up the ladder in their careers.

## Public Image of Law Enforcement

Agencies strongly believe that public perception of law enforcement limits interest in the profession and is a sizable barrier to effective recruitment. Scrutiny of the police, cellphone recordings of interactions between the police and public, media coverage, and popular entertainment portrayals of police have led many young people to view police differently than their parents may have.

Overall, a majority of police officers feel their jobs have gotten more difficult since high-profile use-of-force incidents have dominated the national conversation.<sup>4</sup> Line-of-duty deaths have also become more highly publicized, including the killings of police due to community tension such as the mass shooting of Dallas police officers in 2016.

Each of these factors contribute to the negative perception of policing as a career opportunity for potential recruits.

## Hiring Process Challenges

Among IACP survey respondents, issues of applicant quality often coincided with challenges to getting recruits through the entire hiring process. Some agencies noted that passing a background check is a huge barrier in hiring individuals, as is meeting all the necessary criteria to be a police officer.

Furthermore, while the multistage hiring process is helpful for agencies to weed out recruits who do not make the cut, the recruiting process can be long and arduous. Of the respondents to the IACP recruitment survey, 47.5% reported having a hiring process that lasts anywhere from four months to over a year. Depending on the needs of

<sup>4</sup> Rich Morin et al., *Behind the Badge: Amid Protests and Calls for Reform, How Police View Their Jobs, Key Issues and Recent Fatal Encounters between Blacks and Police* (Pew Research Center, 2017), <https://www.pewsocialtrends.org/2017/01/11/behind-the-badge>

the applicant, potential recruits may be unable or unwilling to wait that long.

Some agencies have taken to evaluating current policies that could be creating an initial barrier to applicants, such as a no-tattoo policy. Other policies, like strictly disqualifying anyone with a past use of controlled substances, are also starting to be reconsidered. As states begin to decriminalize marijuana, some executives realize that years-old drug use is less indicative of what can make a good police officer than other factors.

## Challenges to Civilian Recruitment

While much of the national discussion is centered around police officers, agency operations depend as much on civilian employees as they depend on sworn employees. Given that the qualifications to be a civilian employee will vary depending on the position, recruiting civilians for certain roles may be particularly challenging.

Approximately 30% of respondents experience moderate to major challenges in recruiting for non-sworn positions. Of all types of civilian employees, agencies reported that dispatch positions are among those most difficult to fill.

## IMPACT ON THE PROFESSION

If law enforcement agencies continue to lose officers without bringing in a number of qualified recruits to replace them, communities will soon begin to feel the effects. Longer wait times for calls for service, fewer crimes solved and cleared, and on-duty officers who are burned out and overworked threaten the quality of life in our communities.

If the loss of police officers and employees continues, along with a lack of hiring, agencies will continue to take on more strain at both the organizational and individual levels. As vacancy numbers increase, officers become overworked and burned out. In an era when the epidemic of police suicide and importance of officer mental wellness are starting to be recognized, thoughtful hiring and workforce retention become more and more important. Law enforcement agencies need to thoughtfully amend recruitment and hiring practices without lowering the standards for officers that communities have come to expect.

Clearly, the difficulty in recruiting law enforcement officers and employees is not due to a single reason or even a handful of reasons. Agencies will have to tailor solutions to their communities to ensure appropriate candidates are considered. Additionally, in order to maintain a healthy, satisfied workforce, agencies must be mindful of the things their employees prioritize, both while on and off duty. Amending or implementing policies and incentives that reflect people's priorities may be a huge leap forward in improving overall agency culture. Police leaders, working with their governing bodies, have the opportunity to improve recruitment outcomes.

This improvement occurs through innovative policies, new approaches to recruiting, and incentives for employees where they count.

# INNOVATIONS IN RECRUITMENT

Agencies of all sizes across the United States have implemented new strategies and approaches to improving agency recruitment.

■ **Opportunities to gain experience.** It is the case for some applicants that law enforcement work sounds enticing until they are hired, leaving the possibility that an agency invests in training the police recruit only to have him or her leave the agency soon after. Some agencies have taken to building bridges between the community and the agency by offering opportunities for members of the public to do physical training with officers. Ride-alongs and outreach to secondary schools and colleges are other ways current officers can bond with potential recruits and increase the likelihood of bringing in quality candidates who want to stay on the job.

■ **Compensation incentives.** Attractive compensation packages have begun to set some agencies apart. In some states, state money has been allocated for officer student loan payment. Other jurisdictions have partnered directly with colleges and universities to allow police recruits to trade their training hours for college credits. These types of programs give recruits a chance to build and pay for their education without the stress of adding additional student loan debt. These types of programs aimed at developing young people into professionals have the potential to entice them to begin a career. Other types of monetary incentives can include sign-on bonuses or salary increases when a police recruit moves from the academy to the field.

■ **Relaxing candidate disqualifiers.** Due to shifting culture among younger generations, some agencies recognize that older policies have been more of a hindrance to recruitment efforts than a help in the past few years. For instance, many agencies are now allowing officers to have visible tattoos. Other agencies no longer disqualify candidates for certain instances of past drug use, with some even

choosing not to address it with the candidates at all. Of course, changing policies to lower certain standards does come with risks, so agencies should assess their current policies to determine where the largest barrier to recruitment lies and how can it be revised in the most risk-averse way.

■ **Programs to address heavy time commitment.** Though applicants' reasons vary for preferring work with more flexible schedules, shorter academy training, and better life-work balance, the call to agencies is the same: make it easier for individuals to become law enforcement officers and to stay in the job. Some agencies have offered part-time officer positions, including part-time academy training, in an effort to entice female recruits who may be balancing motherhood with work. An example of this, is the Metropolitan Police Service in London. The Metropolitan Police's research showed full-time working hours deterred some women from considering a career in policing, so, in 2019, they began to allow new constable recruits to choose between full-time or part-time working hours. Prior to this shift, all new police constable recruits were expected to complete their training and then their probationary period on a full-time basis before they were able to apply for part-time work.

Other programs for rural or state agencies have begun to offer online versions of officer training so that recruits will not have to worry about the strain of traveling far from home for weeks on end to attend the academy. Another simple way agencies can address concerns about time commitment is offering flexible schedules, including using longer shifts to give employees additional days off.

■ **Web-based outreach.** A few agencies have ramped up recruiting efforts online by building out recruiting websites that are separate from the agency's main site. Here, agencies can clearly list employment criteria, testing dates,

and let the community know when recruiting events are taking place. The sites often include a list of “frequently asked questions” for potential applicants. Having a recruiting website not only improves transparency and communication within the hiring process, but it may even take some of the daily burden off human resources staff by readily providing answers to common applicant questions.

■ **Material perks.** Many agencies struggle to increase salaries or offer monetary bonuses, but that hasn’t stopped some agencies from providing other perks to their officers. Allowing officers to take their patrol cars home, offering a clothing allowance, and providing casual uniform options (e.g., polo shirts) for appropriate activities are some approaches agencies have taken.

■ **Innovative time leave programs.** Beyond offering flexible daily schedules for officers, some agencies have also begun to experiment with innovative leave policies. Agencies offering unlimited sick leave not only support employees when unavoidable illness befalls them or their family members, but also set a standard for agency culture that employee wellness comes first. If unlimited sick leave isn’t an option, having an official or unofficial policy of being understanding and accommodating in granting employee leave requests can be attractive to potential recruits.

■ **Recruitment campaigns.** Many agencies have moved beyond traditional recruitment campaigns that glorified policing by showing officers rescuing civilians in intense standoffs, SWAT-like images, etc. Agencies are trying to highlight the real day-to-day aspects of the job, which are often vastly different from how the law enforcement profession is viewed. Efforts of this nature are designed to both attract and retain candidates who are able to respond to daily service calls about persons affected by mental illness, help those with substance abuse disorders, aid people experiencing homelessness, and help someone who has a flat tire. By educating applicants that the day-to-day policing work does not typically involve hostage situations, a car chase, and stopping an active shooter, agencies can better retain applicants and avoid turnover.



# Double Oak Police Department

Population 1099

2.5 Squar Miles

Approximately 1100 Homes

# Double Oak PD Staff

---

- Chief of Police
- Assistant Police Chief (2nd in Command)
- Sergeant/Detective
- 6 Patrol Officers
- 3 Reserve Officers





## Chief Duties

- Plans, directs, manages, and oversees the activities and operations of the Police Department including administration, records, investigations, patrol, and all law enforcement-related activities.
- Develops, implements, and evaluates department policies, procedures, strategies, and goals. Maintains and updates all procedural documents and ensures compliance.
- Directs and oversees preparation of department budget and makes recommendations to the Town Council regarding necessary staffing levels, equipment, training needs, and other resources.



## Assistant Chief Duties

- Coordinates and manages shift scheduling, assures minimum shift coverage, and manages overtime, in conjunction with the direction of the Chief of Police.
- Directs and supervises employees including hiring, training, counseling and evaluating employee performance.
- Assists Detective with case reviews, follow-up and close-out
- Assists Chief of Police with a variety of administrative duties including budget preparation/monitoring, purchasing supplies and equipment, attending meetings, and assisting with IT related issues.

## Sergeant/Detective

- Conducts investigations, interviews complainants, witnesses and suspects, takes written and video statements, processes crime scenes, maintains the evidence room and prepares photo lineups.
- Supervises officers when on scene or on-call
- Meets with prosecuting attorney's office for the purpose of filing charges and providing information prior to trial.
- Presents case information to judge to file complaints and obtain warrants
- Reviews all offense and incident reports received by the department to maintain a familiarity with ongoing criminal activities.



## Patrol Officer

- **Answers calls relayed by a dispatcher, to include: domestic disputes, burglaries, suspicious circumstances, traffic accidents, etc**
- **Patrols in order to monitor businesses, residences and public areas.**
- **Writes reports and completes forms, including incident and accident reports.**
- **Apprehends and cites traffic law violators; directs traffic as needed.**
- **Arrests and takes prisoners into custody; processes persons arrested.**

# Department Vehicles

- Admin Vehicle/Back-up Patrol Vehicle
- Sergeant/Detective Vehicle
- 3 Patrol Vehicle

# Patrol Vehicle



-----Shared by 2-day shift officers



-----Shared by 2-night shift officers



-----Shared by 2-night shift officers



# Patrol Schedule

	Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
Officer 1		Officer Night 1	Officer Night 1	Officer Night 2	Officer Night 2	Officer Night 1	Officer Night 1
Officer 2		Officer Day 3	Officer Day 3	Officer Day 4	Officer Day 4	Officer Day 3	Officer Day 3
Officer 3		Power Shift 5	Power Shift 5	Power Shift 6	Power Shift 6	Power Shift 5	Power Shift 5
Officer 4							
Officer 5							
Officer 6							
	3	4	5	6	7	8	9
Officer 1	Officer 1			Officer 1	Officer 1		
Officer 2		Officer 2	Officer 2			Officer 2	Officer 2
Officer 3	Officer Day 3			Officer Day 3	Officer Day 3		
Officer 4	Power Shift 5	Officer Day 4	Officer Day 4	Power Shift 5	Power Shift 5	Officer Day 4	Officer Day 4
Officer 5		Power Shift 6	Power Shift 6			Power Shift 6	Power Shift 6
Officer 6							

## Why 2 Patrol Officers Need Per Shift

- **Officer Safety**
- – We don't not arrest with one officer
- –We do not respond to disturbance with one officer
- -We're able to act much quicker than having to wait for a back-up unit from sheriff's office or surrounding agency
- -When an officer is out due to vacation, medical, training, court, or family leave the powershift officer steps into that officer's shift
- -Times are changing, the number 1 complaint we hear is traffic. Without officers we cannot enforce traffic where needed
- -This is how we're able to cover 24-hour patrol and provide a professional level of service to the citizens

## Officer Starting Salary

- Double Oak PD \$57,135.00
- Denton County Citys Average \$62,482
- DOPD Difference \$8,129.00

## Current Police Budget

- Total \$1,074,204.11
- Officer Salaries -\$425,440.00
- Health/Dental/Vision/Life Ins.  
\$131,607.00
- 100% employee Ins. paid by town  
and 75% Family paid by town
- Retirement \$49,474.00



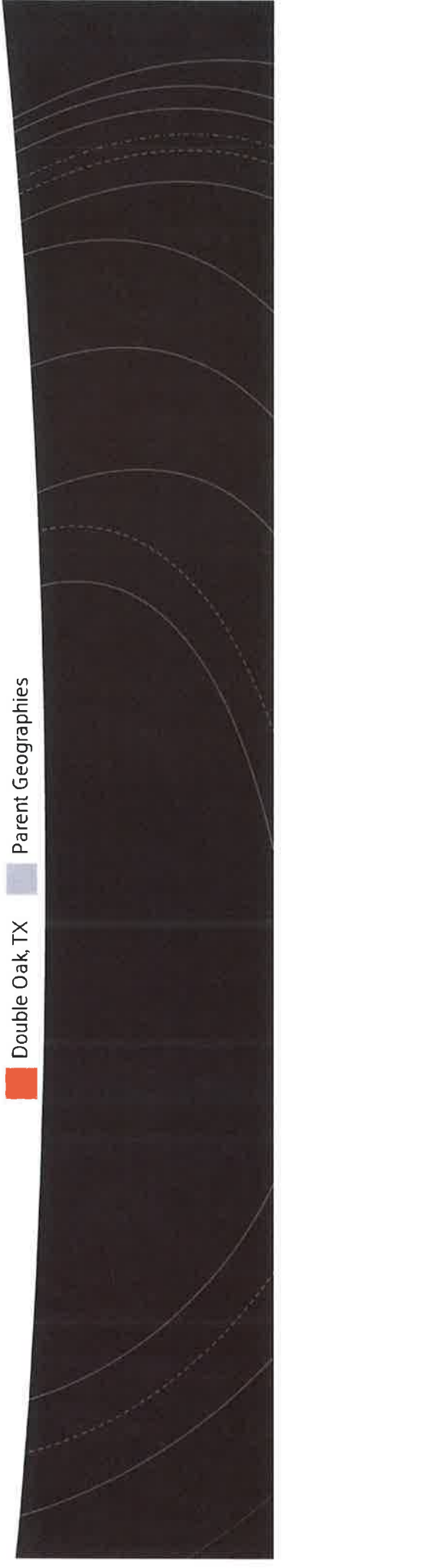
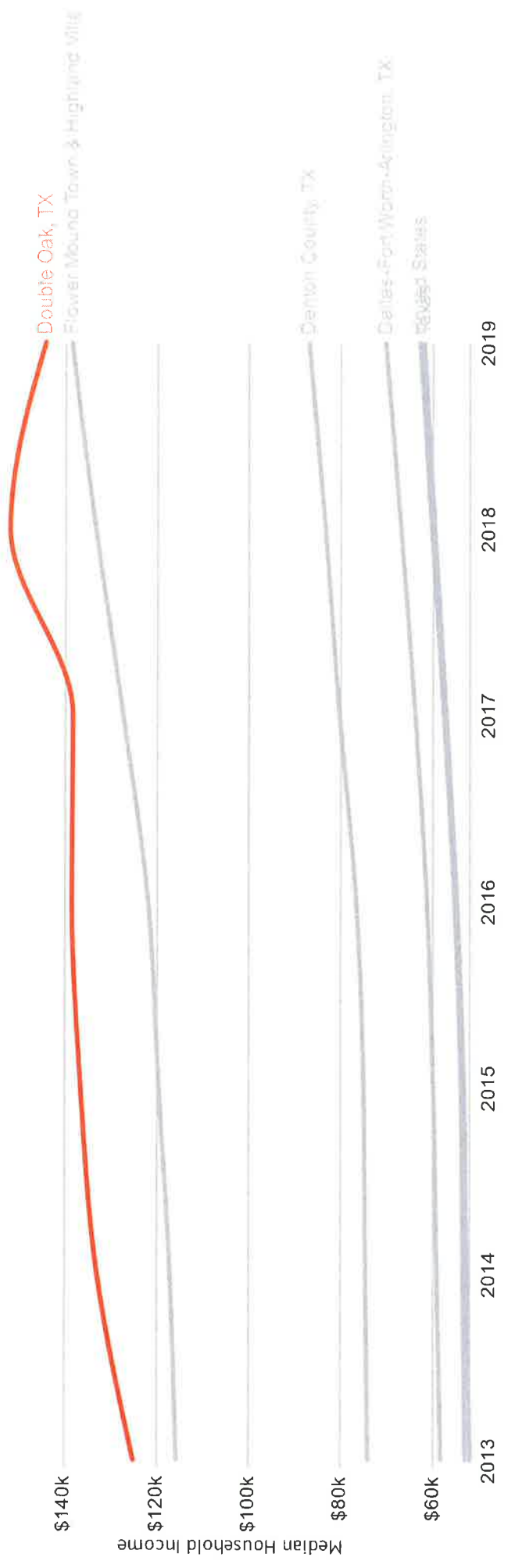
# Police Cost Per Home

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- **Yearly \$976.54**
- **Monthly \$81.38**
- **Weekly \$18.78**



- [Median Household Income](#)
- \$144,313
- **2019 VALUE**
- ± \$20,721
- -5.03%
- **1 YEAR GROWTH**
- ± 18.1%
- Households in Double Oak, TX have a median annual income of \$144,313, which is more than the median annual income of \$65,712 across the entire United States. This is in comparison to a median income of \$151,958 in 2018, which represents a -5.03% annual growth.
- The following chart shows how the median household income in Double Oak, TX compares to that of its neighboring and parent geographies.
- Data from [the Census Bureau ACS 5-year Estimate](#).



# Proposed Insurance Plan

- See handouts provided to town.





## Issues Facing The Department

- Officers' moral
- Having to work more and seeing that we have 2 spots open for a year now and we can't get applicants to apply
- Officers feel like the town and citizens are against them
- They see town wanting to change insurance and having to pay more out of pocket
- They realize our salaries are one of the lowest and have been for many years, but citizens expect the same level of professionalism as higher paying departments
- No raises is what the officers hear



## Officer Retention and Recruiting

- Double Oak is at the bottom pay scale compared to all other towns in Denton County. So how do we retain our current officers
- By not reducing the current benefits
- Appropriate salary adjustment
- This will give us a better chance to recruit officers.

## Why Wouldn't An officer Apply With Us

- **Lowest paid department**
- **No specialized units**
- **Smaller department**
- **No advancement opportunities**
- **Why come here when they can go across the street and make 10-20 thousand more dollars and have the same benefits we currently have**

