

Manor Independent School District

Board of Trustee Meeting Agenda Item

Date: Nov 13, 2023

CONSENT ITEM SHEET

RE: Incentive Proposal Plan for Police and Telecommunicators "Dispatchers"

Supporting Documents:

1. Consent Agenda Item
2. Incentive Proposal Plan

This item relates to Policy/Code (if any):

District Goals*: {Select strategic goal from below, delete goals that are not applicable}

Goal 3: COMMUNITY & FAMILY ENGAGEMENT- By 2026, Manor ISD will collaboratively engage in opportunities with 100% of families, as well as new and existing community partners.

Goal 5: FACILITIES & MAINTENANCE- By 2026, Manor ISD will proactively provide facilities to ensure 100% of scholars will have safe, well-maintained, environmentally sustainable, and community accessible facilities.

Goal 6: STAFF DEVELOPMENT- By 2026, Manor ISD will attract, develop, and retain highly-effective staff through an environment of equitable opportunity, growth, & innovation.

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Background Information:

The proposed incentive plan is a proactive and strategic approach to attracting and retaining high-caliber officers and dispatchers. Let's break down some key points and considerations:

Competitive Wages and Incentives: Offering competitive salaries and incentives is essential in attracting top talent. It's important to conduct a thorough cost comparison analysis with surrounding police agencies to ensure that the compensation package is competitive.

Equal Distribution of Incentives: Ensuring that all eligible officers receive the incentives is vital for maintaining morale and fairness within the department. Clear criteria and documentation would be established to determine eligibility.

Education and Training: Acknowledging the differences between law enforcement and education is crucial. The proposal recognizes the importance of police officers' and dispatchers' rigorous training and the ongoing educational requirements set by TCOLE. This understanding can help in crafting incentives that reward officers and dispatchers for their dedication to professional development.

Community Focus: Emphasizing the role of police officers and dispatchers in serving the community, especially in an educational setting, is important. Highlighting the impact officers have on students, staff, and the entire school district can be a compelling recruitment tool.

Communication and Transparency: Keeping open lines of communication with officers and dispatchers by involving them in the development of the incentive plan can help build trust and ensure that the plan meets their needs.

Benchmarking Against Other Agencies: Continuously reviewing and benchmarking the incentive plan against other agencies is crucial. Law enforcement recruitment and retention strategies can evolve, so the department should remain flexible and adapt as needed.

Public Awareness: Communicate the department's commitment to hiring and retaining high-quality officers and dispatchers to the educational community. This can enhance the department's reputation and make it an attractive employer.

In conclusion, the proposed incentive plan is a thoughtful response to the challenges faced by the Manor ISD Police Department. By focusing on competitive compensation, recognizing the unique demands of law enforcement, and emphasizing community service, the department can position itself as an appealing choice for potential recruits and retain its current staff. Continuous evaluation and adaptation will be key to the plan's long-term success.

Fiscal Implications:

The fiscal implications would be in the amount of \$110,000. This would properly compensate all officers and dispatchers qualifying under the identified incentives plan.

Administrative Recommendation:

The Chief of Police recommends the Board approve the presented documentation and allow for the issuance of the listed incentives submitted with this Consent Agenda Item.

Motion Language:

I move that the board approve the incentives for Police Officers within the Manor ISD Police Department as submitted.

Chief Clarence D. Yarbrough

Contact Person

Dr. Robert Sormani

Approved by Superintendent