

**LEGISLATIVE BUDGET BOARD**  
**Austin, Texas**

**FISCAL NOTE, 80TH LEGISLATIVE REGULAR SESSION**

**April 6, 2007**

**TO:** Honorable Kevin Bailey, Chair, House Committee on Urban Affairs

**FROM:** John S. O'Brien, Director, Legislative Budget Board

**IN RE: HB3588** by Bailey (Relating to sheriff's department civil service systems in certain counties; providing a criminal penalty.), **As Introduced**

<b>No fiscal implication to the State is anticipated.</b>
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The bill would amend Chapter 158, Local Government Code to add to requirements and procedures related to sheriff's department civil service systems in certain counties, in particular the procedures for civil service hearings for grievances and disciplinary actions. The bill would apply to seven counties: Bexar, Dallas, El Paso, Harris, Hidalgo, Tarrant, and Travis.

The bill would take effect immediately if it were to receive the required two-thirds vote in each house; otherwise, it would take effect September 1, 2007.

**Local Government Impact**

The fiscal impact would vary by county, depending on the number of staff involved in civil service hearings for grievances and disciplinary actions. All seven affected counties were contacted and responses were received from Dallas and Harris counties. Both counties estimate the costs associated with provisions of the bill would be significant to the Sheriff's Office.

Harris County assumes the changes in procedures would increase from 2 or 3 disciplinary appeals per month to between 20 and 25 disciplinary appeals. Each hearing would require the presence of a supervisor and an assistant county attorney, and the sheriff's internal affairs division would have to double its staff. Costs for salaries associated with an increase in the number of hearings and for an increase in number of staff is estimated at \$1.2 million in fiscal year 2008, increasing incrementally each year thereafter, reaching \$1.3 million by fiscal 1012.

In estimating increased costs, Dallas County assumed a cost of \$300 per hour for 16 billable hours per hearing for an arbiter, of which the county would be required to pay half under the provisions of the bill. There are approximately 15 suspensions per year for which back pay may at some point under provisions of the bill be required. The county also assumes costs for additional staff, with the total estimated costs reaching \$200,000 in fiscal year 2008.

**Source Agencies:**

**LBB Staff:** JOB, DB