

Salt Lake County  
Sheriff's Office 2021  
Presentation



# New Requests 2021 Budget

- **\$3.660 M, Net 9 FTE's - New Request Funding for Sheriff's Office County Jail**
  - Corrections Sworn Compensation - \$1.903M
  - Jail Civilian Environmental Pay - \$316K
  - 12 Corrections Academy FTE's - \$1M
  - Building Maintenance/Facilities Rate Increase - \$122K
  - Elimination of CCC Chief Position - (\$211K)
  - Reduction in Jail Bed Contracting Expense/State Revenue (2 FTE's) - \$758K
  - Revenue adjustments - (\$244K)
  - Jail Inmate Svcs Designated Fund - \$16K
- **\$1.425 M, 8 FTE's - New Request Funding for Sheriff's Office Public Safety Bureau**
  - PSB Sworn Compensation - \$408K
  - PSB Firearms Unit Ammunition - \$15K (Restore COVID cut)
  - PSB Lieutenant FTE & Vehicle - \$178K
  - PSB Sergeant FTE & Vehicle Span of Control - \$165K
  - PSB Sergeant FTE & Vehicle HR/Training - \$165K
  - PSB 4 Deputy FTE's for DA Office - \$329K
  - PSB K-9 Deputy FTE & Vehicle & K-9 - \$165K
- **(\$391K) - Civil Unit Transfer to PSB from UPD**
  - 9125 Civil Unit Transfer from UPD - 11 FTE's - \$909K
  - 9130 Civil Unit Transfer from UPD contract reduction - (\$1.3M)
- **\$145K - New Request Funding for Sheriff's Office CW LE & Support**
  - Firearms Range 5 Paving - \$20K
  - Firearms Range Kubota/Tractor/Loader - \$50K
  - Sheriff's Office Lobbyist Contract - \$30K
  - Search & Rescue ATV replacement - \$20K
  - UPD Contract request for Canyon Graffiti OT - \$25K

# Sheriff's Compensation Request

- Sworn Compensation
  - Sworn Market Adjustment:
    - All Sworn Correction Deputy II and Public Safety Deputy I (including Rank) – Move up one grade while maintaining current step. (2.75% increase)
  - Sworn Merit Increase –
    - All Sworn Correction Deputy II and Public Safety Deputy I (including Rank) that are eligible receive a 2.75% merit step increase on merit date.
    - 1% Longevity payment for all Sworn Correction Deputy II and Public Safety Deputy I (including Rank) that are at the top of the range.
- Civilian Environmental Pay –
  - \$ requested based on giving and additional \$0.50 per hour for those eligible.

# Current/Future Challenge – Sworn Staffing

- Sworn Staffing Challenges
  - The current social environment has created an obstacle to attract and retain sworn staff to work for our organization. Need to keep wages competitive to help offset this challenge.
  - There are 90 members eligible to retire in this next budget year.
  - Recruitment and retention of experienced deputies is challenging due to competition with private sector and other law enforcement agencies. Compensation must be addressed to remain competitive.

# Current/Future Challenge – Civilian Staffing

- Civilian Staffing Challenges
  - Hiring and retaining qualified civilian support staff has been difficult due to low compensation, shift work, and environment. Salary increases are necessary to ensure vital jail operations are maintained.
  - An increase in the civilian environmental pay has been requested to help address this issue.

# Current/Future Challenges

## Public Safety Bureau

- Bureau Expansion
  - Bureau expanding roles –need to expand oversight
- Supervision Ratios
  - Current span of control = 1 to 13.1 average.
  - This span of control combined with the uniqueness of satellite facilities creates challenges.
- DA Building Downtown - 24/7 coverage (increase in service)
  - 24/7 coverage with 2 Deputies during normal business hours
  - Protection of staff, public, and building

# Current/Future Challenge – Jail & Officewide

- Operational continuity during Academy
  - Post coverage for operations
  - Paying OT while paying full time FTE in training
- Legislative Representation
  - Legislative action may have unintended consequences or other fiscal impacts on the Sheriff's Office.
  - The unique challenges the Sheriff's Office faces legislatively requires specialized experience in communicating with legislatures and partner agencies.
  - Salt Lake County Sheriff's Office is often looked at as the leading agency by the legislature which has increased the amount of time our executive team spends on legislative input and information requests.

# Current/Future Challenge – Jail & Officewide

- Aging Facilities & Equipment
  - Sheriff's Office Firearms Range
    - Range 5 is in desperate need of repair; it requires paving to mitigate further erosion.
    - Range staff maintain grounds and there is a need for a Tractor/Loader to efficiently maintain a safe environment.
  - Search & Rescue
    - The Search & Rescue team is faced with aging equipment in need of replacement to ensure no disruption to rescues. Incremental replacement will be required in the future.
  - Jail Facility Condition
    - As the ADC approaches its 21st year and Oxbow approaches its 30th year of operation, maintenance, repair and modernization of facilities is a serious concern that requires significant resources. If not proactively addressed, may result in failures to infrastructure or systems that could reduce jail population through unit/area closures.



# Current/Future Challenge – COVID Impacts

- **Positive**

- Highly successful COOP plan to minimize impacts to the inmates, staff and facility.
- Lower population provide greater flexibility to quarantine as needed.
- Site Closures – Provided ability to redeploy resources to direct COVID deployments.

- **Challenges**

- Visiting restrictions.
- Restrictions on volunteer efforts in the Facility.
- Site reopening's – juggle staffing for reopening and COVID related redeployments.
- Reduction in service contract revenue.
- Delayed hiring impacts ability to reopen services.

# Current/Future Challenge – COVID Impact

- Challenges Continued

- Prisoner Demographic & Related Impacts

- Reduced population due to COVID and the number of prisoners who are eligible for the electronic monitoring program to free up critical bed space and to perform essential grounds maintenance for the Sheriff's Office, Salt Lake County, and other municipalities that could have broad fiscal impacts.
- Shortage of qualified prisoners to work in the jail kitchen and laundry could result in need to pay full costing for these services through the hiring of additional FTE's or contracted services.

# Current/Future Challenge – Impact of Continuation of COVID Cuts

- **Public Safety Bureau - \$397K**
  - Reduction of 4 Deputy I FTE's- Impacts service level to Arts & Culture.
- **Corrections Bureau - \$5.297 Million**
  - Reduce funding associated with opening 3rd POD of Oxbow
    - Reduction of 184 beds
    - Reduction of FTE's – 27 sworn, 14 Civilians
    - Reduction of associated operating costs
    - Unable to open by the end of the year as planned
    - Impacts POST coverage due to less funding for academy

\*\*\*\*Restoration of these cuts are not requested now but will be requested to return to normal levels of operation.



Questions?