**STUDY SESSION AGENDA**
**TUESDAY**
April 13, 2021

*All times listed on this agenda are subject to change*

<table>
<thead>
<tr>
<th>Time</th>
<th>Attendee(s)</th>
<th>Item</th>
</tr>
</thead>
<tbody>
<tr>
<td>12:00 P.M.</td>
<td>Adam Burg</td>
<td>Legislative Update</td>
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<tr>
<td>12:40 P.M.</td>
<td>Sheriff Rick Reigenborn / Undersheriff Tommie McLallen / Alisha Reis / Eric Bettinger / Kirti Padsala / Jamal Ward</td>
<td>Sheriff’s Office Quarterly Update / Staffing Request</td>
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<tr>
<td>1:40 P.M.</td>
<td>Dr. John Douglas, Executive Director, Tri-County Health Department / Sara Carrington, Tri-County Health Department</td>
<td>Tri-County Health Department Update</td>
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<tr>
<td>2:10 P.M.</td>
<td>Raymond Gonzales</td>
<td>Administrative Item Review / Commissioners Communication</td>
</tr>
</tbody>
</table>

**To watch the meeting:**
- Watch the virtual Zoom Study Session through our [YouTube Channel](https://www.youtube.com)

*(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ArISE)*

***Agenda is subject to change***
STUDY SESSION ITEM SUMMARY

<table>
<thead>
<tr>
<th>DATE OF STUDY SESSION:</th>
<th>April 13, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>SUBJECT:</td>
<td>Sheriff’s Office Quarterly Update to Commissions/Staffing Request</td>
</tr>
<tr>
<td>OFFICE/DEPARTMENT:</td>
<td>Sheriff’s Office, County Manager’s Office, People &amp; Culture</td>
</tr>
<tr>
<td>CONTACT:</td>
<td>Alisha Reis, Deputy County Manager</td>
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<tr>
<td>FINANCIAL IMPACT:</td>
<td>FTE Costs for 12 FTEs</td>
</tr>
<tr>
<td>SUPPORT/RESOURCES REQUEST:</td>
<td>12 FTEs</td>
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<tr>
<td>DIRECTION NEEDED:</td>
<td>Support for the Sheriff’s Office strategy, with requests for resources to enact the body camera program.</td>
</tr>
<tr>
<td>RECOMMENDED ACTION:</td>
<td>To review the report and presentation and discuss the strategy with the Sheriff, his team and the project team, to provide guidance on implementation going forward.</td>
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DISCUSSION POINTS:

- This quarterly report is a follow-up to the November 2020 presentation of the Sheriff’s Office Staffing Analysis and Strategy conducted by a multi-disciplinary team from the Sheriff’s Office, People & Culture, the County Manager’s Office, the County Attorney’s Office, and Community Safety & Wellbeing.
- A request for 12 FTEs to enact the body camera team for the Sheriff’s Office is included, in alignment with the 5 goals and action plans that resulted from the Staffing Analysis and Strategy. This program is in compliance with the mandates of SB 20-217.
- The Sheriff’s Office plans to purchase the equipment via a State bid and begin implementation in 2021, to allow for preparation and training ahead of the July 1, 2023 legislative deadline.
- The presentation will also include updates on patrol staffing and actions to address time to respond to 911 calls, including a documented lag time to dispatch due to lack of staff availability. All are aligned with the Sheriff’s Office 5 goals and action plans.
Sheriff’s Office Quarterly Update to County Commissioners

Staffing Request

Study Session
April 13, 2021
Overview

• Building upon staffing analysis presented in Nov. 2020
• Quarterly updates by the Sheriff to roll out identified goals, action plans over an 18- to 24-month timeline
• Dashboard to monitor progress and report to Commissioners
• Project team regular check-ins to assess progress and assist Sheriff’s Office team in developing next steps, considering methods of breaking through logjams

• Today is the first quarterly check-in, when we will focus on 2 of the 5 Sheriff’s Office goals
5 Goals

- Reduce crime caseload per detective and increase clearance rates
- Implement the mandates of Senate Bill 20-217
- Increase cadet recruitment numbers and retention rates
- Reduce time to respond to 911 calls (from dispatch to deputy on scene)
- Increase safety, performance and staffing within the jail
Focus This Quarter

**Success:**
- Measurable progress toward completing tasks
- SB 20-2017 mandates are in place and operational
- Full compliance with SB 20-2017
- 100% of staff trained before January 2023

**Current Steps:**
- State contract vendor for cameras
- Year 1: $1.04M; $3.69M over 5 years + IT
- Staffing needed to launch program
Focus This Quarter

Success:
• 5-minute response time by geographic area

Current Steps:
• First focus: Patrol staffing
• Data analysis per geographic regions, call type
• Lag to dispatch problem
• Number within retirement eligibility

Reduce time to respond to 911 calls (from dispatch to deputy on scene)
Average Response Times

- District 1 = 10.0
- District 2 = 13.2
- District 3 = 7.3
- District 4 = 11.4
- District 5 = 9.4
- District 7 = 10.4
All Requests by Priority

- Priority 2: 65,761
- Priority 3: 38,602
- Priority 1: 9,935
- Priority 0: 2,324
<table>
<thead>
<tr>
<th>District</th>
<th>Avg. Received to Assigned Interval</th>
<th>Avg. Assigned to Enroute Interval</th>
<th>Avg. Enroute to Arrived Interval</th>
<th>Avg. Total Response Time (received to arrived)</th>
<th>Requests that were held</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>6.1</td>
<td>0.9</td>
<td>3.0</td>
<td>10.0</td>
<td>18,431</td>
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<tr>
<td>2</td>
<td>7.8</td>
<td>1.3</td>
<td>4.2</td>
<td>13.2</td>
<td>12,097</td>
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<tr>
<td>3</td>
<td>2.3</td>
<td>1.2</td>
<td>3.9</td>
<td>7.3</td>
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<tr>
<td>4</td>
<td>6.5</td>
<td>1.1</td>
<td>3.8</td>
<td>11.4</td>
<td>6,486</td>
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<tr>
<td>5</td>
<td>1.8</td>
<td>1.3</td>
<td>6.3</td>
<td>9.4</td>
<td>4,103</td>
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<tr>
<td>7</td>
<td>4.8</td>
<td>0.9</td>
<td>4.7</td>
<td>10.4</td>
<td>4,595</td>
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• During any given day, an average of 42 requests must be held due to all deputies being busy with other requests.

• Between 8 p.m. and midnight, up to 12% of all requests must be held by dispatch due to all available deputies being busy with other requests.
Currently 79 staff are eligible for retirement:

- Detectives = 11
- Administrative Services = 5
- Corrections = 44
- Patrol = 15
- Professional Standards = 4

Nearly 13% of the total staff in the Sheriff’s Office is retirement-eligible
Updates in Staffing

• Needs identified by staff analysis
  ➢ Patrol (14 minimum to 65 target/goal-driven)

• Vacancies – about 20 certified/non-certified FTEs
  ➢ Reclassing to meet current needs, will need backfill

• Academy Candidates
  ➢ April: 24, July: 15 = 39 (Sheriff’s Office to retain)
  ➢ 34 weeks training (Academy + FTO process)

Strategies

• Recruitment efforts, succession planning
• Co-responder plans ➔ RFP/Determine interested partner/costs
• Needed staffing to address lag to dispatch (patrol)
• Plus lateral candidates as available
Timeline/Phasing

• Budget amendment for body camera team
  ➢ 12 FTE for camera program
• Reclassing vacancies to current needs; will need backfill
• Detectives caseload/staffing analysis next
• 2022 FTE requests based on staffing analysis (esp. detectives/jail)