

Presentation to the Davis County Commission

June 24, 2025

Sheriff's Response to Potential Future Cuts in County Budget

Commissioners, thank you for the opportunity to meet with you today. I recognize the difficulty inherent in the task of preparing balanced budgets and still meeting the needs of all the departments of Davis County government. We certainly need strong leadership from all of you on this issue. Of course it's not you alone who bear a fiduciary responsibility to the citizens of Davis County. All of us elected officials, and the appointed department heads, need to make sure we are being as efficient and effective as we possibly can with our statutory and traditional duties.

I want you to know that as sheriff I've always taken my duty to safeguard the funds entrusted to me by the people of Davis County very seriously. This being his first year in office, Commissioner Crofts may not know, but certainly Commissioner Stevenson and Commissioner Kamalu know that I have worked hard to be as responsible as possible. For each of the last five years I have cooperated with the budget committee to make some very challenging cuts to the Sheriff's Office budget. At the same time the Sheriff's Office has increased the revenue we contribute to the general fund by about two million dollars.

For several years now, due to budget constraints, we have had to postpone the purchase of some important items. We've given up some law enforcement and correctional officer positions. We have had to curtail programs and services. Each year becoming leaner and leaner.

I have tried to be a good partner in your efforts to balance the budget without increasing taxes, but I also feel the awesome weight of the responsibility I hold to provide an acceptable level of service to the citizens of Davis County.

When we talk about the Sheriff's Office budget we are talking about public safety.

The Sheriff's Office has a responsibility to keep this community safe, to detect and deter crime through active patrols, to investigate criminal events and bring the perpetrators to justice. We have a statutory responsibility to provide court security, so the process of administering that justice can be carried out effectively. We also have the responsibility to safely house, and securely hold, six or seven hundred inmates that are confined in our correctional facility.

In addition to all these daily duties, we have a responsibility to be prepared to respond to civil unrest like we have seen in our capital city recently. We have to train and be prepared to handle active shooters in our schools or community. And, we must be ready to respond to any man-made or natural disasters that may occur anywhere at any

time. Nearly 100% of all we do at the Sheriff's Office is in direct support of these legal duties.

It is a heavy and awesome responsibility, and it is important to everyone who lives, works or visits Davis County.

Providing those services takes resources. Providing effective law enforcement in this community takes resources. Safely operating a jail requires resources. For several years in a row we have been stretched very thin, have been very frugal. Our resources have been stretched to the point that I fear it is compromising our ability to provide what I believe is an adequate level of public safety.

Davis County has grown about 4.4% in the last five years. Inflation has raised prices of the goods and services we buy a total of about 21% from five years ago, yet the Sheriff's Office budget has remained relatively flat. We have been able to actually reduce our year-over-year spending for at least two of the last five years, and our spending last year (2024) was only about 5.8% above what it was five years previously.

We are providing service to a county that is 4 1/2% larger than it was in 2020. We are paying 20% more for the things we buy, but we are only spending about 5.8% more than we did then. This is a constructive budget reduction of over 15%. We have done well but this is not sustainable!

As Sheriff, I am tasked with managing eight separate budgets. Today I have been asked to come here and respond to a budget proposal that would cut an additional \$813,000 dollars from the Sheriff's Office budget, \$4500 from Search and Rescue, \$81,000 from the maintenance of our buildings and grounds, \$1500 from the State Forest Fire Warden, and \$72,000 from the Davis County shooting range, for a total of \$972,000 in budget reductions. I'll do my best to let you know what we would have to do to make these cuts and what the consequences would be for the services we provide in public safety.

I also want to provide you with some information about the needs we have in our Corrections budget, even though we have not been asked to anticipate any budget cuts in that area.

Sheriff Budget 1020210

As I mentioned we have been asked to anticipate cutting over \$813,000 from the Sheriff Budget. I took the assignment for this meeting seriously. I want to provide you with a good honest assessment of the impact that such cuts may have. At first blush it seems that the only way to accommodate such huge cuts in the Sheriff's Office budget would be to reduce the number of peace officers or correctional officers we have in Davis County, but that is the last thing that I want to do. The good men and women who work at the Sheriff's Office are our greatest asset and we already have too few of them. We

need to do all we can to protect them, retain them, and make sure they are compensated fairly for the good work they do.

To avoid a “reduction in force” to the greatest extent possible, we did our due diligence and really combed through our operational budgets looking for any place where we might be able to tighten an already over tight belt. I asked each of my bureau chiefs to work with their division commanders to see what we could most feasibly sacrifice if we had to make these drastic budget cuts.

From the Sheriff’s Office operational budget we have been able to identify about \$228,395 that we could take from various programs, equipment, training and operations.

From Programs we would make a total reduction of \$20,400

\$3,750	NOVA Program
\$12,600	Car wash
\$2,050	Promotional material
\$2,000	Citizen programs

The consequence of these reductions would be a curtailing of the drug resistance and violence reduction education we do in the elementary and junior high schools. This is one of the primary crime reduction programs we do with youth in our county. We would also have to curtail many of the community outreach programs we do for adults such as the internet safety courses we have been providing at various libraries throughout the county. This is another important crime-reduction program that would be jeopardized. We would also curtail the contract we have for washing our patrol vehicles. The rather obvious result will simply be that our vehicles will not be clean. Dirty vehicles will not reflect the high standards we hold ourselves to, nor will they portray a positive image for Davis County. We have learned by long experience that appearance has a direct effect on the trust and confidence the public has in their law enforcement officers.

From Equipment we would make a total reduction of \$41,280

\$17,400	Bomb Squad Equipment
\$14,780	K9 Program
\$5,000	Public Order Unit (POU) Gear
\$3,300	Motors Uniforms
\$600	Defensive Tactics (DT) equipment reduction
\$200	Emergency Vehicle Operation (EVO) training cone reduction

The consequences of these reductions include a diminished ability to respond to calls for service for bomb threats, explosive ordnance disposal, K-9 drug searches, suspect tracking, victim search and rescue tracking, protests, civil unrest and riots. In some cases we may have to use outdated or expired safety equipment placing our deputies and perhaps citizens at increased risk. Sadly, this also represents a major step backwards for the Sheriff’s Office. In 2020 many of our deputies were placed in harm’s way as we responded to calls for assistance at riots in Salt Lake City and as we

monitored protests here in Davis County. Our deputies were not adequately equipped with helmets, shields and other protective equipment. It was a lesson learned and we have worked hard over the ensuing years to make sure our deputies are adequately supplied with this safety equipment, some of which has to be custom fitted to the deputy. This reduction will limit our ability to supply this important safety equipment.

From Training we would make a total reduction of \$14,100

\$3,500	Internal Affairs (IA) training budget reduction (50% reduction)
\$1,600	Firearms Instructor/armorer (50% reduction)
\$1,000	Emergency Vehicle Operations (EVO) budget reductions (50% reduction)
\$1,000	Defensive Tactics (DT) budget reductions (50% reduction)
\$6,000	Pistol Team - Sheriff's Conference reduction
\$1,000	Motors Training \$1,000.00

The consequences of these reductions are of utmost concern and these cuts are not sustainable in the long term. We will have fewer qualified instructors and we will provide less training to our deputies in some of the most critical and high-liability areas of law enforcement. As the third largest, and most urbanized, county in the state we should be leading the way. The citizens of Davis County deserve, and should expect, first-rate services from their county government. As should be plainly apparent to anyone, there is direct correlation between professional training and professional service. As Sheriff I want to provide our citizens with nothing less than the best trained, most professional law enforcement and correctional officers. Training is an investment that pays dividends in many ways. Reducing the amount, or quality, of training we provide will have far reaching detrimental effects.

From Miscellaneous Operations we would make a total reduction of \$152,615

\$1,000	Mileage Reimbursement
\$16,294	Software Subscriptions
\$35,806	Professional Services
\$108,853	Equipment repair
\$13,600	Vehicle Service
\$8,000	Gas
\$3,000	Supplies

These calculations are based on a five-year spending average. The average spending on these particular items has been less than the total budgeted for these items in 2025. An adjustment of \$33,938 has been made to account for miscellaneous items where the average spending is greater than the total budgeted for these items in 2025. (\$186,553 - \$33,938 = \$152,615)

There is an inherent risk in taking these reductions. We cannot control the costs of many of these items. Inflation, supply and demand, or even tariffs are likely to make some of these items more costly in 2026 and beyond. The need for some items is also unpredictable. Vehicles or equipment may break down unexpectedly resulting in costly repairs in any one year. Several traumatic events, critical incidents or disasters could result in a much greater need for professional services during any given year. Often

budgeting for these items is done on a contingency basis, reducing the budget makes us more susceptible to budget overruns if we have a bad year.

Total Operational Reductions \$228,395

The total amount of reductions we can make from operations is \$228,395, leaving \$584,629.49 that must be cut from personnel in order to reach the total required reduction of \$813,024.49

As mentioned earlier, we have great reluctance in agreeing to any reduction in force at the Sheriff's Office or in corrections. Two years ago we were compelled to give up 21 full-time positions department wide in order to fund necessary payroll increases and balance the budget. With only a few exceptions, those positions have never been reinstated. While the payroll adjustments did allow us to be more competitive in recruiting, and we are very grateful for that, the reality is we are still understaffed because these positions have not been reinstated.

If we are forced to make additional cuts in personnel because the budget committee fails to provide adequate funding for our current staffing, we would implement a reduction in force (RIF) of the following positions in the order listed. Of course we would do all in our power to accomplish this RIF through attrition, but that may not be possible for all affected positions or situations. It should also be noted that at some future date if these positions are reinstated the costs hiring and training replacements would conservatively be \$15,000 to \$20,000 per individual.

Reduction in Force (RIF)

\$38,811	Part-time Investigative Criminal Analyst
\$64,646	Victim advocate
\$134,000	Admin Building Security (2 Deputy Sheriffs)
\$134,000	Canyon Patrol (2 Deputy Sheriffs)
\$84,896	Full-time Investigative Criminal Analyst
\$64,250	Victim Services Coordinator
\$67,000	Detective position

These reductions in personnel would constitute another giant step backwards for Davis County. We have worked hard over several years to develop effective programs that directly benefit the people of Davis County. The consequences of these reductions include the following:

The loss of our investigative criminal analysts means we will be less effective at investigating and solving crimes. The work of the analysts will have to be absorbed by case detectives. The investigative work will slow and inevitably each detective's caseload will increase. Crimes will take longer to solve and in some cases those delays could result in an inability to prosecute some perpetrators.

Loss of our victim advocate and/or victim services coordinator will directly result in a reduction of services to, and support for, victims of crime in Davis County. Victim advocate support often makes the difference whether a victim will cooperate with investigators or testify in court. Loss of this service may also prevent some cases from being prosecuted.

Loss of deputy sheriff positions that provide security at the County Administration Building is yet another step backward for the county. At a time when we are seeing more and more animosity toward government employees and elected officials, loss of this security detail could have tragic and devastating consequences.

For the last couple of years we have been able to have two deputies dedicated to patrolling the large tract of recreational and Forest Service areas on the east side of our county. This effort has been very effective. Those who frequent that area have taken notice of our deputy's presence. Illegal shooting complaints have plummeted. The illegal consumption of alcohol and use of illegal drugs is also down. Safety has improved for all those who drive recreational vehicles in our canyons. Loss of this patrol detail will negate all we have gained over the last couple of years and circumstances will revert to where they were before we started this effort.

The additional loss of one detective will place a strain on the entire investigative team. Cases assigned to that investigator would have to be absorbed by the remaining investigators. Investigative case load has a direct bearing on the time it takes to resolve a case and effectiveness of investigative efforts. Victims of crime are likely to feel this in terms of their cases taking longer to resolve. The additional stress on the investigative team will also likely mean that we will not be able to continue working on any of the cold cases we currently have and we may not be able to participate in the Internet Crimes Against Children taskforce which has been so effective in apprehending predators who would harm our children.

Total Potential Reductions from RIF \$587,603

Total Operational Reductions \$228,395

Total Reductions \$815,998

Davis County Shooting Range 1020211

We have been asked to anticipate cutting \$72,425 from the Shooting Range budget. I cannot accurately respond to that request. The Sheriff's Office was given the assignment to oversee the public opening and management of the shooting range just a few months ago. We were not involved in any of the calculations or budget preparations for this budget in 2025 and we have no accurate budget history on which to prepare a response for you today.

Much of what is being done at the shooting range currently is being accomplished through donations and volunteer work. As we work through the remainder of this year we will develop a much better understanding of what the needs are. We look forward to working with you to develop an appropriate budget for 2026 and we will simply find a way to live within that budget.

Search and Rescue Budget 1020217

We have been asked to anticipate cutting \$4,524.07 from our Search and Rescue (SAR) budget. This one is pretty straight forward, but unfortunately the only realistic place to cut is in personal protective equipment, cold weather clothing etc. that we try to provide team members. Our Search and Rescue team is 100% volunteer. There are no personnel costs that can be cut.

Last year Search and Rescue volunteers provided 6,307 hours of service to Davis County at no cost to the County. The cost of fuel and expendable supplies are really dependent on the number and extent of rescue operations required during any particular year. We always seek reimbursement for those costs through a State grant program and each year a percentage of those costs are reimbursed.

Over the last few years the County Commission has greatly improved the funding and the support the County provides to our SAR team. That support is gratefully acknowledged and much appreciated. If this county commission decides they cannot support Search and Rescue at the level they have previously, I know these great volunteers will try to take it in stride, conserve, and perhaps make some of the worn clothing last another year, or do whatever it takes to be able to continue their mission.

Reduction from personal safety equipment and cold weather clothing -\$4,524.07

State Forest 1020229

We have been asked to anticipate cutting \$1,584.84 from this budget. This entire budget is part of a contractual cost sharing agreement to provide fire marshal services for Davis County. There is little in this budget that we actually have control over. We will work with the other involved parties to reach this goal if possible.

Building and Grounds West 6310862

We have been asked to anticipate cutting \$80,912 from the Buildings and Grounds West budget. This budget has already been cut to the bone. In 2024 this budget was cut by \$161,000 dollars. Additional cuts were made in the 2025 budget.

In 2026 we will have two new buildings to maintain: the Emergency Operations Center (EOC), a building of over 19,000 square feet, and the sewer lift station, a building with some very complex machinery that will be operating 24 hours a day. These buildings

bring with them all of the associated costs of utilities (gas, electricity and water), as well as general maintenance, water treatment, filters, janitorial services, ground care and snow removal.

Any anticipated cuts to this budget would be unrealistic and irresponsible. We will really have no choice but to increase this budget. We anticipate we will need somewhere between \$115,000 and \$118,000 just to accommodate maintenance of the new buildings.

Let me share with you some of the consequences we are already suffering from budget cuts made in previous years. We have had to postpone preventative maintenance. Postponing preventative maintenance will lead to higher repair costs over time. What may seem like savings in the short term can result in costly emergency repairs or equipment replacements.

Being proactive rather than reactive saves thousands. Reactive maintenance, or addressing issues only when they become critical, tends to be more costly than preventive maintenance. Reactive maintenance costs between 20 and 40 percent more than preventive maintenance would.

Due to budget cuts from the last two years, changing of air filters has been extended past required intervals which can lead to poor air quality. This is a critical issue within the confines of a correctional facility. We have had to limit our inventory of spare parts for security and maintenance items, such as cameras, cell door locks and switches.

We have been compelled to limit maintenance contracts on items such as our industrial dishwasher. Should an implement such as that fail the replacement costs are significant and the burden placed on running the jail without that equipment is enormous.

Our jail and the criminal justice complex have a statewide reputation for being the cleanest and most well maintained facility in the state. Our buildings look and operate like much newer buildings than they actually are. Mitch, our building and grounds supervisor, has done a remarkable job of establishing schedules for preventative maintenance, deep cleaning and painting of various sections of the facility on a rotational basis; however, we have now had to cut janitorial supplies, lawn and ground care coverage and the funds used to purchase paint. The result is an overall deterioration in appearance, longevity and usefulness of the facility.

The only possible avenue for reducing this budget by the anticipated amount would be through a reduction in force of two custodian positions and by keeping the new emergency operations center unopened and unoccupied without any utilities or climate control of any kind. After sitting vacant for a year or more the costs of cleaning, repairing and reopening that building may be more than the cost of maintaining for the year.

Without the custodial staff, the cleaning of the restrooms, mopping of the floors and other issues will to be accomplished by other staff members such as deputies, captains, lieutenants, secretaries etc. We will be paying a high premium for these tasks.

Reduction in Force (RIF)

\$85,594 Two Full-time Custodians

Corrections 1020230

We have not been asked to anticipate any cuts to the Corrections budget next year. I appreciate that and I am sure it comes from a realization of just how much we have given up in that area the last few years.

I do, however, want to let you know of some immediate needs we have in the corrections bureau. For several years we have been struggling to reduce the amount of overtime in the jail. Supervision of inmates requires that we have minimum staffing of all critical duty posts 24 hours a day, 7 days a week. We simply cannot leave a security post unmanned and just ask the inmates to supervise themselves. That would create an enormous security breach.

We are also experiencing a significant increase in the need to transport sick or injured inmates out to medical facilities and guard them while they are hospitalized or receiving treatment. These circumstances are outside our control and we simply do not have the ability to further reduce the number of hours that must be covered by our deputies.

This past year we were compelled to establish a mandatory on-call roster for all of our corrections officers and all our law enforcement officers so we would always have a couple of deputies "on call" who could respond to the need to guard an inmate at the hospital or to deal with other emergency needs for personnel.

We reviewed the data from nine pay periods this year and determined that on average we have about 631 hours of overtime per pay period for corrections deputy sheriff positions and 176 hours per pay period for jail operations specialists.

These numbers equate to 7.7 full-time deputy positions and 2.2 jail operations specialist positions. Since many of the overtime hours are paid at time-and-a-half, it makes good economic sense to hire an adequate number of full-time personnel to offset the need for overtime. Restoring some of the positions that were cut a couple of years ago, and having sufficient staffing in the jail will give our employees a huge boost in morale and help us retain good employees.

\$616,000 in personnel costs will provide eight full-time deputy sheriff positions at \$67,000 each plus benefits, and two full-time jail operation specialists at \$40,000 each plus benefits.

Our correctional facility is also experiencing an increase in attempts to smuggle contraband into the jail. Even a very small amount of a drug like fentanyl can be deadly. Recently we have had occasions where we had to transport inmates to outside medical facilities for treatment of overdose with drugs that had been smuggled into the jail.

Our corrections deputies do a remarkable job screening and searching. They interdict much of what is attempted to be smuggled in, but some perpetrators secret drugs in areas that simply are not visible to the human eye.

Recent technological advances in body scanners make these devices an invaluable tool in the fight to keep our correctional facility drug free. The average cost of a body scanner is about \$150,000.

The total anticipated need for the correction budget is \$766,000.

The spreadsheet prepared by the Controller's Office for this meeting shows an increase to the Corrections budget of \$357,517. We will be asking for a net increase of \$408,483.

You should also be aware that we are working with the State Hospital to bring a competency restoration unit to the Davis County Jail. That agreement will bring an anticipated \$1,400,000 of revenue to Davis County.

Conclusion

Several consecutive years of actual or constructive budget cuts have left the Sheriff's Office underfunded. We have struggled to meet our statutory requirements in an effective way. The additional budget cuts proposed in the current exercise could have a devastating effect.

While I appreciate the desire to avoid any tax increases, a desire I wholeheartedly share, I also know that the realities of this inflationary economy are going to require tough decisions and solid leadership. A large tax increase, or a series of smaller tax increases, are inevitable if we are going to have the resources necessary to provide the public safety services state statute requires and the people of Davis County expect.

I will continue to do my part to make sure every dollar of taxpayer money entrusted to the Sheriff's Office is utilized efficiently and as effectively as possible to serve the public and improve the quality of life for everyone in Davis County.

As you have heard me state in many budget discussions previously, my number one priority remains protecting our biggest and best asset, which is the people who work for the citizens of Davis County. If budget cuts are needed, I hope we can all work together to find alternatives that protect the merit increases and cost of living adjustments that are so important to our employees and their families. I believe that taking care of our people has to be our overriding priority.

**Presentation to the Davis County Commission
June 24, 2025**

Sheriff's Response to Potential Future Cuts in County Budget

Summary Sheet

Sheriff Budget 1020210 Anticipated Reduction - \$813,024.39

From Programs we would make a total reduction of \$20,400

\$3,750 NOVA Program
\$12,600 Car Wash
\$2,050 Promotional Material
\$2,000 Citizen Programs

Consequence:

- Curtailing of the drug resistance and violence reduction education.
- Elimination of many community outreach programs
- Terminate contract for washing our patrol vehicles

From Equipment we would make a total reduction of \$41,280

\$17,400 Bomb Squad Equipment
\$14,780 K9 Program
\$5,000 Public Order Unit (POU) Gear
\$3,300 Motors Uniforms
\$600 Defensive Tactics (DT) equipment reduction
\$200 Emergency Vehicle Operation (EVO) training cone reduction

Consequence:

- Diminished ability to respond to calls for service for bomb threats etc.
- Diminished ability to respond to K-9 searches
- Reduced ability to respond to civil unrest and riots
- Use of outdated or expired safety equipment

From Training we would make a total reduction of \$14,100

\$3,500 Internal Affairs (IA) training budget reduction (50% reduction)
\$1,600 Firearms Instructor/armorer (50% reduction)
\$1,000 Emergency Vehicle Operations (EVO) budget reductions (50% reduction)
\$1,000 Defensive Tactics (DT) budget reductions (50% reduction)
\$6,000 Pistol Team - Sheriff's Conference reduction
\$1,000 Motors Training \$1,000.00

Consequences:

- Fewer qualified instructors
- Less training for deputies in critical and high-liability areas

- Reducing the amount, or quality, of training we provide will have far reaching detrimental effects

From Miscellaneous Operations we would make a total reduction of \$152,615

\$1,000	Mileage Reimbursement
\$16,294	Software Subscriptions
\$35,806	Professional Services
\$108,853	Equipment repair
\$13,600	Vehicle Service
\$8,000	Gas
\$3,000	Supplies

Consequences:

- Assume an inherent risk as we cannot control the costs of many of these items. Vehicles or equipment may break down unexpectedly resulting in costly repairs
- Unable to provide professional services following a critical incident or traumatic event
- Makes us more susceptible to budget overruns if we have a bad year

Total Operational Reductions \$228,395

Reduction in Force (RIF)

\$38,811	Part-time Investigative Criminal Analyst
\$64,646	Victim advocate
\$134,000	Admin Building Security (2 Deputy Sheriffs)
\$134,000	Canyon Patrol (2 Deputy Sheriffs)
\$84,896	Full-time Investigative Criminal Analyst
\$64,250	Victim Services Coordinator
\$67,000	Detective position

Consequences:

- We will be less effective at investigating and solving crimes.
- Additional workload on case detectives
- Investigative work will slow and crimes will take longer to solve
- Delays could result in an inability to prosecute some perpetrators
- Reduction of services to, and support for, victims of crime
- Decreased security at the County Administration Building
- Increase in illegal shooting complaints
- Increase in illegal consumption of alcohol and illegal drug use in canyons
- Diminished safety for those who drive recreational vehicles in our canyons
- Inability to work on cold cases
- Inability to participate in the Internet Crimes Against Children taskforce

Total Potential Reductions from RIF \$587,603

Total Operational Reductions \$228,395

Total Reductions \$815,998

Shooting Range 1020211 Anticipated Reduction \$72,425

Due to lack of budget history and planning, we are unable to respond to this item at this time. We will simply adjust operations in line with budgeted amounts.

Search and Rescue Budget 1020217 Anticipated Reduction \$4,524.07

Total reduction amount will be from personal safety equipment and cold weather clothing.

\$4,524.07

Consequences:

- Old and worn equipment will be used
- SAR volunteers will have a decreased margin of safety
- Limits on climate appropriate clothing will place SAR volunteers at greater exposure to elements

State Forest 1020229 Anticipated Reduction \$1,584.84

This is a negotiated contract for services. We will work with the other involved parties to reach this goal if possible.

Consequences:

- May not be able to negotiate a reduction in the contracted amount

Building and Grounds West 6310862 Anticipated Reduction \$80,912

Reduction in Force (RIF)

\$85,594 Two Full-time Custodians

We will also need to keep the new EOC unopened, unoccupied and without any utilities or climate control.

Consequences:

- Elimination of preventative maintenance resulting in costly repairs
- Poor Air Quality due to lack of filters
- Greater costs for emergency repairs
- Limited inventory of spare parts for cameras, locks and other security elements
- Overall deterioration in appearance, longevity and usefulness of the facility.
- Future significant costs for cleaning, repairing and reopening the EOC after it has sat vacant for a year or more

Corrections 1020230 No Anticipated Reduction

A net additional increase of \$408,483 after accounting for the anticipated increase of \$357,517 listed in the calculations for this exercise.

- \$616,000 in additional personnel costs to provide eight full-time deputy sheriff positions and two full-time jail operation specialists.
- \$150,000 in additional equipment costs for a body scanner

Consequences:

- Reduced need for overtime paid at time-and-a-half
- Improved employee morale and retention
- Reduced contraband entering the correctional facility

- Improved safety for inmates and staff

Conclusion

We urge in the strongest terms possible that taking care of our people receive the highest priority and that we all work together to protect the merit increases and cost of living adjustments for our employees.