

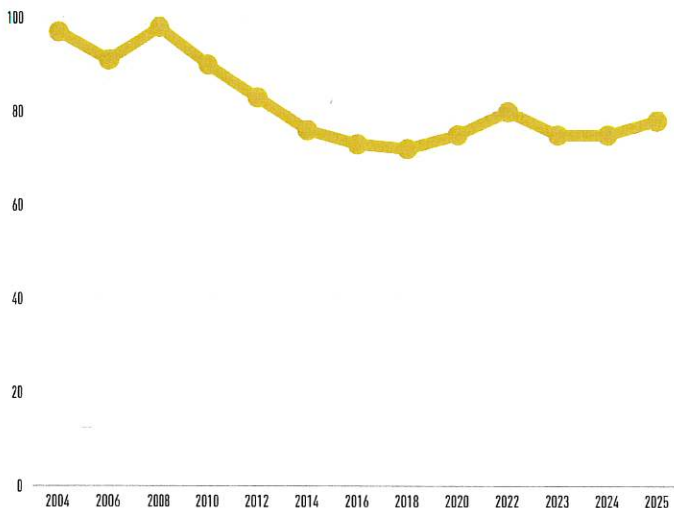


# Weber County Sheriff's Office

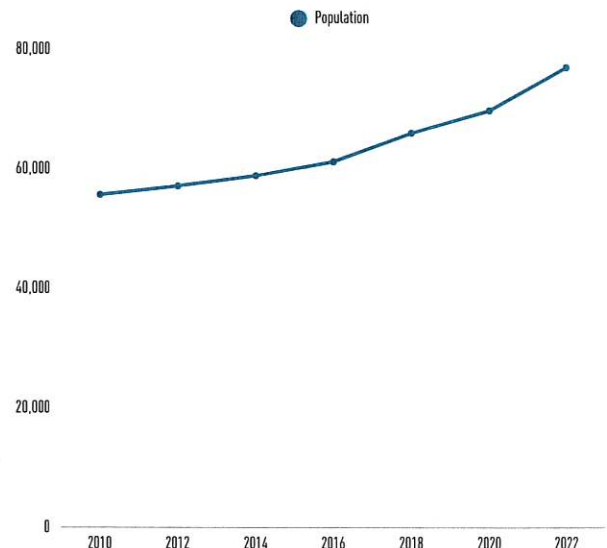
## City Partners Position Report

In 2025, Weber County conducted a wage study to address lagging pay for employees. Our law enforcement wages were found to be 17% behind market. A new pay policy for sworn deputies was implemented, bringing wages to competitive levels and driving increased recruitment and retention. Looking forward, WCSO is moving out of a period of low retention, low staffing and strained operations. We are focused on improving services for our city partners. This all comes with a financial impact, but aligns service with public expectations and public safety needs.

From 2004 to 2013, the Weber County Sheriff's Office went from 97 full time deputies in the Enforcement Division to 78 deputies now.



This is in contrast to the rising population of our city partners and unincorporated WC.



Today, 46 deputies are funded by contract cities. With current population estimates, this creates a ratio of .57 deputies per 1,000 residents. This is too low. Crime rates, geography, population, officer safety, city partner and public expectation all must be considered when determining proper staffing levels.

Weber County has seen rapid growth in population county-wide and throughout our partner cities, increases in population and businesses mean more challenges for public safety. High density housing, large commercial businesses and growth in general require more resources.



For years, the Weber County Sheriff's Office has worked to "do more with less".

We have now reached and seen the point where that is no longer possible, and having less in fact means less capacity to properly address public safety.

Insufficient staffing contributes to backlogs of cases, reduced proactive enforcement efforts, longer response times, and officer safety issues.

10 new FTE positions moves deputies per resident from .57 to .72 per 1,000.



### Less Deputies = Less Capacity

- Investigations caseload overwhelm, not enough detectives.
- Fewer deputies has meant temporary reassignment to help cover heavy workloads in other bureaus.
- Patrol shifts understaffed, need more deputies on duty
- Backup for officer safety
- Fewer deputies increases challenges with training, sick leave, court etc.
- Specialty units that have gone unstaffed
- Traffic Unit can move from 5-days of coverage to 7-days.
- Street Crimes Unit return with re-focused mission
- Fewer deputies means less proactive enforcement and proactive crime reduction.

### NEW Full Time Deputy Positions:

- WCSO is seeking to add 10 FTE positions to the Enforcement Division.
- Cost is carried by the contract cities.
- Brings staffing levels closer to the generally accepted ratio.
- Increased staffing means increased coverage for city partners.
- More deputies means lower response times to priority calls for service.
- More time for deputies to spend on proactive enforcement and proactive crime reduction .
- Officer safety increases with available backup/resources to handle emergency calls or complex cases. This increases the odds of safe outcomes for all involved.
- Overall increase in level of service

