



ADAMS COUNTY

COLORADO
BOARD OF COUNTY COMMISSIONERS

Eva J. Henry - District #1
Charles "Chaz" Tedesco - District #2
Emma Pinter - District #3
Steve O'Dorisio - District #4
Lynn Baca - District #5

STUDY SESSION AGENDA
TUESDAY
April 13, 2021

ALL TIMES LISTED ON THIS AGENDA ARE SUBJECT TO CHANGE

- | | | |
|------------|--------------|--|
| 12:00 P.M. | ATTENDEE(S): | Adam Burg |
| | ITEM: | Legislative Update |
| 12:40 P.M. | ATTENDEE(S): | Sheriff Rick Reigenborn / Undersheriff Tommie McLallen / Alisha Reis / Eric Bettinger / Kirti Padsala / Jamal Ward |
| | ITEM: | Sheriff's Office Quarterly Update / Staffing Request |
| 1:40 P.M. | ATTENDEE(S): | Dr. John Douglas, Executive Director, Tri-County Health Department / Sara Carrington, Tri-County Health Department |
| | ITEM: | Tri-County Health Department Update |
| 2:10 P.M. | ATTENDEE(S): | Raymond Gonzales |
| | ITEM: | Administrative Item Review / Commissioners Communication |

TO WATCH THE MEETING:

- Watch the virtual Zoom Study Session through our [You Tube Channel](#)

(AND SUCH OTHER MATTERS OF PUBLIC BUSINESS WHICH MAY ARISE)

AGENDA IS SUBJECT TO CHANGE



STUDY SESSION ITEM SUMMARY

| |
|---|
| DATE OF STUDY SESSION: April 13, 2021 |
| SUBJECT: Sheriff's Office Quarterly Update to Commissions/Staffing Request |
| OFFICE/DEPARTMENT: Sheriff's Office, County Manager's Office, People & Culture |
| CONTACT: Alisha Reis, Deputy County Manager |
| FINANCIAL IMPACT: FTE Costs for 12 FTEs |
| SUPPORT/RESOURCES REQUEST: 12 FTEs |
| DIRECTION NEEDED: Support for the Sheriff's Office strategy, with requests for resources to enact the body camera program. |
| RECOMMENDED ACTION: 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. |

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



Implement
the
mandates
of Senate
Bill 20-217

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



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

Success:

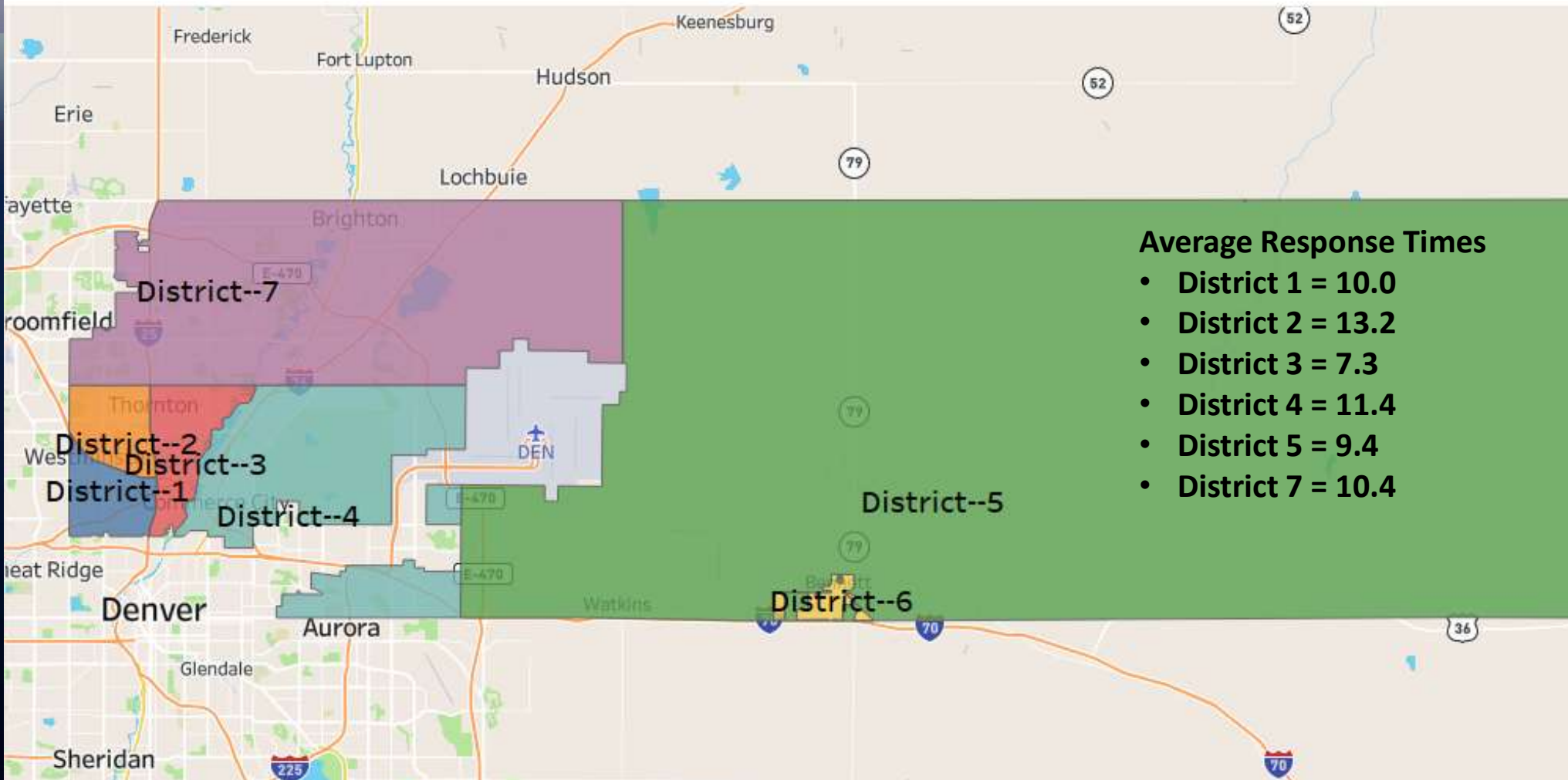
- 5-minute response time by geographic area

Current Steps:

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



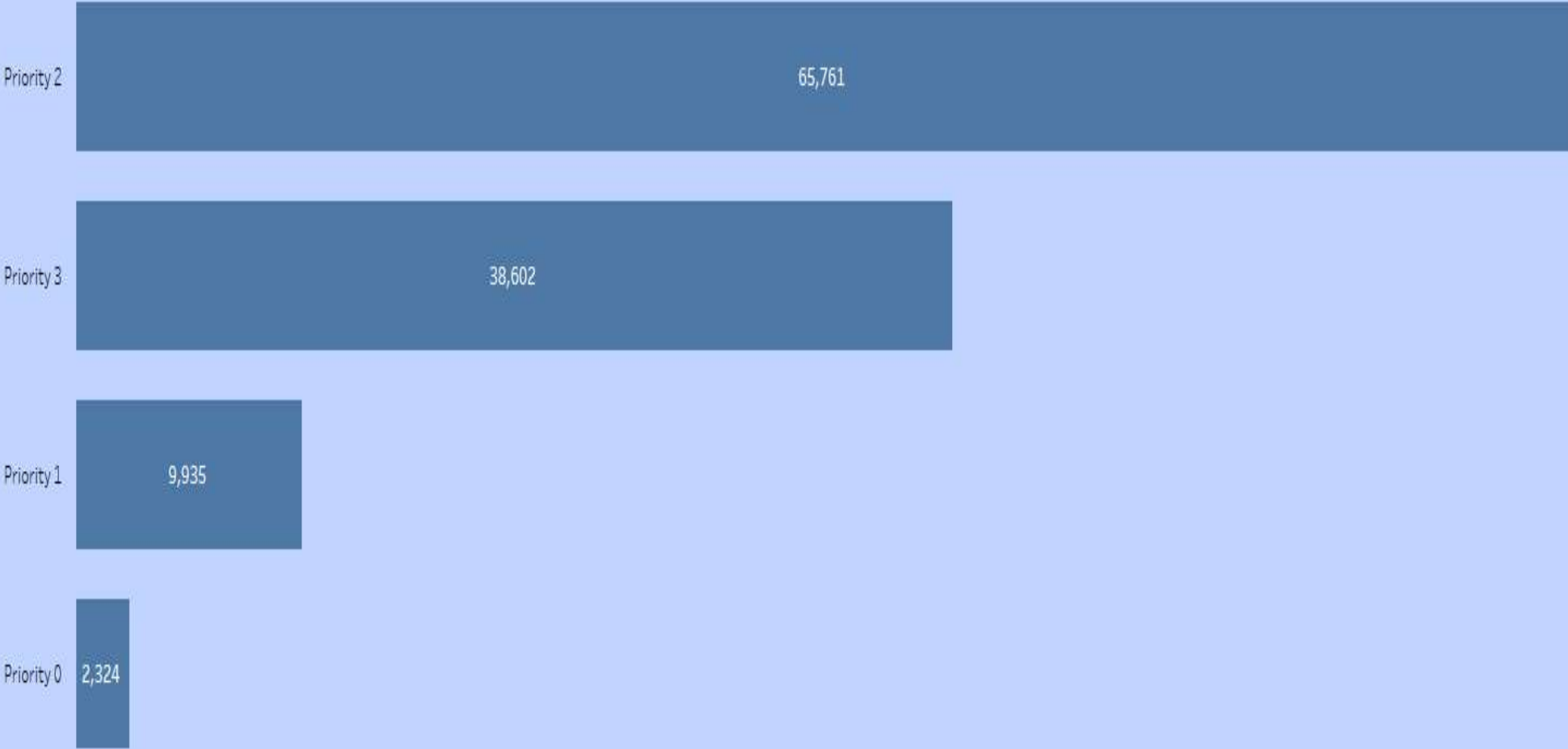
Map of Districts



Average Response Times

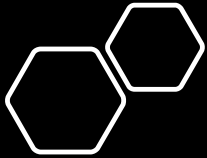
- District 1 = 10.0
- District 2 = 13.2
- District 3 = 7.3
- District 4 = 11.4
- District 5 = 9.4
- District 7 = 10.4

All Requests by Priority

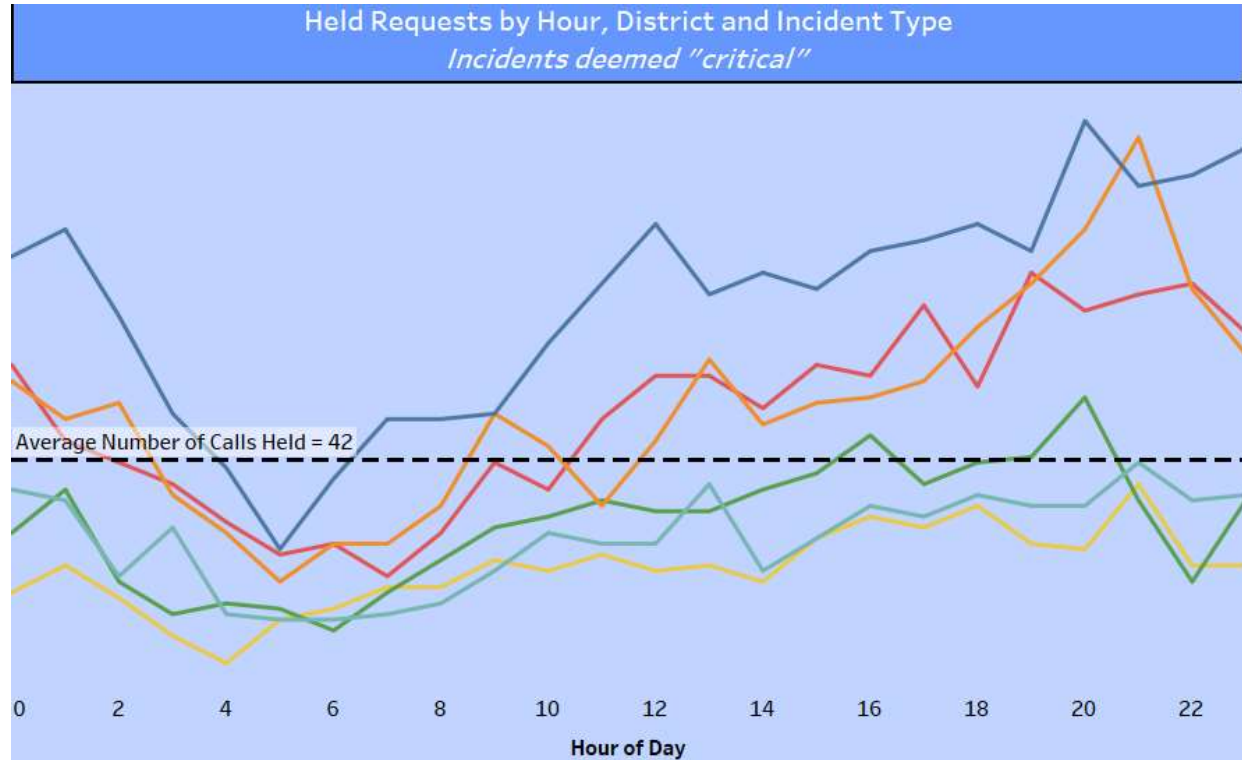


Time Intervals and Held Requests by District--in minutes

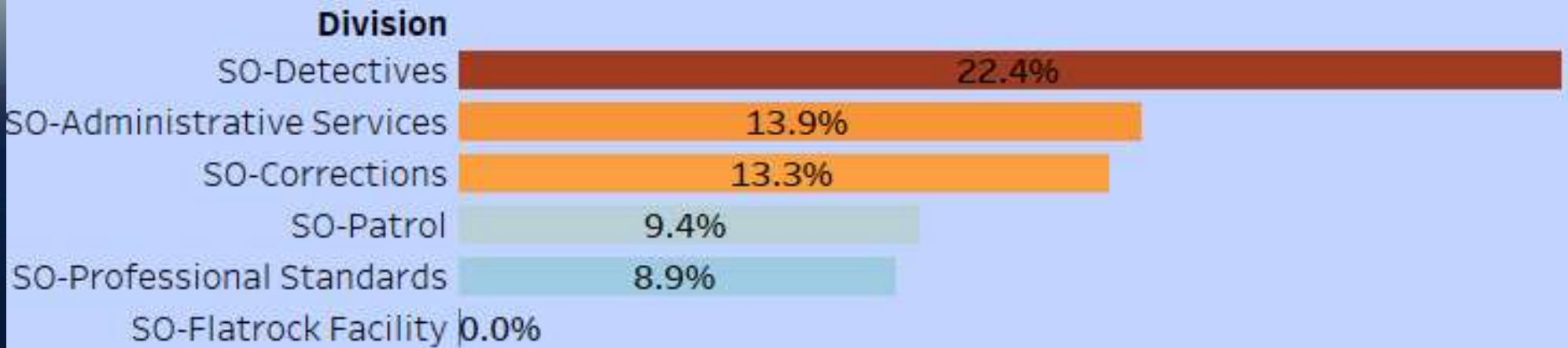
| District | Avg. Received to Assigned Interval | Avg. Assigned to Enroute Interval | Avg. Enroute to Arrived Interval | Avg. Total Response Time (received to arrived) | Requets that were held |
|----------|------------------------------------|-----------------------------------|----------------------------------|--|------------------------|
| 1 | 6.1 | 0.9 | 3.0 | 10.0 | 18,431 |
| 2 | 7.8 | 1.3 | 4.2 | 13.2 | 12,097 |
| 3 | 2.3 | 1.2 | 3.9 | 7.3 | 13,313 |
| 4 | 6.5 | 1.1 | 3.8 | 11.4 | 6,486 |
| 5 | 1.8 | 1.3 | 6.3 | 9.4 | 4,103 |
| 7 | 4.8 | 0.9 | 4.7 | 10.4 | 4,595 |



- 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



Retirement Eligible Percentage--(select Division to filter employee names)
(as a percent of total employees)



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)

