



SHERIFF

EUREKA COUNTY

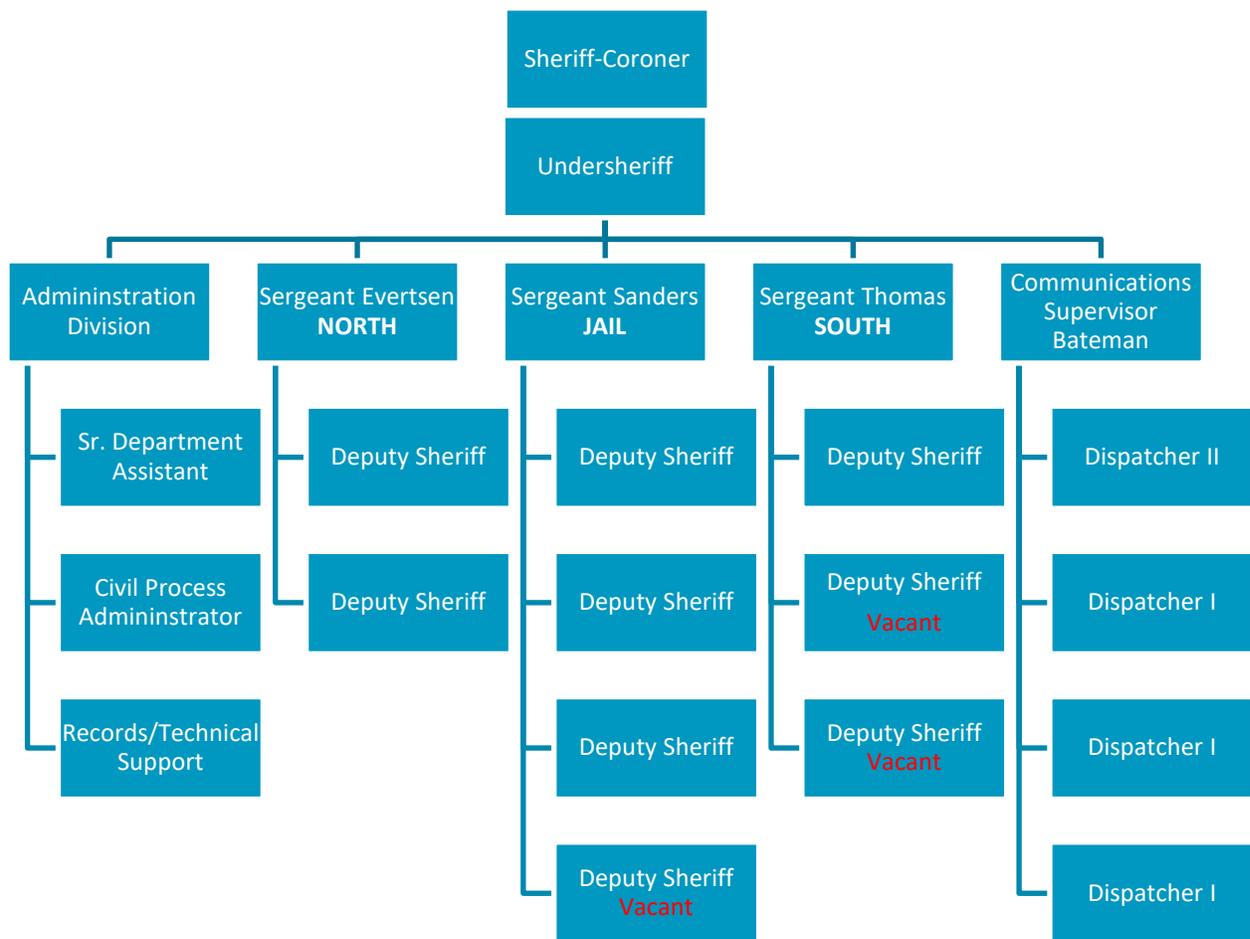


2020 Budget / Staffing Request

Currently, E.C.S.O. is allocated 22 FTEs.
 Sheriff – 1 Undersheriff – 1, Patrol – 7, Detentions – 5, Dispatch – 5, Administrative – 3.

Currently vacancies
 Detentions – 1, (1 Contingent Hire, 02/24/2020)
 Patrol – 2 (Eureka)

2019 ORGANIZATIONAL CHART



We are asking for an additional 7.5 positions, to include in the Northern Area Command, Southern Area Command, Detention Center, Communications Division and Bailiff.

The following are the requested 2020 Positions.

- 2 Patrol Deputies (Eureka)
- 1 Patrol Deputy (Crescent Valley)
- 1 Deputy Sheriff (Detentions)
- 1 Traffic Safety Deputy (South)
- 1 Traffic Safety Deputy (North)
- 1 Dispatcher
- .5 Bailiff*
- 7.5 Total Positions*

These additional positions are explained below.

Eureka (Southern Area Command)

We are asking to reacquire two patrol positions in the Southern Area Command. These positions will allow us to have adequate staffing to cover the scheduling requirements to best protect the citizens and visitors of Eureka County.

This will allow us to have two Deputies on shift, 12 hours a day. This staffing level will allow for Training, Vacation time, Sick time, etc. to be covered while minimizing or eliminating overtime

This will also allow for the Sergeant to overlap with both of the squads, which is necessary for the effective supervision, proper evaluations of employee's and increases the frontline leadership to the staff. This will allow us to have a Sergeant on duty and available 7 days a week in the county, which reduces liability for lack of supervision.

Eureka County Communications Center

We are asking for an additional Dispatcher for the Eureka County Communications Center. This center is the emergency public safety answering point (PSAP) for Eureka County. This division must be staffed 24 hours a day, 7 days a week, 365 days a year.

We are asking for the additional Dispatcher to reduce fatigue, burnout and turn over. Having the 6 dispatchers will make it to where there are 2 Dispatchers on shift for a part of the day. This will also allow for the Supervisor to overlap with both of the squads, which is necessary for the effective supervision, proper evaluations of employee's and increases the frontline leadership to the staff.

Crescent Valley (Northern Area Command)

We are asking for one additional Deputy Sheriff in Crescent Valley. Having four Patrol Deputies in Crescent Valley allows us to provide 24 hours of service, 7 Days a week.

This will decrease fatigue, burnout and call outs, which also reduces overtime.

Currently, Deputies from Eureka have to go to Crescent Valley to cover for Annual leave, Sick Leave, Trainings, Etc. If Eureka Deputies aren't available for whatever reason, it generates Overtime, and additional workload on CV Deputies or outside agencies. We are required to utilize Lander County, Carlin Police, and Nevada Highway Patrol as back up for calls for service.

Eureka County Detention Center

We are requesting for One additional Deputy Sheriff in the Eureka County Detention Center. This Deputy would allow for the Detention Center to be staffed with 6 total Deputies. This will allow for an overlapping schedule, this will allow us to have adequate staffing to cover the requirements to best protect the Inmates of the Eureka County Detention Center and reduce liability.

We are requesting a Casual Bailiff due to the increase of Bailiff Duties in Eureka Justice Court, Beowawe Justice Court and 7th Judicial District Court due to *State V. Anderson* and the additional jury trials that will be coming due to this decision.

These positions will make our Detentions Center staffed adequately to cover Detentions Duties, Bailiff Duties, Inmate Transports, Training and Vacation Requests, reducing overtime, fatigue, and burn out. This staffing also increases Deputy Safety in the Detention Center.

This will allow us to have two Deputies on shift, 12 hours a day. This will also allow for the Sergeant to overlap with both squads, which is necessary for the effective supervision, proper evaluations of employee's and increases the frontline leadership to the staff.

Traffic Safety Unit Deputies

With 2019 being the deadliest year in Eureka County History for Fatal Traffic Crashes (7), We feel it's important to make Traffic Safety a priority. These Deputies would be assigned on a rotating work location schedule, making sure they focus on all areas of Eureka County, not just one township, road, highway, etc. These Deputies would respond as back up to calls for service if needed, and when necessary, they would offset the schedule on a case by case basis, which would reduce Overtime, call out, etc.

The primary function of these Deputies would be Traffic Safety, conducting Traffic stops, Commercial Vehicle Enforcement (MCSA), Hosting public education seminars,

managing our Joining Forces and Office of Traffic Safety Grant.

In 2019, the ECSO Deputies made 1,321 Traffic Stops compared to the 592 Traffic Stops in 2018. With a dedicated Traffic Unit, these numbers would be unmatched to previous years. The increase of citations will generate additional AA Fees for the Justice Court.

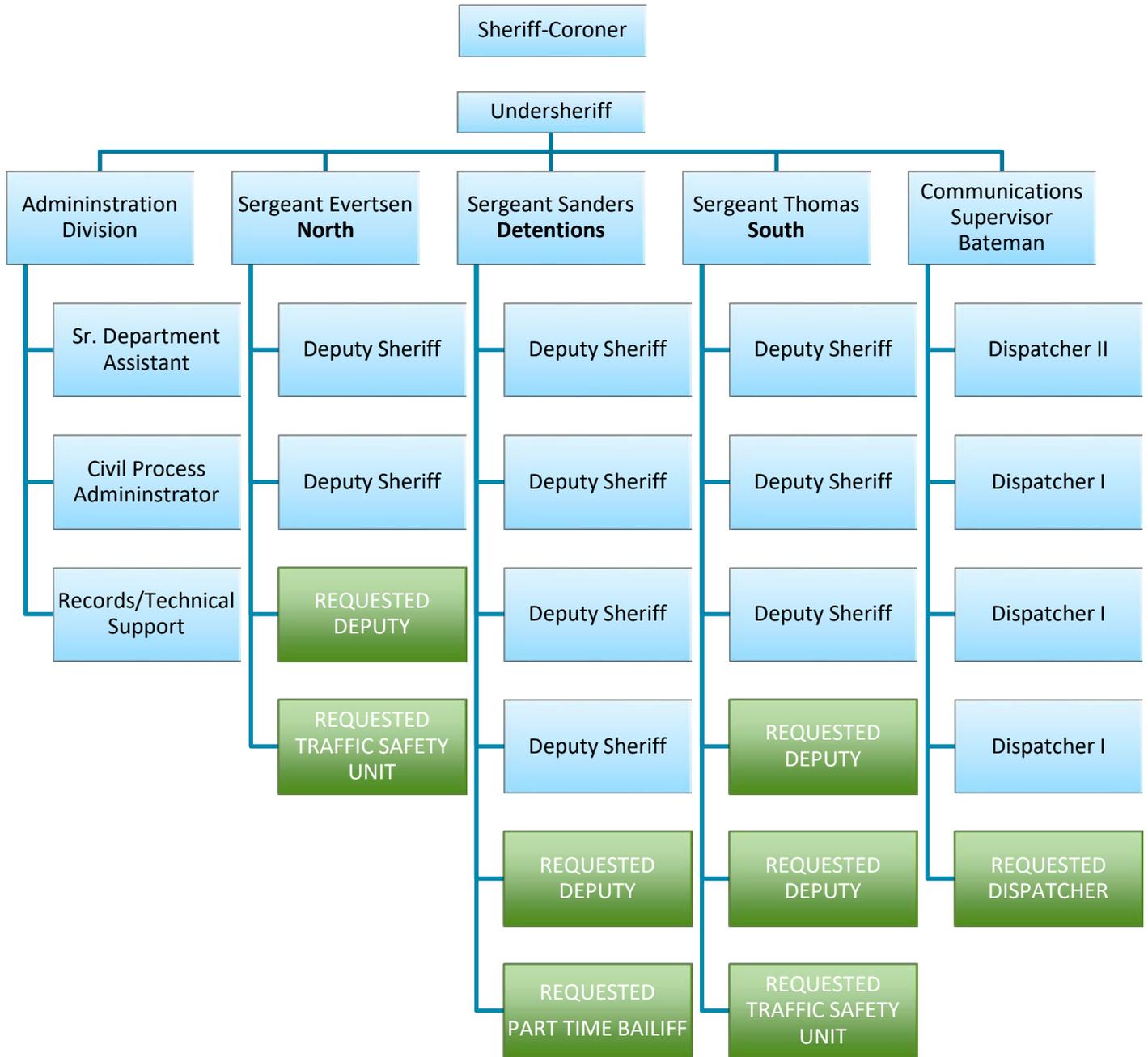
The 2019-2020 Overtime/Holiday Budget (\$120,000) is currently sitting at over **110%**. The Overtime budget has been upwards of 200% yearly since 2014 due to minimal staffing levels. (Overtime and Holiday are not budgeted by the Sheriff's Office. These are numbers inputted as part of the front side of the budget presented by the Comptroller's Office)

With the growth from the mining industry throughout the county, as well as the influx of population, additional major calls for service, violent crimes and drug activity, we need as many boots on the ground as we can possibly get in order to make sure our Deputies, Communities and Inmates stay as safe as possible.

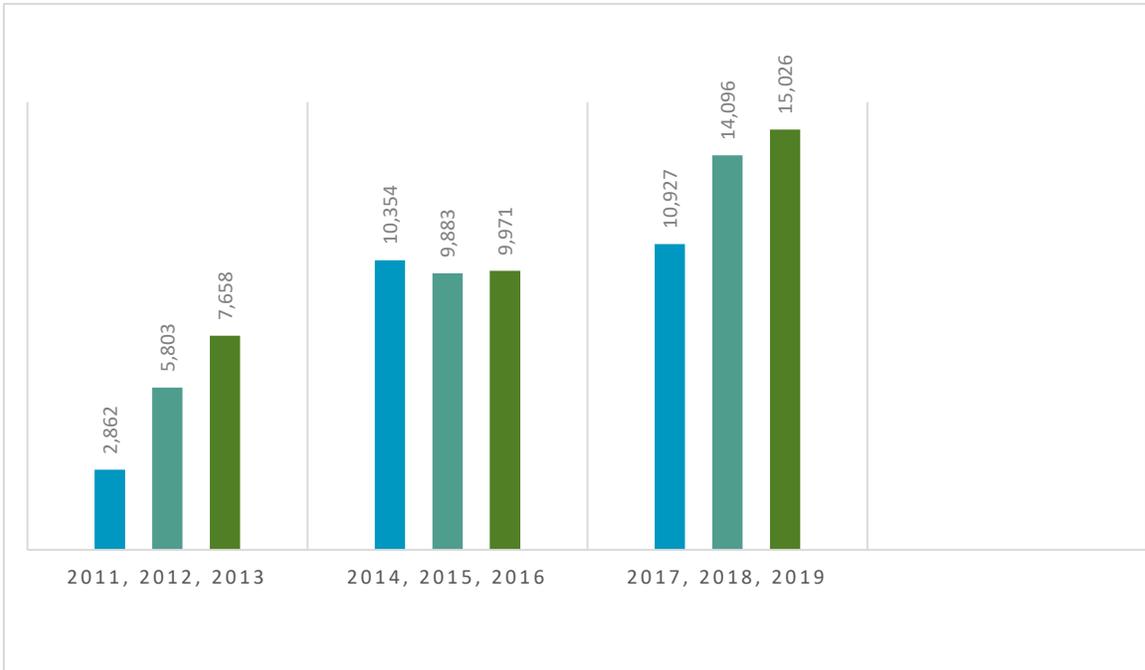
Please see chart on next page for visual representation of requested staffing.

2020 BUDGET / STAFFING REQUEST

PROPOSED 2020-2021 ORGANIZATIONAL CHART



2011 – 2019 Calls for Service



Calls for Service by Year

- 2011- 2,862*
- 2012-5,803
- 2013-7,658 (388 Fuel Calls)**
- 2014-10,354 (1150 Fuel Calls)
- 2015-9,883 (896 Fuel Calls)
- 2016-9,971 (884 Fuel Calls)
- 2017-10,927 (1,038 Fuel Calls)
- 2018***-14,096 (980 Fuel Calls)
- 2019****-15,026 (43 Fuel Calls)

**-RIMS Implemented, Partial Year Only*

*** Year Fuel Calls were Implemented*

****-McEwen Mining Opened*

*****- Stopped creating Fuel Calls on 01/07/2019*

COMPARABLES

Eureka County Sheriff's Office – 22

Population: 2,500 ~ County Size: 4180 Square Miles ~ Patrol: 7, Detentions: 5,
Dispatch:5. Calls for Service (2019) 15,026

Lander County Sheriff's Office – 40.5

Population: 5,693 ~ County Size: 5,519 Square Miles ~ Patrol: 16, Detentions: 9.5,
Dispatch: 6FT, 2 PT. Calls for Service (2019) 12,938.

White Pine County Sheriff's Office – 35

Population: 9,600 ~ County Size: 8,897 Square Miles ~ Patrol: 20, Detentions: 7,
Dispatch: 5. Calls for Service (2019) 22,107.

Storey County Sheriff's Office – 35

Population: 4,050 ~ County Size: 264 Square Miles ~ Patrol: 20, Detentions: 9,
Dispatch: (Separate from Sheriff's Office) – 8. Calls for Service (2019) 15,000.

Lincoln County Sheriff's Office – 30.5

Population: 5,223 ~ County Size: 10,637 Square Miles ~ Patrol: 12, Detentions: 12FTE
2PT, Dispatch: 4FT, 1 PT. Calls for Service (2019) 6,743.

Mineral County Sheriff's Office – 25

Population: 4,457 ~ County Size: 3,813 Square Miles ~ Patrol: 14, Detentions: 5,
Dispatch: 5. Calls for Service (2019) 10,048.

Pershing County Sheriff's Office – 20

Population: 6,508 ~ County Size: 6,607 Square Miles ~ Patrol: 8 , Detentions: 5,
Dispatch: 5. Calls for Service (2019) 17,926
Pershing County has multiple other law enforcement agencies in the county.

Esmeralda County Sheriff's Office - 17

Population: 850 ~ County Size: 3,589 Square Miles ~ Patrol: 6, Detentions:5,
Dispatch: 5. Calls for Service (2019) Unavailable at time of Report

2020 BUDGET / STAFFING REQUEST

I request the following changes to be made to the Eureka County Policy Manual.

STAND-BY PAY

Currently .25 cents an hour.
I request this goes to \$2.00 an hour

SHIFT DIFFERENTIAL

Swing Shift – Currently .25 cents an hour. I request this goes to \$1.00 an hour
Grave Yard – Currently .50 Cents an hour. I request this goes to \$2.00 an hour

HOLIDAY HOURS

Currently, Eureka County Employees receive 2 hours of “Extra” holiday time. Any employee on 8 hours shifts to be used at their discretion within the 30 days following any holiday.

REDUCTION OF OT – Discontinuing the 2 hours of holiday time will reduce overtime in the Sheriff’s Office by over 100 hours, just in my department.

Between discontinuing 2 “extra” hours and the reduction of overtime, this could save the county upwards of \$40,000. This alone, would have made up the difference between a .75 cent COLA, and a \$1.00 COLA for all the county employees.

I also recommend we change this policy to reflect the employee’s shift accordingly. 8-hour employees, receive 8 hours of holiday pay. 10-hour employees, receive 10 hours of holiday pay and 12-hour employees receive 12 hours of holiday pay.

HOURS WORKED VERSUS HOURS CLAIMED

Currently, Eureka County Policy allows for employees to use Sick or Annual Leave, during a work week to count towards their overtime. If an employee has 40 claimed hours in a week, they receive Overtime for any hours claimed over 40 hours, instead of hours worked over 40 hours like FLSA allows. This is generating an unknown amount of Overtime, costing tax payer’s unnecessary money.

Example of how it could read – “Time paid but not worked, such as sick leave, holidays and annual leave, does NOT count towards hours worked for the purpose of computing overtime hours.

FIELD TRAINING OFFICER/COMMUNICATIONS TRAINING OFFICER PAY

Currently, Eureka County Policy currently pays FTO/CTO’s 5% pay while their training new employees. I am requesting this policy be changed to 2%, Year-round and 3% while training a trainee, totaling 5% when they have a trainee.

EMT PAY

Basic EMT Certification 2.5 %
Intermediate EMT Certification 5%

K9 Deputy Pay 2.5%

Drug Recognition Expert Pay 2.5%

All percentages are compoundable to 10%

Services & Supplies \$65,000

Increase of \$40,000

K9, Cage, Training, Etc.

Coroner - \$25,000

Increase of \$10,000

Increase in Washoe County Medical Examiners Fee's along with the additional caseload.

Public Relations - \$10,000

Increase of \$2,000

Increasing the Public Events, and hosting them in both Eureka and Crescent Valley.

Lexipol - \$15,000

Increase of \$10,000

Purchase of both Patrol and Detentions from LLRMI.

LLRMI is \$15,000 for initial purchase and \$5,000 Yearly. (LLRMI is a POOL/PACT Partner)

Lexipol, this is a yearly cost for both Patrol and Detention Manual.

Machine Maintenance - \$65,000

Increase of \$45,000

Covers the AXON yearly contract for the Body Cameras, Dash Cameras and Tasers.

Jail Maintenance - \$40,000

Increase of \$25,000

Battery Backup Replacement and Yearly Service Contract

Travel / Training \$55,000

Increase of \$10,000

Additional Training for the Staff, to include Deputies, and Civilian Staff.

Fuel - \$55,000

Increase of \$5,000

Fluctuation of fuel prices, forecasting for more gas to be used.

Maintenance - \$40,000

Increase of \$5,000

Forecasting for increased maintenance of fleet.

Capital Outlay - \$65,000

Decrease of \$20,000

\$15,000 for a Copy Machine and having \$50,000 in fund for Emergencies.