

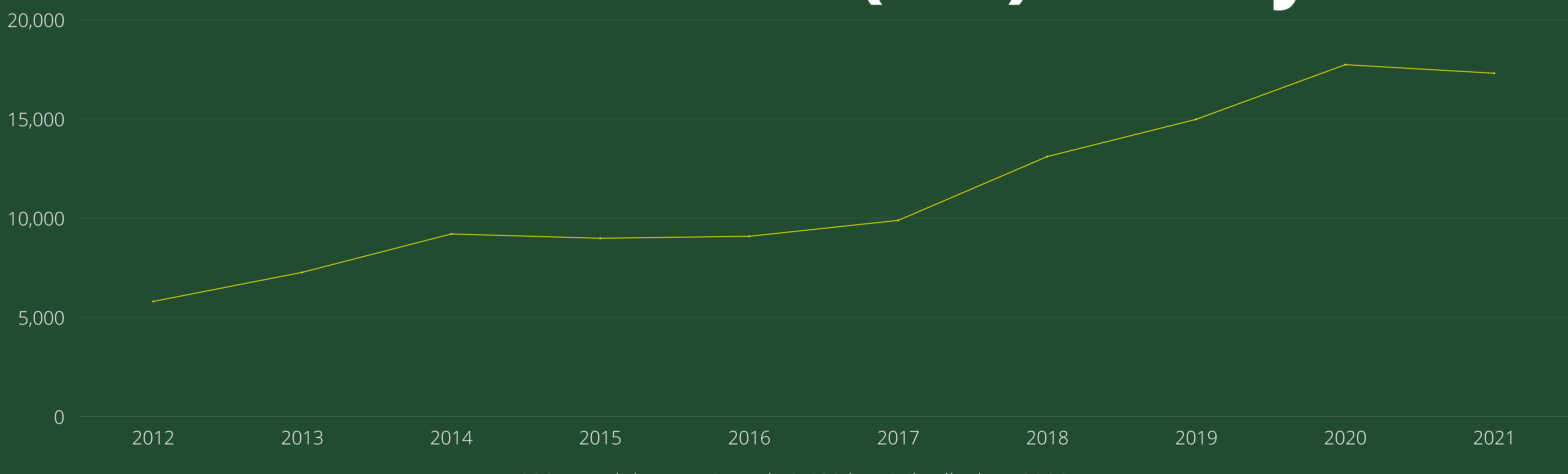
COLC-2023 STAFFIG REQUEST

ADEQUATE PUBLIC SAFETY STAFFING IS <u>OUR</u> PRIORITY!

Staffing History



Calls For Service (CFS) History



In 2021 we did approximately 2,400 less jail calls than 2020. This means our calls increased in other areas by 1,967 calls in 2021.

Staffing vs. (CFS) History



Calls for Service History

2011: 2,862 - Rims was implemented.

2012: 5,803 (23 FTE)

2013: 7,658 (23 FTE)

2014: 10, 354 (22 FTE)

2015: 9,883 (22 FTE)

2016: 9,971 (23 FTE)

2017: 10, 927 (18FTE)

2018: 14,096 (18 FTE) McEwen Opened

2019: 15,026 (19FTE)

2020: 17,736 (22 FTE, 1 Casual)

2021: 17,303 (23 FTE, 1 Casual)

In 2021 we did approximately 2,400 less jail calls than 2020. This means our calls increased in other areas by 1,967 calls in 2021.

Incentives

What are we doing at Eureka County to make us a desirable employer?

What does Eureka County offer to their employees and future applicants?

Incentives

Eureka County offers ZERO incentives to increase recruitment, or maintain our current valuable assets (Our Employees

Mineral County Sheriff's Office- \$4,000 Hiring Bonus

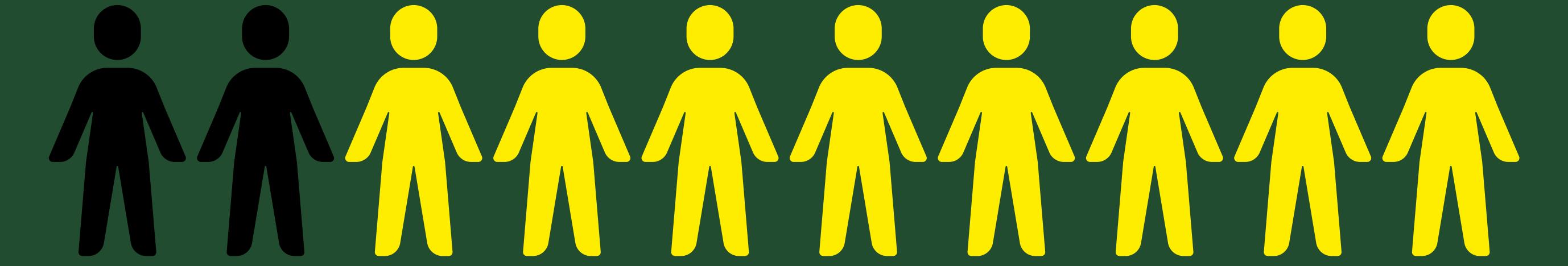
Lander County Sheriff's Office-\$6,000 Bonus for living in Austin, Nv. CV Deputies used to get \$4,200 a year*

Staffing Request

9.5 Postions
4 Patrol Deputies - Crescent Valley

3.5 Patrol Deputies - Eureka - (Converting current casual to 1.0 FTE)

2 Dispatchers



Proposed Organizational Chart

Sheriff

Undersheriff

- Administrative Staff

CIVIL

RECORDS

SR. DEPT. ASSIST.

South Area

Sergeant A-MID SHIFT

Sergeant B-MID SHIFT

Deputy A- Day

Deputy A- Day

Deputy A- Night

Deputy A- Night

Deputy B- Day

Deputy B-Day

Deputy B- Night

Deputy B- Night

North Area

Sergeant A-MID SHIFT

Lieutenant (NAC)

Sergeant B-MID SHIFT

Deputy A- Day

Deputy A- Day

Deputy A- Night

Deputy A- Night

Deputy B- Day

Deputy B-Day

Deputy B- Night

Deputy B- Night

Dispatch

Comm. Supervisor

Dispatcher

Dispatcher

Dispatcher

Dispatcher

Dispatcher

Dispatcher

YELLOW = NEW POSITION REQUESTED

What do we the citizen's get?

2 Deputies on duty, 24/7 in ALL of Eureka County, plus a Sergeant 12 hours a day. (3 people on duty at one time, 12 hours a day, 7 days a week in each area command)

Sergeant on duty 7 days a week to properly supervise staff, cases, etc. *Sergeant acts as floater. *= Vacation,Training, Sick Leave, etc Coverage, with little to no OT.

Sergeant on duty with both squads (Days and Nights) to properly supervise and evaluate his/her employees. Reducing liability for lack of supervision, among other things.

2 Dispatchers on shift 12 hours a day.

Communications Supervisor is able to PRO QA calls, for improved training and services.

What Does It Cost

Let's ask ourselves if this staffing request is to much?

Approximately \$100,000 an Employee, plus equipment*. *Sworn Staff

Does the cost of this staff outweigh the cost if a citizen loses their life due to the response time?

Does it outweigh the cost of replacing a position because they didn't want to work this much or be on-call?

What is stopping staff from revoking their Stand-by (On Call) Acknowlegement Form?

Overtime/On Call Cost

Eureka County Sheriff's Office has spent over \$150,000 dollars in overtime since July 2021. We have also spent over \$30,000 for Deputies to be on-call. . These two budgets put together equals the average cost of at least 1 full time employee. If Eureka County is already spending the money on overtime and on-call, why wouldn't we just hire full time employees that equate that same cost.

The amount of requested staff in this presentation would emlinate a lot of the overtime. Most of the overtime generated would be for holidays, events, and unexpected incidents. However, we can safely say this staffing model would reduce unnneccesary overtime by at least 80% if not more. It would eliminate on-call completely as every Deputy would have back-up working with them.

What Does It Weigh

Does it outweigh the cost if a Deputy falls asleep while driving and either kills themselves or a citizen in a vehicle accident because they worked a 12 hour shift, called out multiple times, during their sleep cycle and end up working 20+ hours in one day?

Does it outweigh the cost of a lawsuit stemming from lack of supervision? Police misconduct is directly related to lack of supervision. Regardless of the Deputy doing right or wrong, millions of dollars are paid out every year for this.

Does it outweigh the loss of a citizen or Deputy to someone experiencing Excited Delirluim (Drug Induced or Medical Episode) and the nearest back-up is up to an hour and a half away?

Does it outweigh the loss because the only Deputy on shift is talking a juvenile out of committing suicide, but the Deputy has to leave for a different emergency? What happens if the Deputy leaves and the juvenile decides to take their own life? What effects will that have on the Deputy? Parents? Friends? Community?

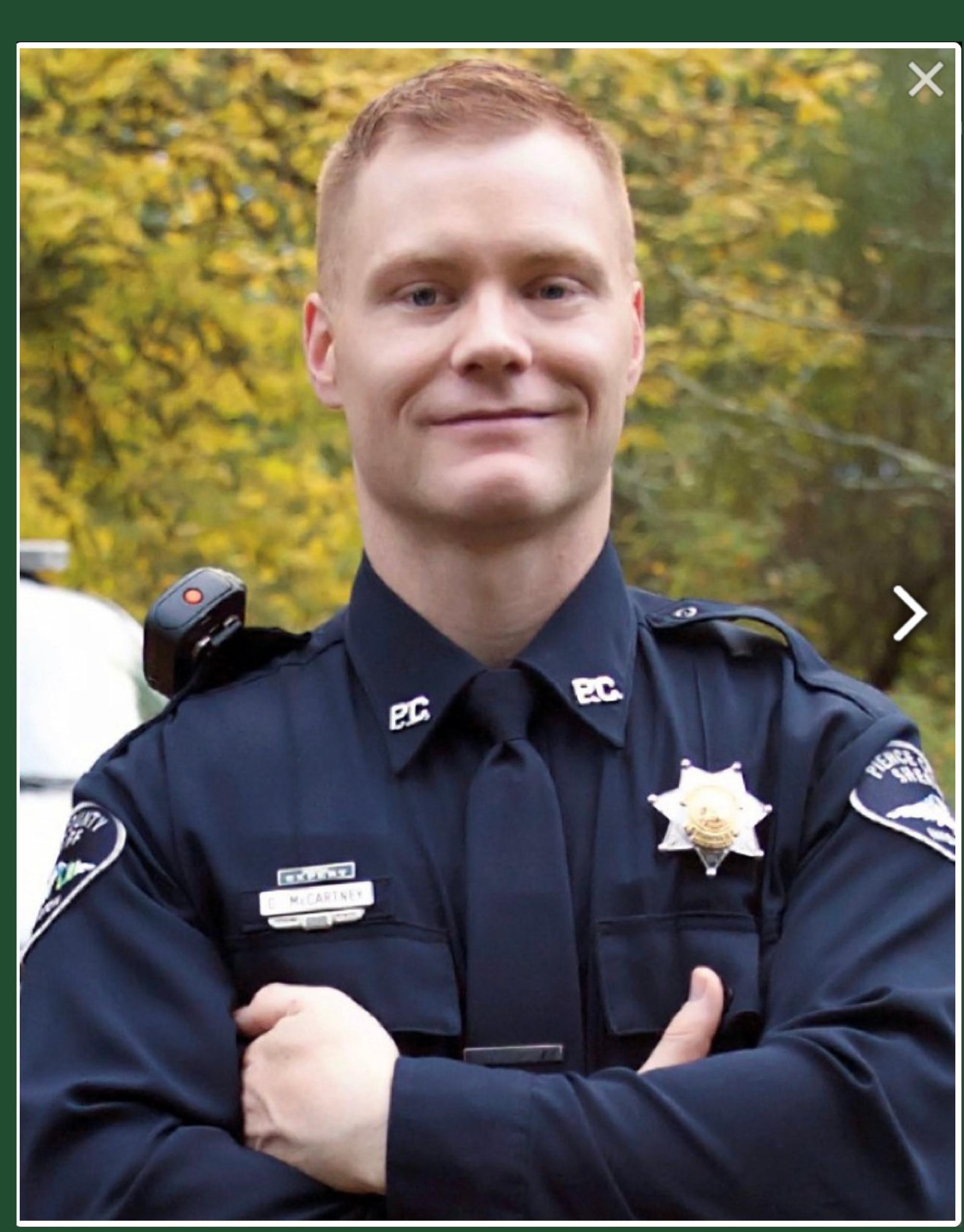
What Does It Weigh

Does it outweigh the citizen calling 911 for help but can't get through because there is only 1 Dispatcher on and is on a different 911 call?

Does it outweigh the cost of losing a Dispatcher to either quitting or ending their life because they carry the burden of answering the phone and getting resources to the citizen in need of help?

Does it outweigh the loss of a loved one to that Dispatcher when they have an emergency but can't leave the dispatch center because there isn't a second Dispatcher?

To think about....



Daniel McCartney - Killed in the Line of Duty on January 7, 2018

Deputy McCartney was working for the Mountain Detachment, where 18 allocated Deputy positions were, but only 15 were assigned there. Pierce County expected two Deputies in the Mountain Detachment to patrol over 700 square miles — nearly 40% of Pierce County.

Pierce County set minimum staffing levels approximately 16 years ago without increasing staffing minimums to correspond or keep pace with population growth. Before the shooting, McCartney worked from 3 p.m. Jan. 6 to 6 a.m. Jan. 7. Deputy McCartney returned home and had less than six hours of sleep before he returned to work for his regular swing shift. When a fellow deputy became ill, and with the agency understaffed, Deputy McCartney agreed to cover the fellow deputy's graveyard shift on January 7, 2018 to January 8, 2018.

McCartney's Family filed a wrongful death lawsuit against Pierce County due to the fact that Pierce County asking 2 Deputies to work 700 square miles. 40% of the County is unsafe and unreasonable

To think about....

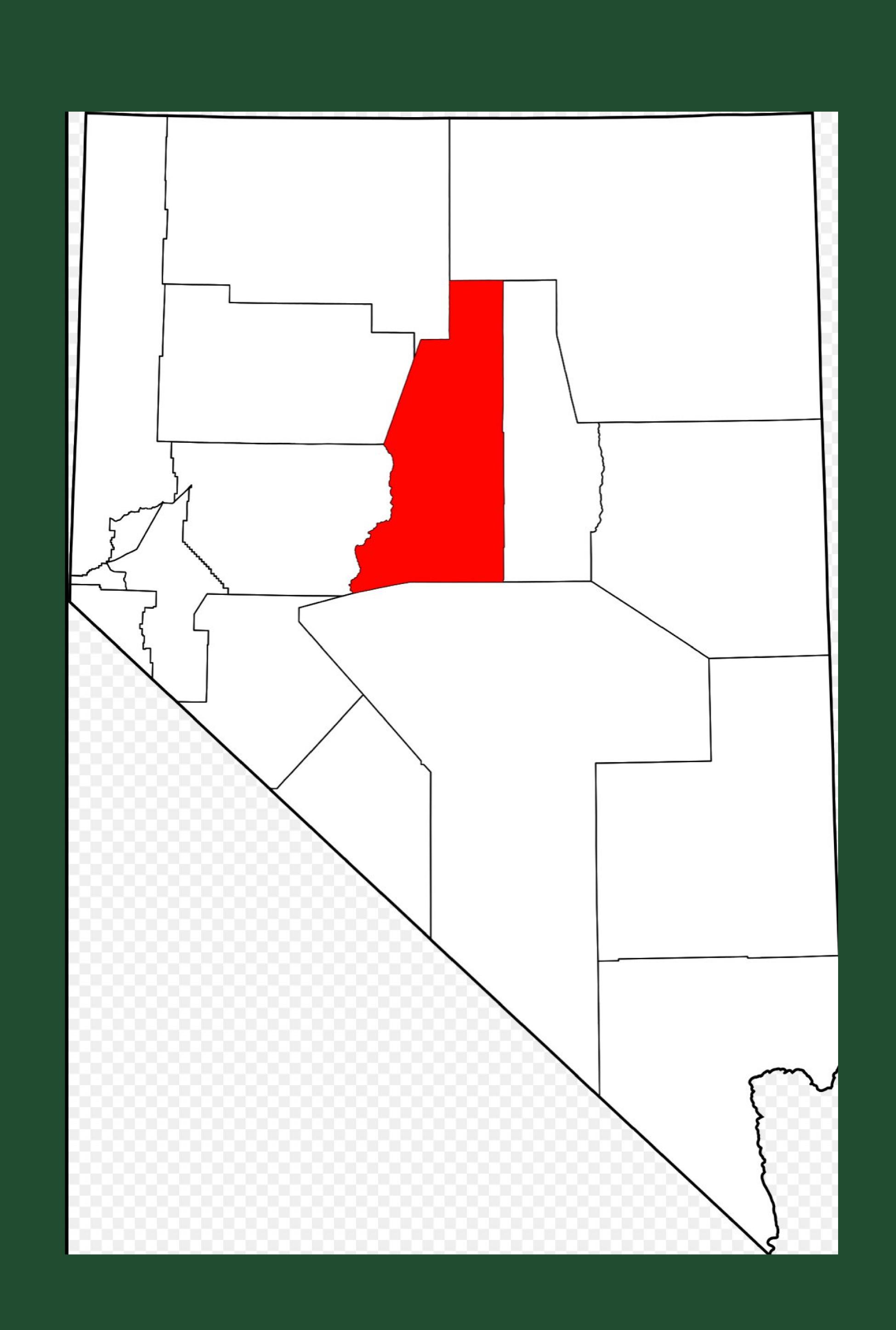
Eureka County is expecting two Deputies (One North, One South) to cover 4,180 square miles.

Did you know, we are the 100th Largest Geograpical County in the United States?

If we break that down into our divisions, North and South, Each Deputy is expected to cover about 2,090 square miles. 50% of the County.

2,090 square miles is larger than the following: County of Carson City (157.24), City of Reno (111.58), City of Sparks (35.94), City of North Las Vegas (97.94), Douglas County (710), Storey County (264), City of Los Angeles (501.55), City of Las Vegas (141.84), City of Henderson (106.6), City of Elko (17.86) and Spring Creek, NV (58.7)

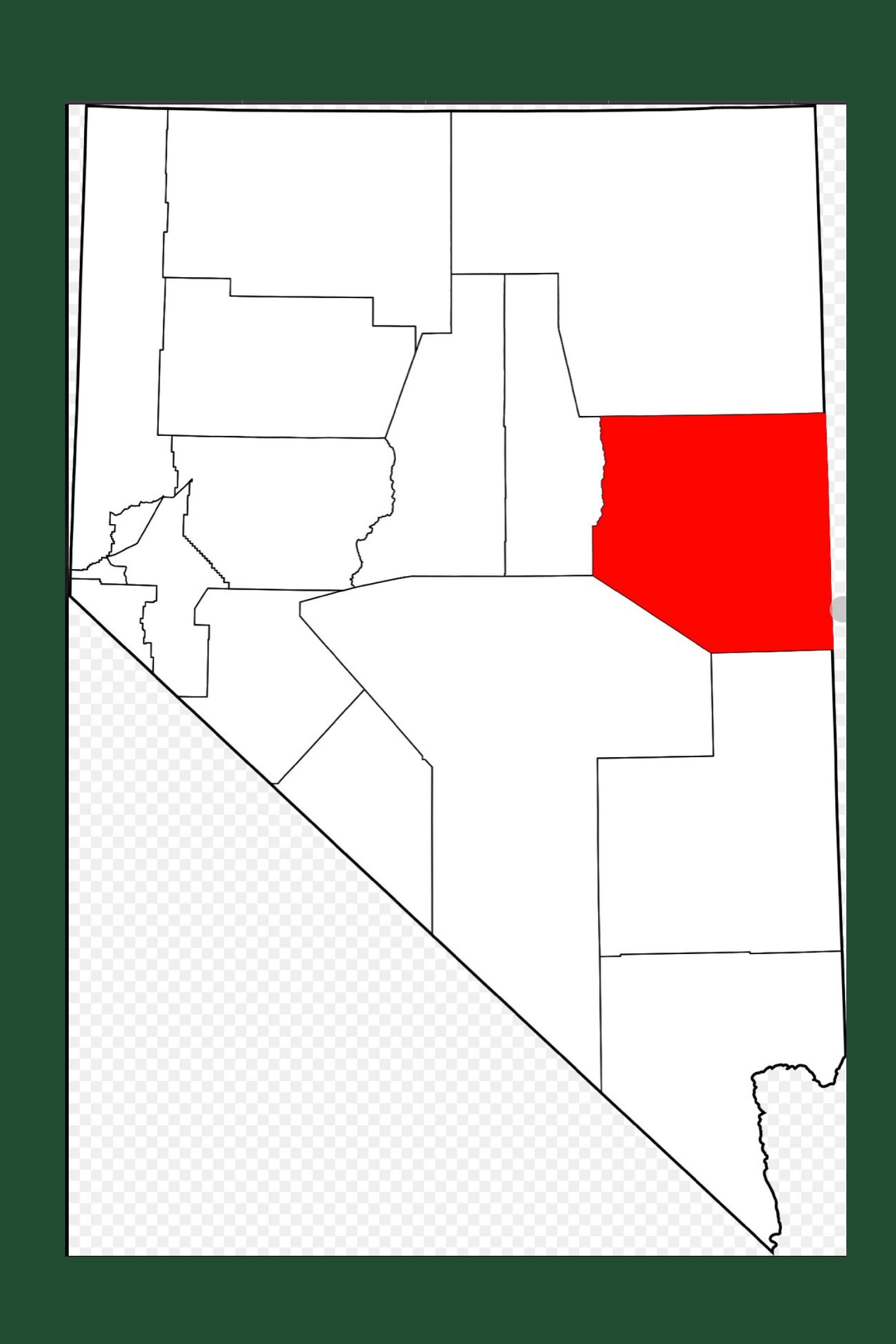
COMBINED



Lander County Sheriff's Office
Population - 5,502 County Size - 5,575 Square Miles

Sworn Staff - 24

2021 Total Calls for Service: 11,815

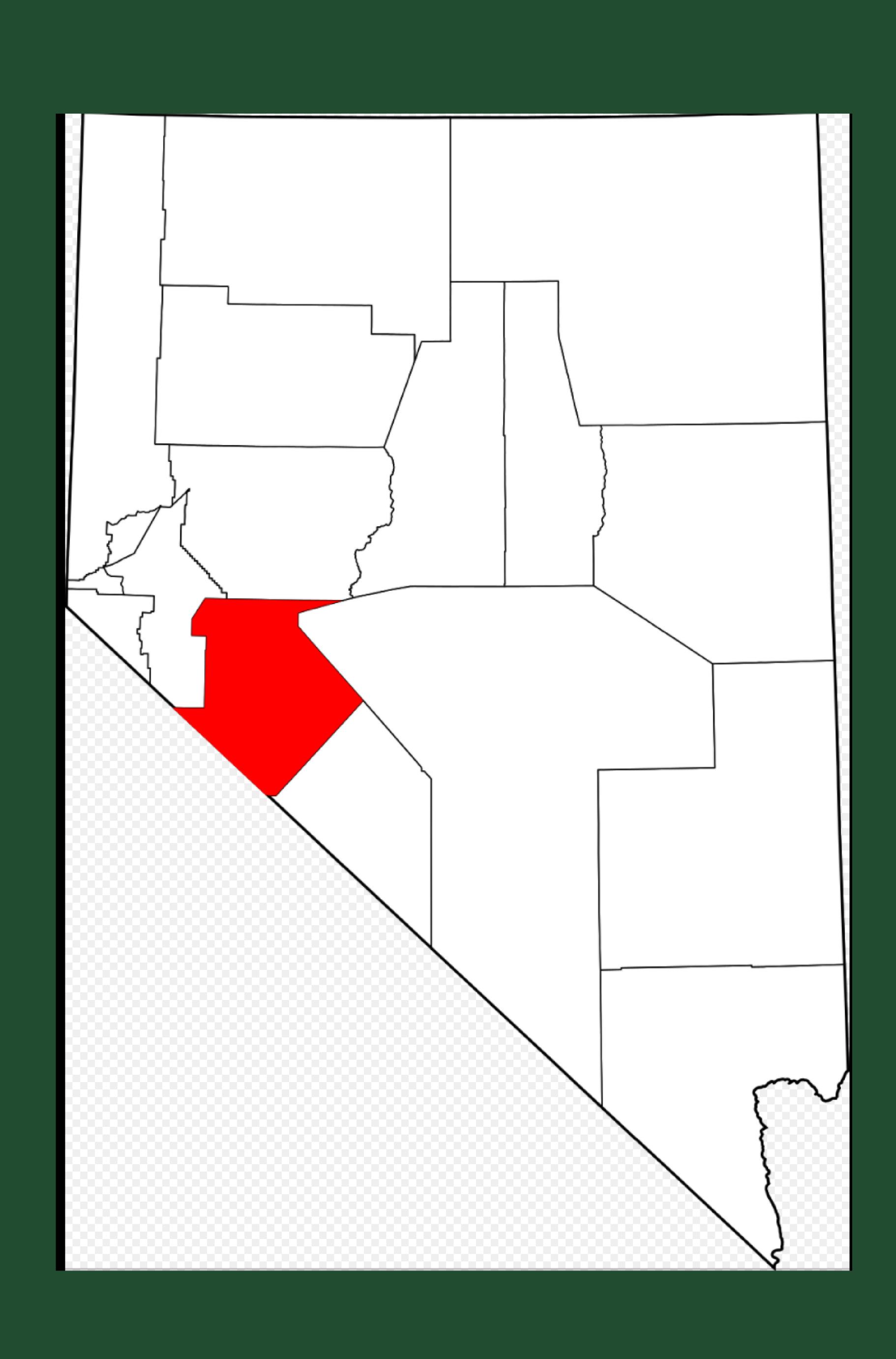


White Pine County Sheriff's Office
Population - 9,660 County Size - 8,897 Square Miles

Sworn Staff - 25*

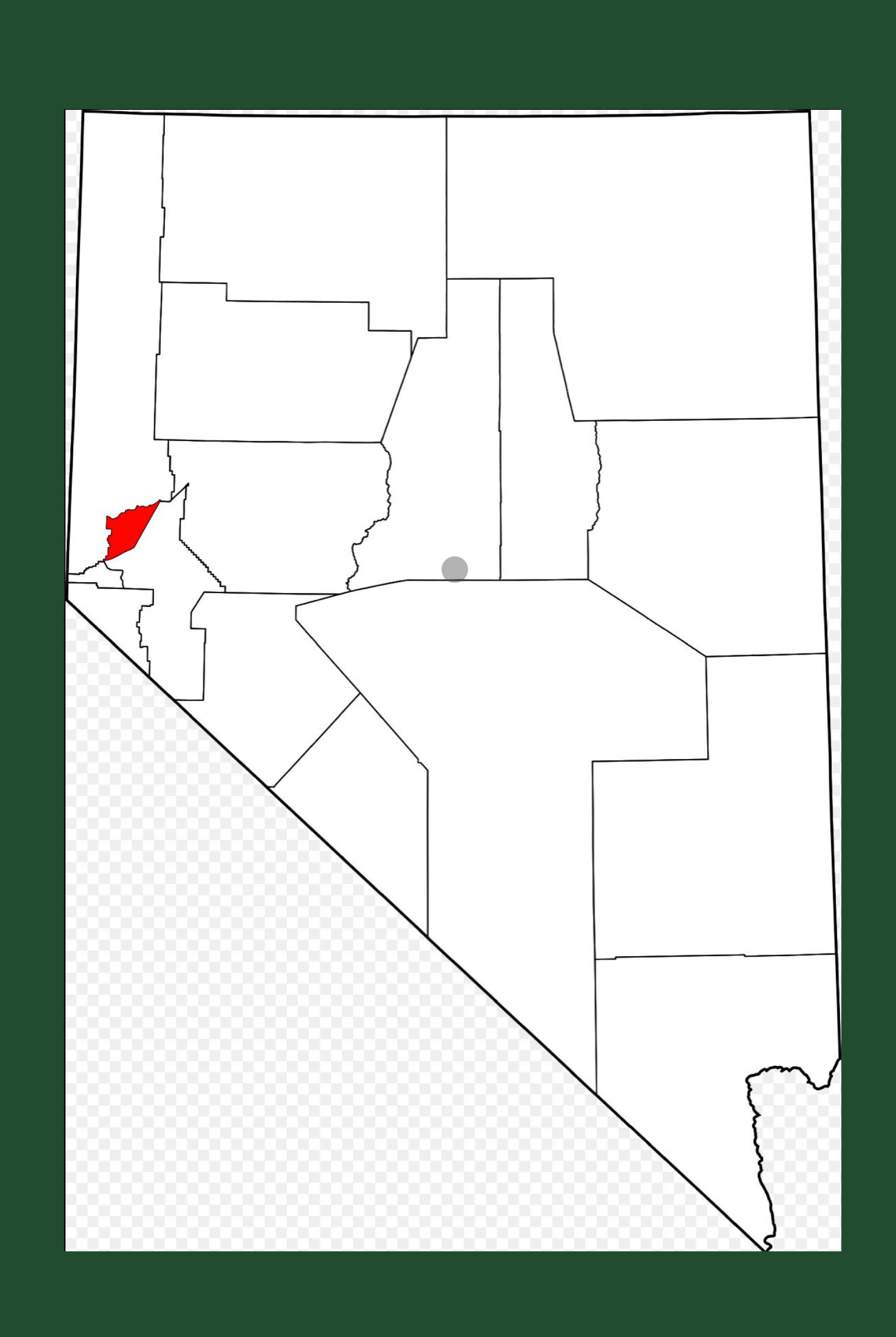
*-Also contracted for City of Ely

2021 Total Calls for Service: 21,750



Mineral County Sheriff's Office Population - 4,424 County Size - 3,813 Sworn Staff - 19

2021 Total Calls for Service: 11,835

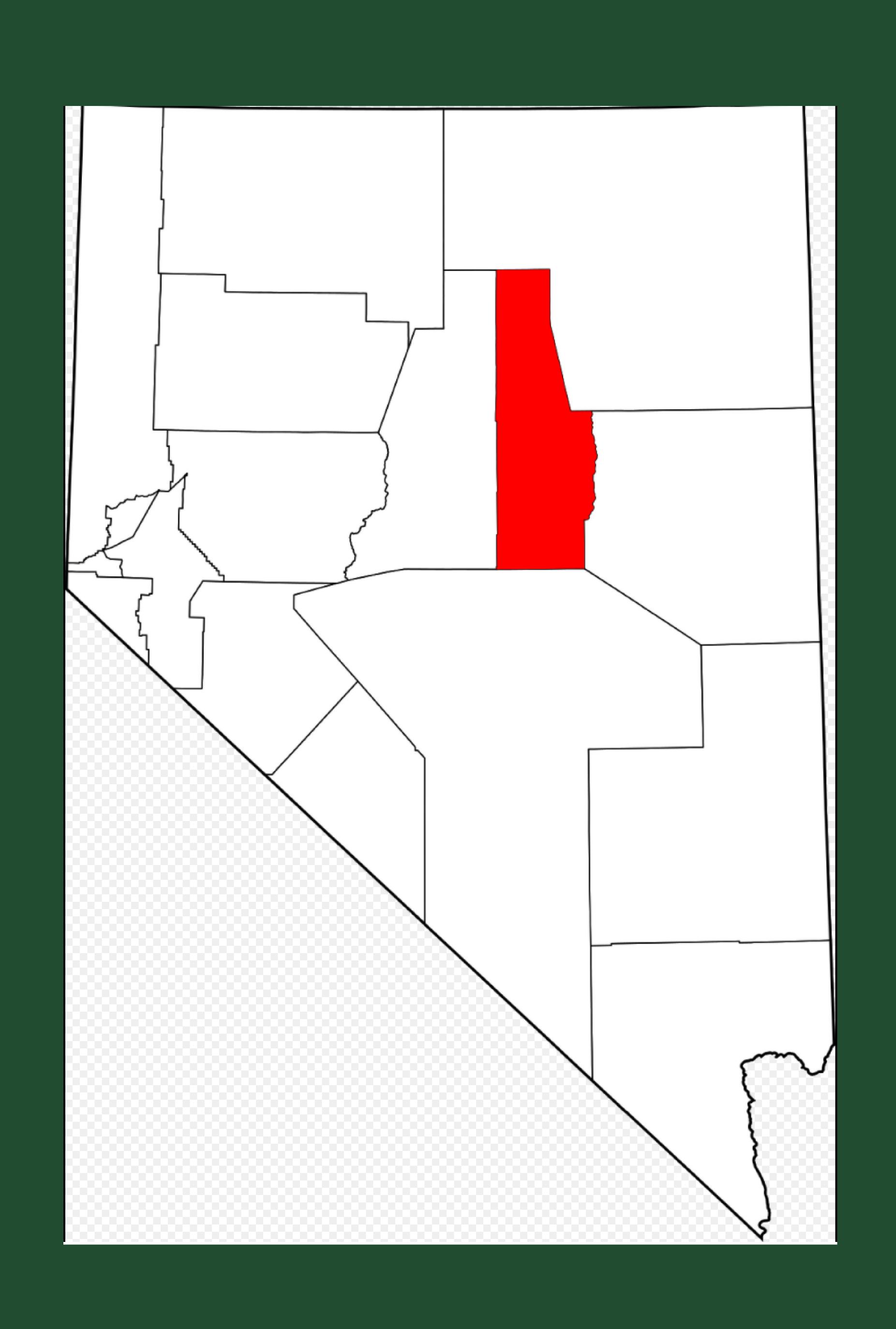


Storey County Sheriff's Office Population - 4,407 County Size - 264 Square Miles (Less Than 5

Sworn Staff: 32

Percent of Eureka County)

2021 Total Calls for Serivce: 16,003



Eureka County Sheriff's Office
Population - 1,987* County Size - 4,180

Sworn Staff: 15

2021 Total Calls for Service: 17,303

• Inaccurate Census Data

Commisioner Rich Mckay has asked previously "Can you play the long game?"

I hate to answer his question with a question but, lets ask the following:

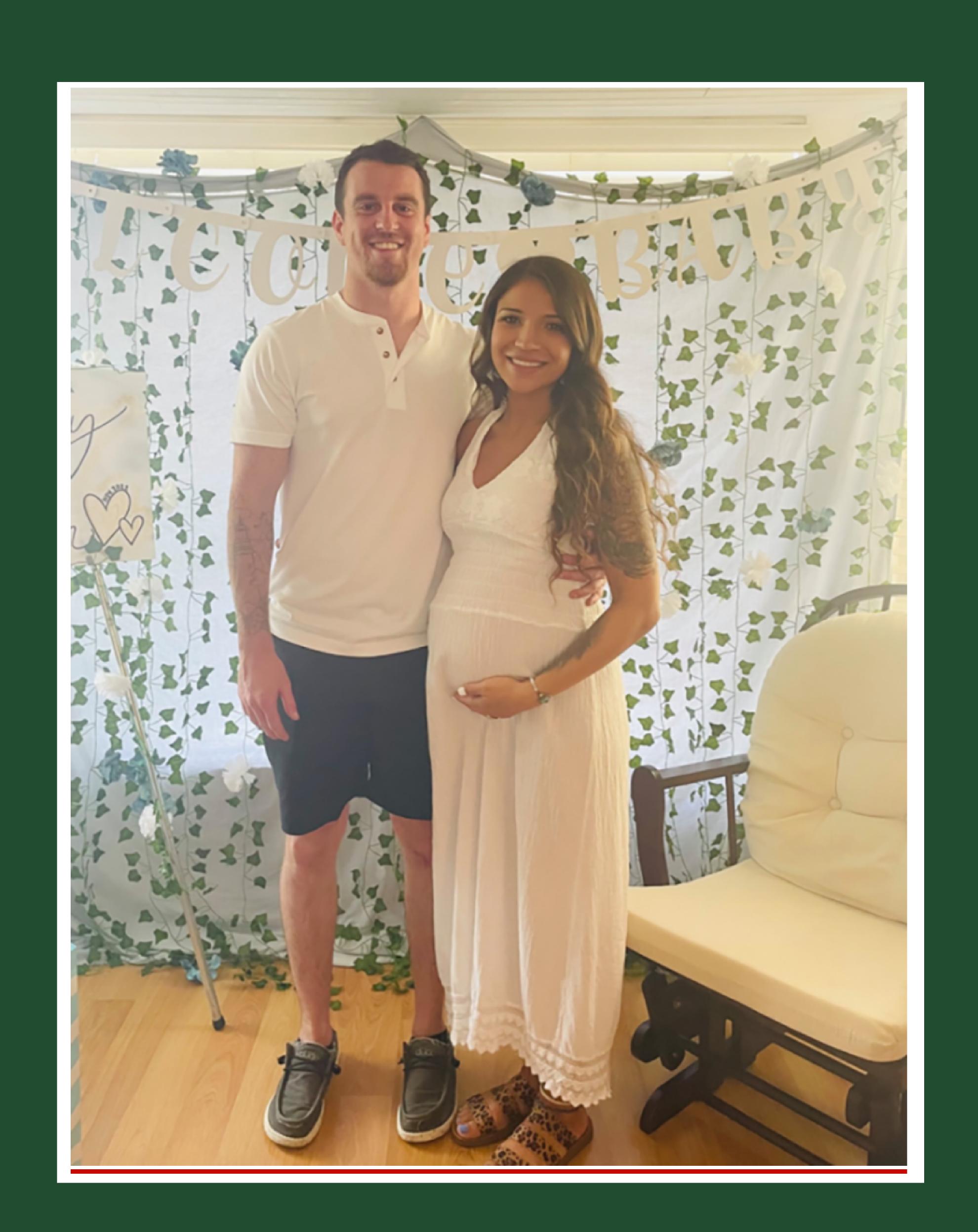
How long do you want to pay Deputies overtime/on-call instead of paying full time employees? How long do you want to risk not getting sued for lack of supervision, wrongful death? How long before the burnout of low staffing hurts the Community or a Deputy?

Burmout

Burnout is a real thing and 100 percent of the current staff is burnt out in some fashion. However, Deputies do not take time off because if they take time off, they know someone has to back fill their shift. Deputies look out for each other and know each other are burnt out. Deputies are more willing to increase their stress, anxiety, and continue to burn themselves out before they put someone else in that postion. This includes dispatch.

There are current staff members who should not have worked at least one day but they did not take it off because they didn't want someone to have to cover or there was not someone who was aviialable to cover the shift.

Burnout



Deputy Osteen attempted to take his own life on December 31, 2021. On January 2, 2022 Deputy Osteen was taken off life support. On January 4, 2022, Deputy Pacheco took her own life. These Deputies not only worked together for the St. Lucie County Sheriff's Office, they were also in a relationship and had a 1 month old baby together.

Deputy Osteen was Deputy of the Year in 2020 after saving the life of another. Sheriff Ken J. Mascara released a statement regarding and will be the next page.

Clayton Osteen and Victoria Pacheco

Today, the members of St. Lucie County Sheriff's Office carry the burden of a very heavy heart as we share with you the tragic passing of two of our deputies: Deputy Clayton Osteen and Deputy Victoria Pacheco. On New Year's Eve, shortly before midnight, our agency responded to a call where we learned Deputy Osteen, who was off duty at the time, attempted to take his own life. On Sunday, January 2, Deputy Osteen's family made the very difficult decision to remove him from life support. This morning we learned that Deputy Pacheco, who shared a one-month-old son with Deputy Osteen, took her own life in the wake of Deputy Osteen's death. Words cannot express the tremendous loss we all feel after losing these two members of our Sheriff's Office family. As Sheriff, I saw these two deputies as young, ambitious, and a great complement to my already amazing group of professionals. To the general public, and sometimes even myself, it's easy to view law enforcement as superhuman... but let's not forget that they're human just like us. Law Enforcement deals with not only the day-to-day stress we all face but also the stress of those whom they serve in our community, which can sometimes be very challenging. While it is impossible for us to fully comprehend the private circumstances leading up to this devestating loss, we pray that this tradgey becomes a catalyst for change, a catalyst to help ease the stigma surrounding mental wellbeing and normalize the converstaion about the challenges so many of us face on a regular basis. We are not taking media inquiries and ask that you pray for the Osteen and Pacheco families as well as our Sheriff's Office family and respect the privacy of those invovled during this extremely difficult time.

Law Enforcement Suicide Facts

1 out of 12 law enforcement officers are actively thinking about suicide. This may seem like a small number when talking about a large agency. Eureka County Sheriff's Office has 15 sworn officers. (Including Sheriff and Undersheriff) This means that, at least one of our Deputies could be activley thinking about suicide. Maybe none of our Deputies have those thoughts, but that 1-12 number is offset when two deputies from the same agency take their own life.

Washoe County Sheriff's Office had two Deputies take their own life within 20 days of each other.

If you take away COVID Line of Duty Deaths involving Law Enforcement in 2021, 49% of all Law Enforcement deaths were becuase of suicide. Eureka County Sheriff's Deputies are almost twice as likely to take their own life than they are to die by bad guys.

It is time that Eureka County proactively seeks to prevent not just Deputies from taking their own life, but all of the employees. It is time that we provide the resources to the employees to help them with their personal or professional battles.

It is time that Eureka County provides the Sheriff's Office adequate staffing so Deputies can get adequate sleep, be able to take a day off when their mind isn't in the right place, be able to take vacations without worrying about making another Deputy work 10 days in a row, be able to get off work and enjoy the evening/morning with their family, be able to shut the work phone off and be present in their kid's life and not have to leave during bath time, or not be able to read a goodnight story to the child, be able to enjoy all the things other Eureka County Employee's get to enjoy becuase they aren't working 16, 17, 20+ hour days, multiple times a week.

Yes, we have had Deputies work 10 days in a row, and multiple 16+ Hour days because they don't have another unit.

Chairman J.J. Goicoechea has recently stated, "We need more boots on the ground, not paper pushers."

I would like to remind the citizens and board, that the "paper pushers" were the first on scene to the June 16th event, because inadequate staffing.

We completely agree with the Chairman, and that is why every year, we've asked for more staffing.

Like my previous requests, this staffing request would do exactly that. This request allows Deputies to be in several parts of the county at one time and respond to calls in a more timely fashion. This request will allow for Deputies to work on reports/research/training while there are other Deputies and a Supervisor to field calls and work proactively.

Commisioner Mike Sharkozy has asked if Crescent Valley is getting more staff and if the Undersheriff will be in Crescent Valley more often.

Absolutely. There will be more staff in Crescent Valley. This staffing request would give you 24/7 coverage even if a Deputy is out sick, out for training, or out for court.

The Undersheriff would love to come up to Crescent Valley more often. However, he is currently the back-up for anyone working in Eureka and there are times where he is the one that has to be on shift. Lastly, it is hard for him to work in Crescent Valley and work on administration stuff as the network is slow, sometimes doesn't work, and sometimes does not allow him to access to certain networks.

District Attorney Ted Beutel has stated that lack of supervision and case managment is an issue with the Sheriff's Office. This was addressed in a public letter regarding the recall.

This staffing request solves that problem. Having a Supervisor working with their team every day will proactively prevent lawsuits filed by citizens/employees for lack of supervision. Lack of supervision is one of the most common lawsuits that departments face.

Having this staff would allow Deputies to fully dedicate their time to cases. Again, at the current staffing levels we are expecting Deputies to cover 2,090 square miles. If they dedicate all their time to the case, they aren't patroling. If they are patroling, they aren't dedicating their full attention to the investigation. Without a doubt this staffing request would solve this problem.

Conclusion

At this point in the presentation you have either made up your mind that Eureka County Sheriff's Office should be allocated all these positions or only some of these positons, or you have made up your mind that our staff should not increase.

How much public safety are you willing to risk to continue paying overtime/on-call rather than paying salaries for full time employees and getting "More boots on the ground?"

Conclusion

What do you want your legacy as a commissioner to be? Knowing you have the power to give the community a chance to have as many Deputies working to preserve life and prevent crime, or that a Citizen or Deputy lost their life becuase you didn't allocate all positions requested and gave the Eureka County Sheriff's Office adequate staffing.

OUR top priority is public safety. Not allocating these positions shows the communities and the Sheriff's Office that public safety is NOT the top prioirty of the County Commission Board. It shows the communities the Board is willing to risk public safety for other agenda items.



Thank You for your time!

Questions?