

SALT LAKE COUNTY SHERIFF'S OFFICE COMBINED LEADERSHIP MEETING



Date: February 7, 2018

Time: 0800 Hours

Present:

Sheriff Rosie Rivera	Lieutenant Dave Sperry
Undersheriff Scott Carver	Lieutenant Heather Beasley
Chief Kevin Harris	Lieutenant Dave Hall
Chief Jason Mazuran	Lieutenant Rocky Finocchio
Chief Matt Dumont	Sergeant Kevin Hunter, PIO
Captain Michael Schultz	Jimmie Long, MH Director
Captain Rebecca Greene	Carrie Hackworth, Fiscal
Captain Jeremy Martinez	Lincoln Homer, Fiscal
Richard Bell, Health Authority	Liam Keogh, DA
Lieutenant Kari Huth	Lannie Chapman, DA
Lieutenant Aaron Torres	Charlotte Halverson, CAB
Lieutenant Mike Deniro	Dave Scharffs, CAB
Lieutenant Gary Beers	Deborah Billingsley, CAB
Lieutenant Shanda Gonzalez	Sherry McConkey, Executive Secretary
Lieutenant Bart Bennett	Hillary Davis, Administrative Assistant
Lieutenant Corey Kiddle	Sarah Humphries, Office Coordinator
Lieutenant Brent Dietrich	

Sheriff Rivera

- *NCCHC* –
 - Thank you to everyone who helped with the NCCHC audit last week. It turned out very well. We received a lot of compliments from the surveyors. The Sheriff was honored to be part of our organization. Not only did they tell us our employees were fantastic with helping, but their attitude and moral was as well. They also mentioned that our inmates were some of the happiest they've ever seen in the country.
- *Old SLCO Sheriff's Office Badge* –
 - The Utah County Sheriff, Sheriff Tracy, found an old Sheriff's Office badge about 25 years ago on some railroad tracks. He gave it to Sheriff Rivera, and he's asked that we do some research to find out where it came from. He's done some research himself, and found that it came from about 1910.
- *Utah Sheriff's Association Scholarship Program* –
 - They are offering a \$500 scholarship to anyone in law enforcement and going to college. If anyone wants to apply for it, it is fairly easy to get. Let's encourage our staff to apply.

Chief Dumont

- *NCCHC* –
 - Last week was the culmination of months and months of work by Richard, his staff, Lannie Chapman, and others. At the closing conference, hearing the very gracious things that the NCCHC Surveyors had to say about our facility and about our staff made the Chief proud to be part of our organization. Hats off to everyone. Thank you everyone for making sure your areas were clean.
 - Richard Bell added that almost everyone in the room had something to do with putting this NCCHC audit together. The surveyors were also very impressed with how well our staff worked together, the sworn side and civilian side.
- *Class C Uniform* –
 - A couple weeks ago we decided to do a pilot program to implement the Class C Community Uniform as part of our regular duty uniform. We will run the program through January 31, 2019. We will see what kind of impacts the change in uniform has as a result of that change. The staff seem very excited about the opportunity.
 - Chief Harris added a thank you to Sheriff Rivera for taking the risk on us to do this trial period, and giving our staff another option for their duty uniform.
- *Corrections Bureau Office Coordinator* –
 - After going through the selection process to replace the Office Coordinator for the Corrections Bureau, we are making an offer to Nathalia Saavedra-Cornell. She is going through the backgrounds right now. She comes to us from Naples, Florida. She has a lot of county experience with what we would consider our facilities area. She worked closely with the Sheriff's Office there, and has a Bachelor's degree in Criminal Justice Administration. She seems pretty excited about putting some of her experience and education to work here at the Sheriff's Office. We look forward to getting her onboard very quickly. We haven't set a start date for her yet.
- *Class A Uniform* –
 - The management team met with Sgt. Hunter to discuss the Class A uniform. The decision was made to make one last change to the uniform to keep it in line with Sheriff's Office tradition. The jacket will be Sheriff's Office green instead of black. The rest of the uniform is the same, including the hat.
 - The specs will be sent to Skaggs soon. The information will be disseminated. The uniform should be purchased by January 2019 in order to start wearing it by July 2019.

Undersheriff Carver

- *Legislative Session* –
 - Two Major Issues
 - Court Security Shortfall which directly affects the Protective Services Bureau. The funds for this come from citations and court fines. This revenue helps pay for the deputies on the door doing security, and the deputy bailiffs. We receive a significant amount of money from that contract. Because the revenues from that contract have been decreasing, they notified us that there was a ten percent cut in the contract. For Salt Lake County that translates to about \$350,000 or five deputy positions. Protective Services went and met with the DOC and asked where they wanted the five deputy positions to come from, and they said they wanted them to come off the security of the doors. We now have long lines and complaints from the judges. The shortfall state-wide is about \$3 million. We are looking to get that funded this year, so there will be a blended revenue source. It will come from the citations and surcharge, and then a general fund to make up the difference.
 - Jail Contracting Money is the second revenue source. We are looking to change the intent language for that money so we can spend it on conditional probation inmates going to other counties. Also, being able to use the money for the Oxbow Jail in July.
 - Domestic Violence Release Form
 - Some of the language may change on the form, but we don't see this affecting any of our processes.

- Domestic Violence Charge Change
 - There is a request to change domestic violence charges from a Class B to a Class A. We aren't sure yet how that will affect the jail or the future of people's lives and families. We are still looking into how that would impact all involved.
- Retirement Bills
 - Reducing the amount of time on a rehire from one year to sixty days that the state pays into that retirement fund.
 - Increase the amount of benefit to the survivor of a LEO/CO upon their death.
- Tier II Change
 - There has been no new news about the Tier II change.
 - Sheriff Rivera wanted to clarify the difference on UPD's retirement versus Salt Lake County's. Early on, a UPD financial planner decided to fund everyone's retirement as Tier I, even for Tier II's. That's why they have been able to offer all of their officers Tier I retirement. We don't fund Tier II as a Tier I. Our budget would drastically increase. We will look into the financial impacts of this. It is very costly for UPD to do this as well. The two agencies are also funded in completely different ways.
- Mental Health Protections for First Responders
 - This is designed to address PTSD kind of mental health issues for first responders. The parameters to get into the program were very easy. We would like the parameters narrowed so that only people that are legitimately suffering from mental health issues from first responder positions.

Chief Mazuran

- *Out-of-State Line of Duty Deaths* –
 - We have, unfortunately, been seeing quite a few line of duty deaths lately. We'd like to look into what our response should be to these events.
 - The Sheriff's Office does not have a specified fund for sending deputies to funerals. The travel expenses would have to come out of the travel line item of the division sending the individual.
 - Undersheriff Carver would like to ask the County Council for a county budget to send deputies to funerals since we represent the County and not just the Sheriff's Office.

Chief Harris

- *Oxbow* –
 - Chief Harris would like to extend a thank you to the Support Division and Oxbow for all the hard work that they're doing in getting Oxbow ready.
 - Forecasting models are being worked on as far as staffing goes. There are a lot of questions about overtime and how much will need to be worked by each individual.

Sarah Humphries

- *Retirements* –
 - Lt. Karen Werner's Retirement Party on February 15.
 - Anita Church's Retirement Party on February 28.

Captain Martinez

- *Oxbow* –
 - Office changes will be happening at Oxbow to make room for the transition of the Oxbow opening.
 - The date that Support has set for A Pod to be ready is June 1.
- *Personnel Files* –
 - HR sent out a link for personnel file documents to be uploaded to in order to start moving personnel files to electronic versions. Those documents still need to go to the Division Coordinator to be filed in their division personnel file as we are still keeping those up-to-date here.

Sgt. Hunter

- *Blood Drive* –
 - The next Red Cross Blood Drive is being held on March 7 in the Jail Training Room. This is for UPD and family members to participate in as well.
- *New Websites* –
 - An e-mail will be sent to all of the commanders with a link for the website. Sgt. Hunter will explain how the SmartSheet works in the e-mail. They are asking that each commander add the information and pictures they would like added onto their section of the website. The new website is pretty amazing, and we want to make sure everyone has input.

Captain Schultz

- *PREA Complaints* –
 - PREA complaints against staff are almost always going to be an internal conduct review, which is something we do through AIMS. On a rare occasion, you look into it and there is nothing there to be able to review. Lack of video, etc. The only thing to do in those cases (especially in sexual assault complaints, etc) is to send the prisoner out for a forensic medical exam. The investigation then becomes an outside/criminal investigation. We cannot be the ones to look at the evidence because it deals with our staff.

Lt. Kiddle

- *Justice Court Judges* –
 - Captain Schultz and Lt. Kiddle have been working closely with the Justice Court Judges to try and resolve some issues when it comes to population and ORG prisoners getting OCR'd. The judges want their cases closed before these ORG prisoners are released. A couple of new processes have come from the discussions:
 - 1. Judges will provide Lt. Kiddle with a list of people they want off their books that should not be OCR'd. The judges will get these people in, and most likely give them CTS or ORL'd and get them out as soon as possible. If our population starts to get high, judges will reach out to each other and make sure they're giving sentences to keep population at a lower level.
 - 2. February 22, West Valley Court pilot program starts. For individuals that do stay in the facility, they will have their initial appearance within two days. If they want to plead guilty, the judge will grant the CTS and release them. If they plead not guilty or want to talk to an LDA, Thursdays we will have LDAs in the building for prisoners to talk to. After that they will see the judge again and seek a resolution on the case.
 - Lt. Kiddle and Captain Schultz were given the opportunity to speak at the last Judge's Retreat. They were able to open themselves up and let the judges know that they're there to build relationships and open communication with them. There is another Judge's Retreat they would like them to be at. All of the judges seemed very appreciative and open to working with us. We were also asked to hold a Judge's Retreat in spring/early summer for the Justice and District Court Judges.

Lt. Kari Huth

- *Star Card* –
 - Thank you to everyone for being patient while working through issues with the Star Card. If your staff are having issues getting any patches, embroidery, etc. done with Skaggs, please let Lt. Huth know. She is currently working on some new policies.

Lt. Torres

- *Hiring* –
 - Seven new deputies have started.
- *Arts Centers* –
 - We have been having thousands of students coming in to watch all of the shows at the different art centers downtown. We're working through handling that much additional traffic in the area.

Lt. Hall

- *Overtime Committee* –
 - Thank you to the Overtime Committee for all of their hard work to try to keep us staffed safely. The team consists of Sgt. Cam Johnson, Sgt. Janessa Visser, and Sgt. Jason Miller. They've also been working with Danie Bills and Lt. Anjewierden on a SmartSheet program for Corrections Bureau overtime. That SmartSheet has allowed us, for the first time, to track participation with our mandatory overtime.
 - There are two types of mandatory OT. One is four hours a month from every staff member. There is some confusion that some people think the four hours only needs to be done if they are assigned. They need to be proactive and sign up ahead of time and get their four hours done. Coordination needs to be done with their sergeant. Later in the month, the OT Committee will go through and assign four hours of OT based on seniority unless deputies have over 24 hours. If everyone does their four hours it reduces the amount of shifts need to be assigned.
 - Starting in July, the need to work overtime will be greater and will be extended up to the Captain rank.

Lt. Beers

- *Sheriff's Office Building HVAC Upgrade* –
 - The SOB HVAC upgrade will go out to bid. Work on the HVAC in a four-phase program will probably start April/May. This will greatly affect our Training Unit.
 - John Burgeon is the project manager for this project. Captain Martinez is the contact for the Corrections Bureau.

Captain Greene

- *Skaggs/Star Card* –
 - There have been some reports that there is a pricing discrepancy between female and male clothing items at Skaggs.
 - Chief Mazuran added that he knows there was a pricing issue at some point where Skaggs had underpriced some items. Carrie Hackworth will look into the issue, and make sure the discrepancy has been fixed.

Employees of the Month/Recognition

- *Housing* – **Deputy Chris Braithwaite** was ice fishing and noticed a young boy walking across the ice. He notified the police and they began search efforts for the boy. The police coordinated with Braithwaite to track down the boy. He was recovered and safely returned to shore.

Deputy James Thompson was in B Pod and noticed a prisoner up on the visiting tier. He immediately ran up the stairs when he noticed the prisoner attempting to move to the other side of the railing. Deputy Thompson grabbed his arm and held him until help arrived to pull him back to safety.

- *Support* – **Matt Nixon** was nominated as the Employee of the Month by Office Coordinator Sarah Humphries. Matt has taken on extra print jobs over the past couple months. He is always efficient and does quality work.
- *Processing* – In January, **Court Liaison staff** has had an excessive amount of paperwork come in. There was no one that stood out individually since everyone has done such a great job. So Captain Schultz wanted to recognize the entire unit.
- *Health Services* – Richard Bell nominated **Jimmie Long** for being an integral part of the team putting together the NCCHC audit. Jimmie was a vital part of the management team and worked closely with the surveyors. The surveyors commented on how amazing the mental health team is.
- *Security* – **Deputy Ty Pack** and **Deputy Bryan Pincock** were transporting a prisoner to St. Mark's Hospital for a Code R evaluation. We received an e-mail from the Director of Wasatch Forensic Nurses Association praising the deputies for their professionalism. They were very respectful to the prisoner, and also very flexible with working with the SANE nurses.

- *Protective Services – Judicial Protection Division* – Lt. Huth received a very nice e-mail from Deputy Lovell about **Deputy Mick Hansen**. Commending him for watching her back during transports out to West Jordan.

**Next Meeting March 7, 2018 @ 0800 Hours
SOB Command Staff Room**