



Salt Lake County
Sheriff's Office

Oxbow Jail Update

Goals for Fully Opening Oxbow

- **Perform Building Improvements** – (Much of the Jail has been Closed for 16+ Years)
- **Recruit/Hire/Retain the Necessary Staff**
 - Fill Existing Openings
 - Hire 63 Sworn & 34 Civilians for Oxbow
- **Eliminate Jail Bed Contracting**
- **Bring Male CATS Back To Oxbow**

What Will it Take to Fully Open Oxbow?

- **87 Deputy Vacancies Need to be Addressed**
- **It is Necessary We Become Wage Competitive**
 - Staff are leaving for higher wages and better Benefits
 - Our Application Pool is Dwindling Because of Competition and Strong Market

We will Submit a June Budget Proposal
to Address Compression and Wages.

Staffing Facts/Challenges

- 2016 – 2017 Average Turnover Rate – 13% Resulting in 104 Vacancies
- 2016 – 2017 Average Vacancy Rate – 5% or about 25 Unfillable Allocations
- In 2020, We will have 26% of our Workforce Eligible to Retire
- Number of Sworn Necessary Each Year to Replace Turnover – 63
- Annual Hiring Average is 72
- With Our Recruitment and Turnover History, We Will Gain 9 Deputies Each Year

Compounded Staffing Facts/Challenges

- **Law Enforcement Shortages**

- **More than 400** Officers Necessary to Fill Current Vacancies

- Utah State Prison, Salt Lake City PD, West Valley City PD, West Jordan PD, Unified Police Department, UHP, Davis County Jail, Summit County Jail, Tooele County Jail

- Example Wages: SLCPD \$20.00 – \$33.41 UPD \$20.48 – \$31.60 (**Jail Deputy \$19.25 - \$27.39** Average Wage \$22.59)

- **Things These Departments are Offering to Attract our Staff**

- Higher Wages – Better Benefits
- One for One on Experience Offered, Resulting in Higher Wages
- Tier II Offered up to 16% Additional in 401
- Offering Cash Bonus at Completion of 5, 10 & 15 Years of Service

Deputy Recruitment Efforts – Carita Lucey

Staffing the Jail – What's Our Status

Kevin Harris



Salt Lake County
Sheriff's Office

73

Open Deputy Allocations

25

Deputies in Academy or CTO

16

Maximum Overtime Hours
Allowed Per Deputy Each
Month

Oxbow Jail Opening by Unit - Overtime Requirements

**July 1, 2018 with
Turnover Rate and
Hiring Projections**

**Jail Contracting
Can Continue**

**A-Pod-AA
(Unit 1)**

6,087.00

Overtime Hours
Required Each
Month in ADC
and Oxbow

13

Hours Overtime
Requirement for
Each Deputy
Monthly

OPEN

**A-Pod AB/AC
(Units 2 & 3)**

6,569.40

Overtime Hours
Required Each
Month in ADC
and Oxbow

14

Hours Overtime
Requirement for
Each Deputy
Monthly

OPEN

**A-Pod AD
(Unit 4)**

7,289.40

Overtime Hours
Required Each
Month in ADC
and Oxbow

16

Hours Overtime
Requirement for
Each Deputy
Monthly

OPEN

**B-Pod BA
(Unit 5)**

9,629.40

Overtime Hours
Required Each
Month in ADC
and Oxbow

21

Hours Overtime
Requirement for
Each Deputy
Monthly

CLOSED

**B-Pod BB
(Unit 6)**

10,111.80

Overtime Hours
Required Each
Month in ADC
and Oxbow

22

Hours Overtime
Requirement for
Each Deputy
Monthly

CLOSED

**B-Pod BC
(Unit 7)**

10,831.80

Overtime Hours
Required Each
Month in ADC
and Oxbow

24

Hours Overtime
Requirement for
Each Deputy
Monthly

CLOSED

Physical Structure – Oxbow Repairs

- **Council Funded Capital Projects Completed** (boiler, chiller, HVAC, etc.)
- **Council Funded Repairs/Equipment** (\$268,899)
 - Supplies (clothing, bedding and linen, mattresses, etc.)
 - Equipment (computers, radios, etc.)
 - Building Improvements
- **We are Managing more than 260 Items Critical to Opening Oxbow**
 - Kitchen Repairs
 - Electronic Security Updates
 - Computer Backbone Expansion
 - Medical Equipment Updated – Dental X-ray, Exam Tables, etc.
 - Plumbing, Electrical, HVAC, Etc.

Questions?