



ARAPAHOE COUNTY





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Sheriff's Office Levels of Service

Board of County Commissioners

May 12, 2025 at 10:00 am



Current Service Levels and Resources

Major programs/service areas

Arapahoe County Sheriff's Office has always provided high-quality services with an emphasis on integrity, professionalism, and community spirit. We accomplish this through our Core Principles: Personalized Service, Building Trust, and Proactive Community Engagement. We provide:

- Law enforcement services to the residents of unincorporated Arapahoe County, the City of Centennial, and the towns of Bennett, Byers, Foxfield, and Deer Trail.
- Detention services for all 14 jurisdictions within Arapahoe County.
- Courtroom security, in-custody transportation, and extradition for all county court and district court cases.
- 911 emergency communications center services for several jurisdictions, including the City of Sheridan, Cherry Hills Village, Columbine Valley, and Colorado Parks and Wildlife at Cherry Creek State Park.

Current Service Levels and Resources

Additional Services

- Investigations
- Crime Scene Investigation
- Evidence Unit
- Critical Response Team
- Internet Crimes Against Children
- Special Investigations Unit
- Victim's Advocate
- Crime Laboratory
- Traffic Safety
- Accident Reconstruction
- Motorcade Services
- School Resource Officers
- Therapy Dogs
- K9 Services
- Winter Rescue
- HAZMAT
- Bomb Squad
- SWAT Team
- Hostage Negotiation Team
- Unmanned Aerial Surveillance
- Bicycle Unit
- Mounted Patrol
- Mental Health Transport Licensing
- Mental Health Co-Responders
- Designated Marksmen Officer program
- Special Response Team
- Crime Prevention unit
- Community Resource unit
- POST Academy
- Digital Evidence section
- Training unit
- Records Management
- Civil Process
- Concealed Handgun Permitting
- Wildland Fire Response
- Special Operations Response Unit
- Restoring Individuals Safely and Effectively
- In-custody medical and mental health
- Alternative Sentencing Program



Current Service Levels and Resources

What are the gaps/where are we falling short?

- Detention facility is continuing to deteriorate.
 - Budget growth has not kept pace with expenses.
 - Staffing increases have not kept pace with workload and are not balanced between Centennial and unincorporated areas.
 - Legislative mandates, political changes, and population growth created significant staffing shortfalls.
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Current Service Levels and Resources

What are the **most critical needs**?

- Replace the detention facility
 - Right-size the budget
 - Equalize deputy staffing
 - Staff the Aurora domestic violence cases
 - Adequately fund overtime until fully staffed
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“Have-tos” – Replace Detention Facility

- \$500,000,000 (ongoing and one-time)
- Funding will allow for the replacement of the deteriorating detention facility, improving safety, security, and operational efficiency. It will also ensure compliance with state regulations, reduce maintenance costs, and enhance the overall environment for both staff and inmates.
- Without funding, the current detention facility will continue to experience safety and security concerns, increasing operational risks and repair costs. The inability to replace the facility could lead to non-compliance with state regulations and affect the Sheriff's Office's ability to meet public safety needs
- Priority 1



“Have-tos” – Right-Size the Budget

- \$1,880,000 (ongoing)
 - Central discussion point with EBC last year
 - Centennial, other funding sources will cover some of these costs.
 - Funding will ensure the Sheriff's Office can maintain adequate supplies and services, supporting critical operations.
 - Without the necessary funding, the Sheriff's Office will again face budget shortfalls that will compromise performance in key areas.
 - Priority 2
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“Have-tos” – Right-Size the Budget

Clothing Allowance

Training Officer Pay

On-call Pay

Temporary Salaries

Academy Uniforms

Employee Uniforms

Agency Subscriptions

Jail Maintenance and Repair

Inmate Books

Inmate Clothing-Prisoners

Inmate Bedding-Prisoners

Jail Cleaning Supplies

Jail Kitchen Supplies

Wildland Fire

Winter Rescue

HAZMAT

Ammunition

Office Supplies

Employee Mental Health

Gas and Oil

Central Fleet Maintenance

Body Scanner

Range Fees

Radio Maintenance

Inmate Indigent Expenses

Court House Security

Building Rental SIU



“Have-tos” – AC/CT Service Level Equalization

Right-size Public Safety Bureau staffing

- \$1,742,000 per year for four years.
- \$1,126,000 is the ongoing personnel cost, \$334,000 is for vehicle costs, and \$282,000 is for one-time costs.
- Funding will allow the addition of 10 FTEs a year for four years to balance service level coverage across Arapahoe County and Centennial, which have nearly identical populations and calls for service.
- Without funding, the Sheriff's Office will face staffing imbalances and will be unable to provide similar levels of service between the City of Centennial and unincorporated areas.
- Priority 3



“Have-tos” – AC/CT Service Level Equalization

- As we do with Centennial plan, need to monitor population and call load & plan for positions (FTE#s and \$\$) but evaluate and place where needs are as we go year to year.
- Balanced across sections based on how many additional we can recruit, hire, train, and place.
- 1st Year - 5 Patrol, 2 Investigations, 3 Special Ops
- 2nd Year - 5 Patrol, 2 Investigations, 3 Special Ops
- 3rd Year – 6 Patrol, 2 Investigation, 2 Special Ops
- 4th Year - 6 Patrol, 2 Investigation, 2 Special Ops
- 5th year - Review the previous 4 years and any new needs based on population, call data, and other needs.



“Have-tos” – 6 FTE for Aurora DV Case Increase

Staff for Aurora DV Case Increase – 6 FTEs

- \$846,000 (\$677,000 ongoing, 169,000 one-time)
- Funding will allow for the addition of 6 Court Services Deputies to handle the increased caseload associated with taking on approximately 900 Domestic Violence (DV) cases.
- Asking for 2 Deputies of 6 total in the 2025 Q1 Budget Review.
- Without the additional staff, the Sheriff's Office will struggle to manage the growing number of DV cases, leading to delays, potential oversight of critical cases, and an increased burden on existing staff.
- Possibly more if current legislation passes regarding municipal courts.
- Priority 4



“Have-tos” – Overtime

- \$2,465,000 (ongoing until staffing issues resolved)
 - Staffing is based on the number of deputies to provide the bare minimum level of service.
 - Court appearances, complete reports, unanticipated events, lack of an alternative to staff a need.
 - We plan for some absences.
 - At EOM April, approx. \$383,000 saved already for the year; on track to reduce by \$1,000,000 for the year.
 - Without overtime funding, all other areas of the budget will be adversely impacted and insufficient to cover the overages.
 - Priority 5
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“Have-tos” – Pay Increase for Prof. Staff

- Provide a livable wage for staff.
 - This will help retain qualified employees, improve morale, and reduce turnover. This will enhance the department's ability to provide high-quality services and adequately compensate staff for their expertise.
 - Without the pay increase, the Sheriff's Office will continue losing skilled professionals to higher-paying opportunities, leading to higher turnover rates, increased recruitment costs, and impacts to service quality.
 - Priority 6
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“Have-tos” – OEM Staffing – 1 FTE

Office of Emergency Management

- \$133,000 (\$125,00 ongoing, \$8,000 one time)
 - Funding will allow the addition of 1 FTE to the Office of Emergency Management, enhancing the department's capacity to manage emergencies, improve response coordination, and ensure preparedness for future incidents.
 - GIS work, ongoing capability assessments, community coordination, likely losing FEMA grant funding (planning/preparedness)
 - Funding this position will ensure we can fill a critical position and not lose capability within the OEM.
 - Priority 7
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“Have-tos” – SB25-003 Implementation

- \$1,000,000 (\$950,000 ongoing), \$50,000 (one time for furniture, computers, uniforms, software, etc.)
- We anticipate we will need to double the staff in the Concealed Handgun Permit Unit.
- Staff will ensure compliance with new state mandates, meet operational needs, and ensure the office meets required service delivery levels.
- Without funding, the Sheriff's Office may face non-compliance with state regulations, risking penalties, delays in program implementation, and the inability to fully meet the standards.
- Possible revenue from this work to offset costs, depending on constitutionality.
- Priority 8



“Have-tos” – Replace 429 Radios

- \$2,501,641 (one time) - CIP
- Funding will allow for the replacement of 429 outdated radios, ensuring reliable communication across the Sheriff's Office. This upgrade is required because Motorola no longer supports the current radios.
- Currently, each radio costs \$5,831.
- We are working with Finance to start this work with available funds. However, we will still need additional funds to see the project through.
- Without funding, the Sheriff's Office will rely on outdated radios, risking communication failures, safety hazards, and operational delays. This could compromise response times and the effectiveness of law enforcement operations
- Priority 9



“Have-tos” – JMS Ongoing Funding

- \$184,122 ongoing cost for jail management software system
 - The current version will be discontinued and won't be supported in the near future.
 - Funding for implementation is already available.
 - The system upgrade will help better manage the jail and will increase efficiencies throughout the facility.
 - IT has this listed as an approved project.
 - Priority 10
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“Have-tos” – SCBA Replacement

- \$240,000 (one-time)
- The Self-Contained Breathing Apparatus allows deputies to breathe in a toxic environment (similar to firefighters).
- These systems have a 15-year life and are no longer usable after that time per OSHA standards.
- They are used in the detention center for fires or HAZMAT and in the Public Safety Bureau for narcotics and HAZMAT calls.
- Priority 11



“Have-tos” – High-Cost Equipment Strategy

Looking to find a way to proactively pay for expensive items with a likely replacement cycle.

- \$1,440,000 average per year
- Priority 12
- Bulleted list of some of the items



“Have-tos” – High-Cost Equipment Strategy

Patrol Laptops

Investigations Software

Gas Masks

Deputy Ballistic Helmets

Deputy Ballistic Rifle Plates

Tasers

Interior Drones

Patrol Drones

Gas Mask Filters CBRN

Gas Mask Filters Riot

Respiratory Fit Testors

Rifle Magazines

OC

Large Drones

Traffic Drones

Motorola LPR

Traffic Reconstruction

Bomb Suits

Bomb Robots Small

Rifles

Bomb Robots Large

SWAT Ballistic Protection

SORT Ballistic Protection

Body Worn Cameras

Court Security

Peltor Communication Sets

“Have-tos”

Bureau	Item	Priority	Cost	Ongoing/One Time
DSB	JMS Ongoing Funding	11	TBD	Ongoing
PSB	SCBA Replacement both bureaus	12	\$228,000	One Time
All	High Cost Equipment Strategy	13	\$1,440,000	Ongoing
DSB	ACDF Locker Room Remodel	14	\$1,000,000	One Time
All	Fleet Purchasing	15	TBD	Ongoing
DSB	Courthouse Radio System Upgrade	16	TBD	One Time
DSB	Floor Machines for Expansion	17	TBD	One Time
PSB	Flock upgrades	18	\$55,000	Both
DSB	Pod 2 Buildout	19	\$500,000	One Time

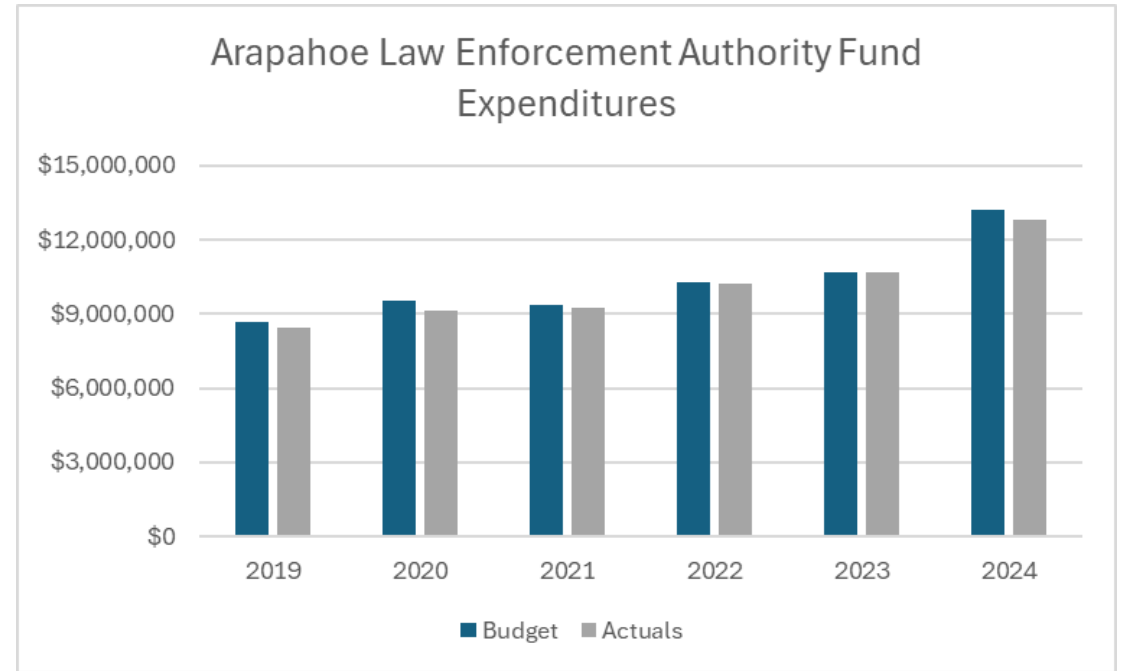
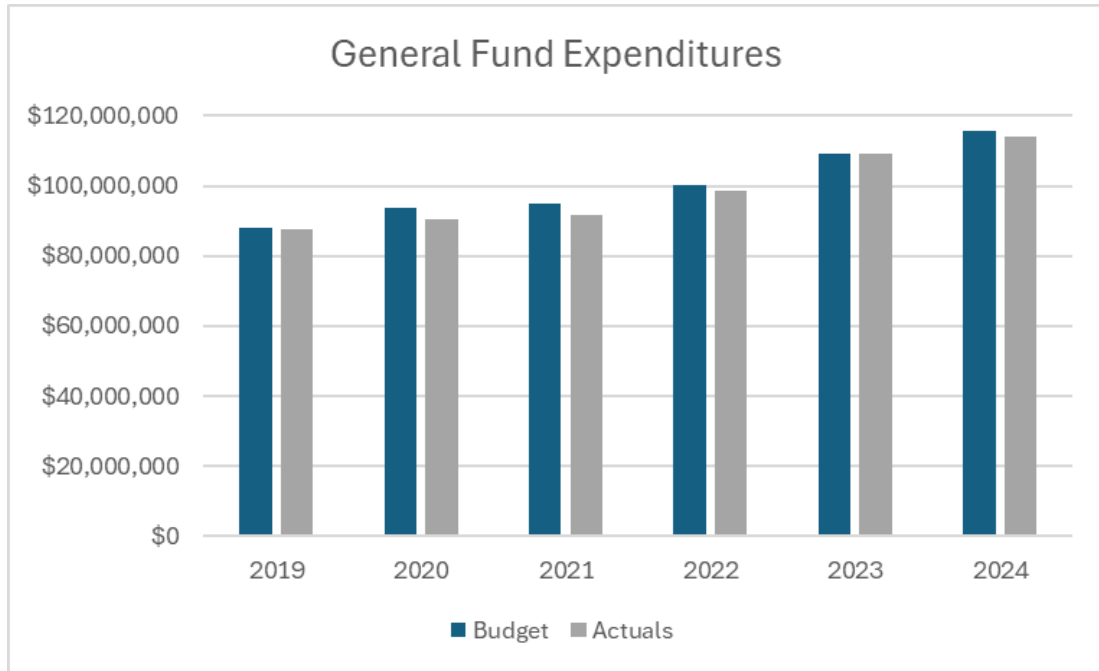
“Shoulds”

Bureau	Item	Priority #	Cost	One Time / Ongoing
SSB	Training Space Solution	1	TBD	CIP
DSB	Jail Intercom System Replacement	2	TBD	One Time
DSB	Body Scanner Warranty Funding	3	\$32,700	Ongoing
DSB	Upgrade Shields	4	TBD	One Time
PSB	Floor in Evidence	5	TBD	One Time
DSB	Courthouse Security Items	6	\$156,000	One Time
PSB	Type 3 Wildfire Truck	7	\$365,000	One Time
PSB	Parking for Seized Veh	8	TBD	One Time
PSB	Snowplow	9	\$1,200,000	One Time
Admin	PAU Studio Equipment	10	TBD	One Time
PSB	Building/Storage, Parking for OEM/Special Ops	11	TBD	One Time
PSB	Paved Parking Lot at HQ	12	\$1,000,000	One Time

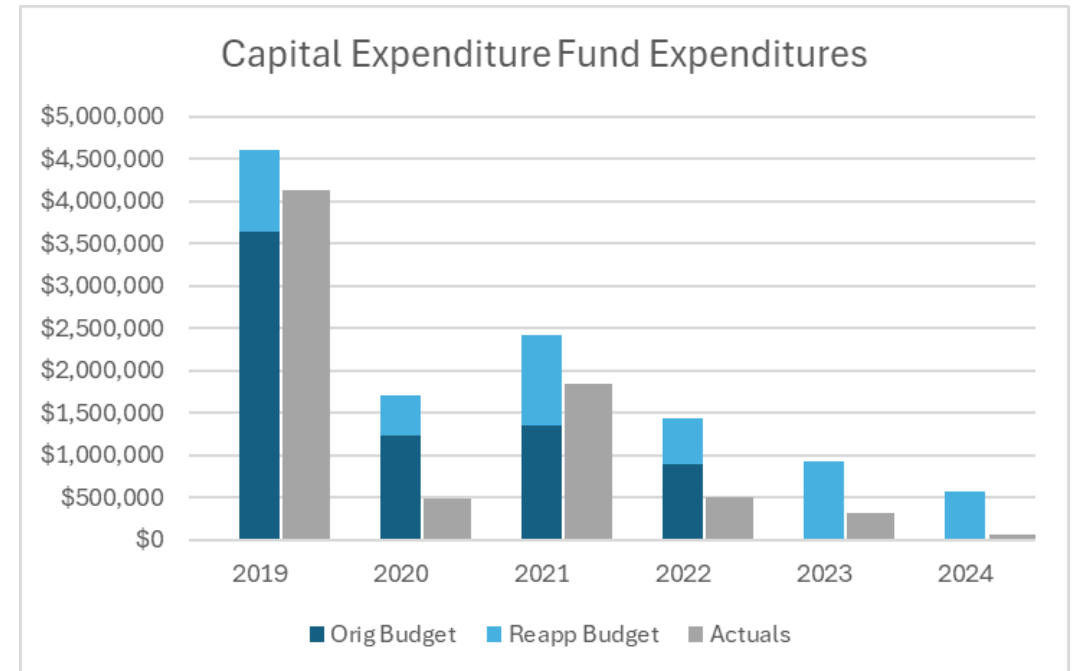
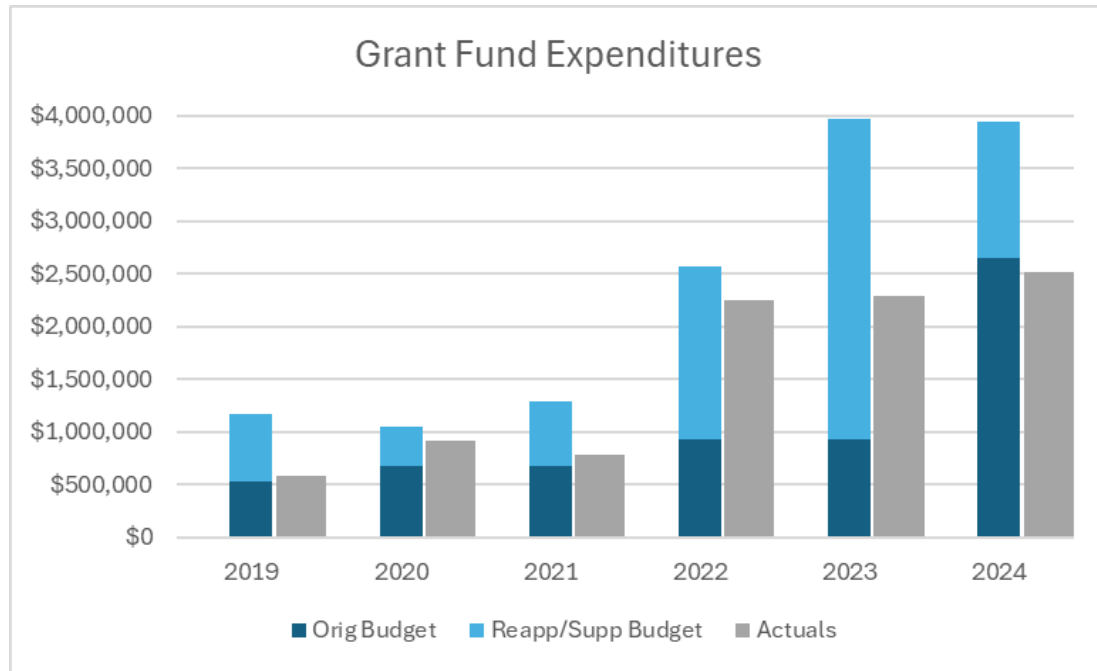
“Coulds”

Bureau	Item	Priority #	Cost	One Time / Ongoing
DSB	Jail Co-Responders	1	TBD	Ongoing
All	Training Program Improvements	2	\$11,000	One Time
DSB	2 Lieutenants	3	\$427,771	Ongoing

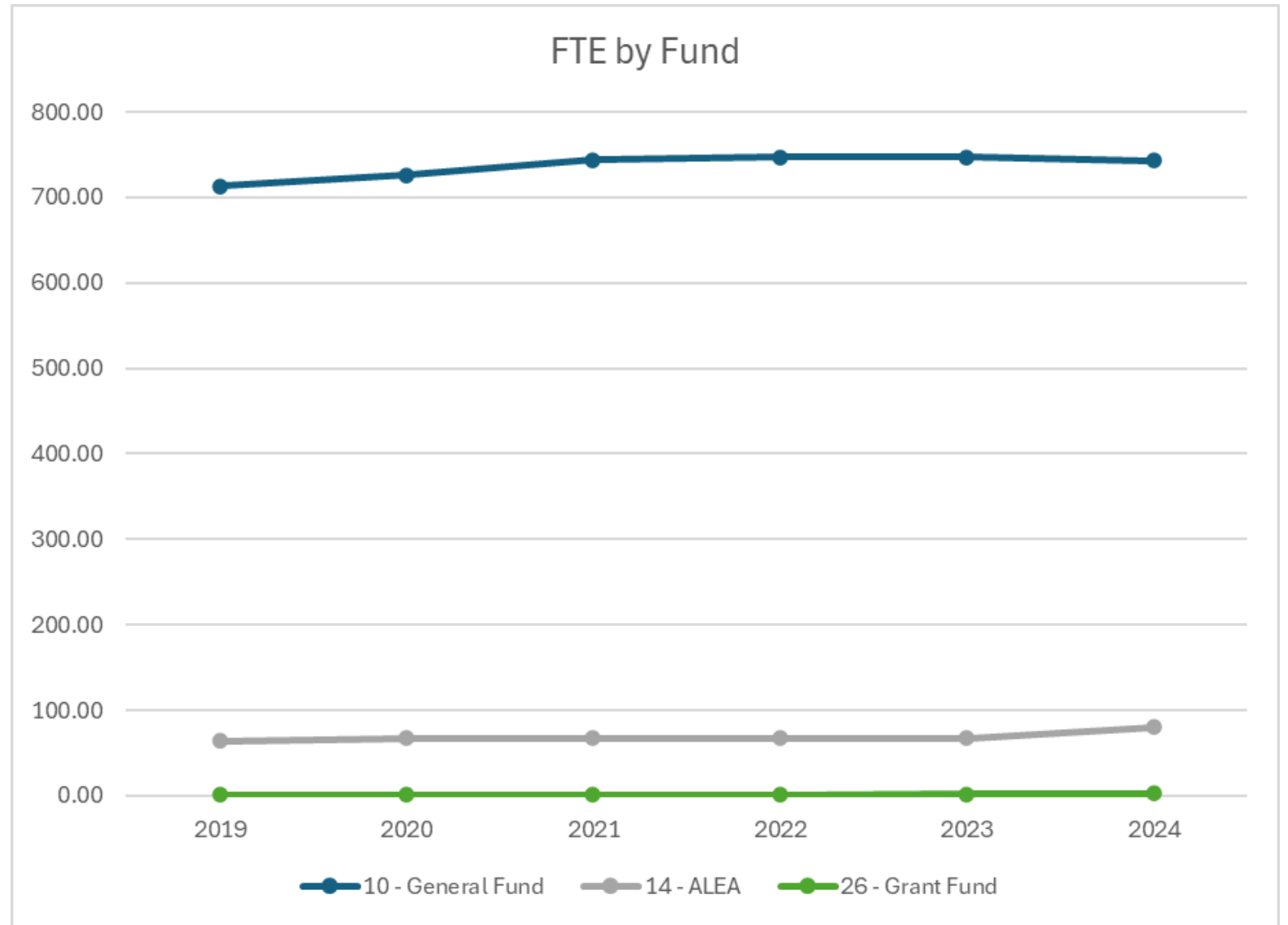
Sheriff's Office Historical Look 2019-2024



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Areas of Opportunity

The Sheriff's Office has focused on what we believe to be critical areas. Funding these areas does not create new opportunities but rather ensures that the citizens of the county receive the services they deserve.



Challenges/Concerns

- We recognize that all parts of the County are competing for what is truly a limited amount of money.
 - We also recognize that decisions by prior administrations, local legislation, and national politics have combined to create significant funding challenges that the BOCC is now forced to deal with.
 - You didn't create these problems, and neither did we. However, doing nothing will only compound these issues.
 - Future legislation and external events may dictate unanticipated needs at any point.
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