RESOLUTION AUTHORIZING THE HIRING OF ADDITIONAL CORRECTIONS OFFICERS AND INCREASING APPROPRIATIONS FOR THE BOARD OF CORRECTIONS BUDGET

WHEREAS, pursuant to Neb. Rev. Stat. §23-104(6)(Reissue 2012), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat. §23-103(Reissue 2012), the powers of the County as a body are exercised by the County Board; and,

WHEREAS, an increase in the number of prisoners being held at the Sarpy County Jail necessitates the hiring of additional corrections officers to ensure the safety of jail staff and prisoners; and,

WHEREAS, additional corrections officers were not anticipated the current Board of Corrections budget, and additional appropriations will be required.

NOW, THEREFORE, BE IT RESOLVED, that the Director of Corrections is hereby authorized to hire five additional corrections officers.

BE IT FURTHER RESOLVED, that the Board of Corrections budget for the 2019 FY is hereby increased by $114,395 to accommodate the five additional corrections officers.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the _______ day of December, 2018.

Attest: 

Sarpy County Board Chairman

Sarpy County Clerk
To: Sarpy County Board  

From: Brian Hanson  

Re: Additional Corrections Officers  

Recently, the County Sheriff, Jail Captain and Corrections Director provided Stu DeLaCastro, Director of Administrative Services a letter describing the over crowding at the jail and the need to hire additional correction officers for the safety of the staff and prisoners. A copy of that letter is attached. The Human Capital Committee met on November 19, 2018 and voted to recommend to the County Board that five additional corrections officers be hired. This will allow the creation of an additional post to provide some direct supervision and reduce the number of prisoners being supervised by the other posts.

The number of prisoners being held in the Sarpy County Jail has seen a significant increase since the beginning of the fiscal year, largely because of difficulty in getting prisoners into other jails. As a result, the Board of Corrections budget will need additional appropriations of $114,395 to cover the cost of the additional corrections officers from January 1, 2019 to June 30, 2019. Additional costs of $47,685 will be incurred for health and dental insurance, but that will not require a budget amendment.

The attached resolution will authorize the hiring of five additional corrections officers and will increase the Board of Corrections budget by $114,395. Please let me know if you have any questions.

Yours Truly,

Brian E. Hanson, Fiscal Administrator  

cc: Dan Hoins  
Scott Bovick  
Stu DeLaCastro  
Deb Houghtaling  
Sheriff Davis  
Captain Richards  
John Hubbard
Sarpy County, Nebraska
5 Additional Corrections Officer Cost Breakdown
1/1/2019 - 6/30/2019

<table>
<thead>
<tr>
<th>DESCRIPTION</th>
<th>JAN-JUN</th>
<th>NOTES</th>
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<tbody>
<tr>
<td>CORRECTIONS OFFICER</td>
<td>$19,125</td>
<td>$20,788 x 912 HOURS TO BE PAID THRU 6/30/2019</td>
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<tr>
<td>RETIREMENT</td>
<td>$1,291</td>
<td>6.75%</td>
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<tr>
<td>SOCIAL SECURITY</td>
<td>$1,463</td>
<td>7.65%</td>
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<tr>
<td>UNIFORM ALLOWANCE</td>
<td>$1,000</td>
<td>$1,000 FOR 1ST YEAR OF HIRE</td>
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<tr>
<td>TOTAL PER OFFICER</td>
<td>$22,879</td>
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| GRAND TOTAL 5 OFFICERS             | $114,395|                                                                      |

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<thead>
<tr>
<th>BENEFITS</th>
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<tbody>
<tr>
<td>HEALTH INSURANCE</td>
<td>$9,206</td>
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<tr>
<td>LIFF AND AD&amp;D INSURANCE</td>
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<tr>
<td>DENTAL INSURANCE</td>
<td>$300</td>
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<tr>
<td>TOTAL PER OFFICER</td>
<td>$9,537</td>
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| GRAND TOTAL 5 OFFICERS             | $47,685 |                                                                      |
OFFICE OF THE SHERIFF  
SARPY COUNTY

JEFFREY L. DAVIS  
Sarpy County Sheriff

Stu DeLaCastro  
Director of Administrative Services  
Sarpy County  
1210 Golden Gate Drive  
Papillion, NE 68046

 Officials operating a detention facility are charged with a “duty to protect” those who are incarcerated in the facility. The Sarpy County Jail is regularly overcrowded based on both its functional capacity and rated capacity. On October 11th, 2018 Nebraska Jail Standards conducted an annual evaluation of the Sarpy County Jail to determine our compliance with Nebraska Minimum Jail Standards. We were found to be non-compliant with the facility design and construction regulations due to our Average Daily Population (“ADP”) in the jail facility.

Overcrowding poses not only great risk to inmates, but also increased risk to the deputies and correctional officers who work in an overcrowded jail. Experience has shown that inmates in overcrowded jails suffer an increase in stress and tension. The increase in stress and tension often lead to inmate on inmate assaults and many times the inmates will attack the staff. Increased inmate to staff ratios negatively affect the safety and security of the inmates and staff. For instance, on November 6, 2018 the jail housed 202 inmates in the facility. Deputies/correctional officers at the Sarpy County Jail fear that there are not enough of them to supervise over 200 inmates in a jail meant to house 148 inmates.

Ensuring that inmates are properly assessed and classified is critical to mitigating potential risks. This ensures that the basic needs and rights of inmates are met and that they are assigned to the most appropriate housing units based on these needs. The Sarpy County Jail’s functional capacity is 126 inmates. At this number, classification officers are able make appropriate decisions on housing assignments based on an objective classification model. When the inmate population levels exceed 126, classification officers are faced with the difficult task of trying to make the classification process work, as a result of the jail’s design limitations. Housing inmates by subjective assessment and bed availability does not adequately separate by level of risk within the facility. Pervasive overcrowding and exceeding the design capacity pose significant challenges to efficient and effective operations and staffing of the jail.
Additionally, the inmate population has changed in ways that present new demands for jail staffing. There are more inmates with mental health needs and problems, more inmates with medical needs requiring hospitalization, and a higher portion of inmates are staying longer because of the seriousness of the offense. There is an increasing female population with more diverse needs for classification and separation. As an example, on November 6, 2018 there were twenty-eight (28) inmates housed in the gym due to overcrowding. The characteristics of the jail population and setting pose unique and changing demands for employees needed to operate the jail safely and effectively. It is the Facility Administrator's responsibility to ensure that inmates are viewed personally by facility employees often enough to maintain their safekeeping. Based on the increased numbers of inmates housed at the Sarpy County Jail, which the ADP of the facility reflects, we do not believe there is sufficient staff available to provide adequate supervision of inmates to effectively manage the overcrowding problems. The need for effective inmate supervision is essential when jails become more crowded, and this is the catalyst for our request for additional staffing at the Sarpy County Jail.

We are respectfully requesting six (6) Corrections Officers to help preserve the safety and security of the facility. If approved, the additional staff will cover post assignments that are directly responsible for inmate supervision. The increase in staffing would reduce overtime, allow us to operate at or above minimum staffing, and provide an opportunity to conduct thirty-minute (30) rounds in each housing unit. Thank you for your consideration.

Sincerely,

[Signatures]

cc: Dan Hoins

Scott Bovick