

Agenda Item 1.1.2

BOARD OF COUNTY COMMISSIONERS BRIEFING PAPER

Topic: Deputy Sheriff Trainee Retirement Change

Presented by: Reggie Marinelli, Sheriff, and David Kribs, Budget & Finance Director, Jefferson County Sheriff's Office (JCSO)

Date: 5/13/2025

☐ For Information ☐ For Discussion/Board Direction ☒ Consent to
Place on Business/
Hearing Agenda

Issue: The Jefferson County Sheriff's Office (JCSO) is requesting a change to the Deputy Sheriff Trainee retirement plan.

Background: Detention Specialists are part of the Peace Officer retirement plan. However, Deputy Sheriff Trainees are not. When a current JCSO Detention Specialist goes to the Department Certified Detention (DCD) or POST academy they are transferred into a trainee position and change retirement systems for the 11-21 weeks they are in an academy. They return to the Peace Officer retirement system after completion of their training.

Discussion:

In January of this year, County staff reached out to JCSO expressing concern that it is administratively difficult to manage the retirement plan for Detention Specialists who go to the POST Academy. This is because Detention Specialists become Deputy Sheriff (DS) Trainees when they go into the POST Academy. DS Trainees do not have the same Peace Officer Retirement Plan as Peace Officers (Sworn and Detention Specialists). This means that Detention Specialists must come off the Peace Officer retirement plan, while they are in the POST Academy and go onto the same retirement plan as professionals. Then, they go back on the Peace Officer retirement plan when they graduate from the academy. County staff expressed concern that this opens up the possibility of errors when someone is coming on and off the Peace Officer Retirement Plan and the associated manual tracking.

In addition, due to scheduling issues and access to training facilities, academies, more often than not, begin and end outside of normal pay periods. This creates mid-payroll changes to retirement system eligibility.

Finally, excluding trainees from the Peace Officer retirement system appears to have been an oversight when the system was last updated in 2023. These employees are performing Peace Officer duties before, during and after training. Providing continuity in the retirement plan is the right thing to do.

This issue is also being presented to the personnel board for changes to the retirement system rules.

Fiscal Impact: ☒ **yes** ☐ **no**

While there is an additional cost above the current practice, this can be absorbed through salary savings while the employee is in training.

The additional cost of this proposal is \$286 for an 11-week academy per employee and \$545 for a 21-week POST academy per employee. In a typical year, the total cost for this change would be in the \$10-15k range. However, this cost can be covered by the salary savings generated while the employee is in the lower paid training position.

The Deputy Sheriff and Department Certified Detention Deputies' starting salary is \$76,357 which is what the position the trainees are hired for is budgeted at. The DS Trainee salary is \$67,489. So, during the training period JCSO saves at least \$1,876 per employee (based on an 11 week academy).

- Year of impact: 2025 and future
- Existing grant or project: No
- New grant or project: No
- Requested in adopted budget: No
- Ongoing or one-time: On-going
- General Fund impact: No
- Staffing impact: No
- Match requirements: No
- Mandate/Contractual obligation: No

SPA Review: Support with no concerns, Micah Badana, 4/16/25.

SPA confirms the historical annual vacancy savings throughout the Sheriff's Office is sufficient to fund the request to include Detention Specialist trainees in the Peace Officer retirement plan. No additional appropriations are needed to fund this request.

County Attorney Review: Approved, Kurt Behn, 4/17/25.

Facilities Review: Does not apply/no fiscal impact, Mark Danner, Facilities Management Director, 5/6/25.

BIT Review: Does not apply/no fiscal impact, Andy Corbett, Chief Information Officer, 5/6/25.

Fleet Review: Does not apply/no fiscal impact, Janice Mayer, Director, Fleet Services, 5/6/25.

Human Resources Review (new FTE only): No FTE

Recommendations: The JCSO recommends that the Board of County Commissioners approve this change to the Deputy Sheriff retirement plan and forward to a future hearing agenda for approval.

Originator: David Kribs, Budget and Finance Director, Support Services Division, Sheriff's Office, dmcribs@jeffco.us or (303) 271-5153.

Contacts for Additional Information: Reggie Marinelli, Sheriff