



Hernando County Sheriff's Office

June 1, 2015

Honorable Chairman and Board Members
Hernando County Board of County Commissioners
20 North Main Street, Room 460
Brooksville, FL 34601

Dear Chairman and Commissioners:

Please find enclosed my budget request for Fiscal Year 2015-2016, submitted in compliance with Florida Statute 30.49. These proposed expenditures are reasonable and necessary to carry out the powers, duties, and operations of the office for the next fiscal year in a proper and efficient manner.

As has been demonstrated over the last several years, the Sheriff's Office is committed to ensuring the citizens of Hernando County are afforded the most effective and efficient law enforcement, detention, court, emergency management, animal enforcement, and 9-1-1 emergency and non-emergency services possible. This budget continues to emphasize that commitment and, as always, was developed with an emphasis on cost-saving measures, efficient services, and retention of our trained, experienced, and dedicated sworn and civilian law enforcement professionals. As an example of these commitments, I am excited to share with you some of our many notable accomplishments this year:

- Our Detention Center staff led the way in hiring a qualified full-time psychiatric Advanced Registered Nurse Practitioner to replace our existing contractual arrangement with a doctor. **This enabled us to provide 344% more mental health service hours to our inmates at a savings of over \$70,000.**
- The Sheriff's Office has entered into an agreement with the U.S. Marshals Service to temporarily house Federal detainees at the Hernando County Detention Center. **This working agreement has generated approximately \$100,000 in revenue.**
- Inmate labor continues to save the County and our citizens a substantial amount of tax dollars. Qualified jail inmates are used to help with jail operations; to clean and maintain some county facilities; to mow the grass at the Sheriff's Office complex; to help maintain roadways, medians, and the landfill; and for other labor-intensive tasks throughout Hernando County, all of which eliminates those costs for the County. The best performance measure of the program is a recent inquiry from

county staff about expanding the program. During the past five years that the Sheriff has operated the jail, inmates have contributed **629,973 hours of labor, worth over \$6 million in savings to taxpayers.**

- Despite relatively high fuel prices, the Sheriff's Office has decreased costs by moving toward more fuel-efficient vehicles and instituting a gas purchasing system that maximizes savings. Through those efforts and the diligence of our deputies in seeking out the lowest-priced fuel, **the Sheriff's Office is projected to save approximately \$25,000 in fuel costs in fiscal year 2014-2015.**

These examples illustrate just a few of our efforts on behalf of the taxpayers and my commitment to truly "reasonable and necessary" budgets. Unfortunately, for the upcoming year the Sheriff's Office is facing some substantial fiscal challenges related to mandated costs beyond our control:

- Based upon current projections, rates for the Florida Retirement System (FRS) are increasing dramatically, with rates for the Special Risk class (which includes the county's deputies and fire rescue personnel) set to increase over 11%. As of now, it appears increases in the FRS contribution rates alone will cost the Sheriff's Office more than \$650,000 in FY2015-2016.
- Worker's Compensation rates are increasing some \$50,000.
- Liability insurance coverage will cost 5% more in the coming year.
- The cost of contracted courthouse security services is increasing by 3%.

Although these growing expenses are out of my control, they place a substantial financial burden on the Sheriff's Office and our ability to meet our primary obligations to the citizens. Therefore, as a result of my commitment to lean, efficient management and these substantial cost increases for next fiscal year, it seems reasonable to anticipate success in securing support for the following basic identified needs.

A key area of focus in my FY 2015-2016 budget continues to be employee recruitment and retention. It is crucial that we maintain a competitive compensation plan to ensure we are able to attract and retain high-quality, experienced law enforcement professionals. In fact, we are experiencing particular difficulty in recruiting qualified deputy and telecommunicator applicants, both of which are our primary entry-level positions. While we are creatively addressing these challenges (like using civilian public service technicians for non-priority calls for service), we must do more to attract high-quality employees. For this reason, I have included a 2.5% cost of living adjustment for personnel below the rank of Lieutenant. Based upon our continual analysis, this will help to keep the Hernando County Sheriff's Office a competitive law enforcement employer in West Central Florida.

In addition to the need to stay competitive in attracting quality candidates, I must also be diligent in seeking to hold on to those experienced and well-trained employees. While our tiered pay

increase plan during the past two years moved us toward correcting the problem of pay compression caused by several years of total wage freezes, this problem remains. In light of the financial demands listed above, I have chosen to include in this year's budget only a single step increase for my employees, merely to prevent the pay compression problem from growing. I ask for the Board's commitment in working toward eliminating this issue for Sheriff's Office employees next year.

In further recognition of my priorities of cost-effective management and a positive partnership with the Board, this year I am not requesting any new positions. My Office is working hard to keep vacancies filled and to maximize productivity and effectiveness in order to minimize costs. This budget also includes the funding necessary to operate the county-wide consolidated 9-1-1 Communications Center, Emergency Management and the County Jail, services critical to the safety and security of all our citizens and which we continue to operate well below previous costs to the County. The creativity and progressive thinking of my command staff described earlier continue to provide us with exemplary efficiencies and I am proud to be able to submit to you a lean and highly transparent budget.

Although transparency is important, both collaboration and coordination are also critical. Each of you knows that I have absolutely no budgeted reserves. I must, therefore, maintain an operational contingency to ensure that I can meet the demands from any natural or manmade strain on my resources. Those years when our county is spared from a hurricane or other significant law enforcement event, I usually have funds remaining at the end of the year. I am, of course, required by law to return these funds to the county coffers. Although it is difficult to speculate on how much, I can assure you that if we do not experience a significant event, I will be returning funds at the end of the year that are significantly over and above the \$300,000 to \$400,000 in revenue we generate from our programs at the jail. We have also been closely monitoring the media and know that, all else being equal, the county should see increased revenue from improving home values, new construction and the local sharing of sales tax revenues. It is hoped that all of these variables combine to more than offset the increases in my budget.

I truly appreciate the positive working relationship between the Board of County Commissioners and the Constitutional Officers, and it is clear our citizens value it as well. I believe our continued success, as reflected by our consistently lower crime rate and positive feedback from our community, is due at least in part to the support of our law enforcement efforts by you and all of our elected officials.

I, along with my staff, am always available to discuss these issues in more detail. I thank you in advance for your support.

Respectfully,



Al Nienhuis

Sheriff

Hernando County Sheriff's Office
Revenue
Fiscal Year 2015 - 2016

<u>Contract Revenue</u>	Approved Budget FY2015	Proposed Budget FY2016
School Resource Officer Reimbursement - School Board	\$ 638,741	\$ 638,741
School Crossing Guards	144,788	152,357
Emergency Dispatching Fees	499,573	499,573
Inmate Work Squad - Dept of Public Works	60,905	60,905
Revenues reducing the Net General Fund Support	\$ 1,344,007	\$ 1,351,576
<u>Other Revenue</u>		
Interest Income	2,500	2,500
Miscellaneous Revenue	62,200	52,750
Federal Inmate Housing	-	100,000
Inmate Medical Reimbursements	30,000	30,000
Inmate Social Security	25,000	25,000
Inmate Processing Fees	49,000	49,000
Inmate Subsistence Fees	175,000	175,000
Other Revenue to be returned to BCC	\$ 343,700	\$ 434,250
<u>Total - Revenue collected by HCSO</u>	\$ 1,687,707	\$ 1,785,826
Civil Fees collected by BCC	\$ 150,000	\$ 130,000
<u>Total - Revenue Law Enforcement and Detention</u>	\$ 1,837,707	\$ 1,915,826

Hernando County Sheriff's Office
Revenue
Fiscal Year 2015 - 2016

<u>Contract Revenue</u>	<u>Approved Budget FY2015</u>	<u>Approved Budget FY2016</u>
School Resource Officer Reimbursement - School Board	\$ 638,741	\$ 568,000
School Crossing Guards	144,788	152,357
Emergency Dispatching Fees	499,573	499,573
Inmate Work Squad - Dept of Public Works	60,905	60,905
Revenues reducing the Net General Fund Support	\$ 1,344,007	\$ 1,280,835
<u>Other Revenue</u>		
Interest Income	2,500	22,500
Miscellaneous Revenue	62,200	72,750
Federal Inmate Housing		200,000
Inmate Medical Reimbursements	30,000	30,000
Inmate Social Security	25,000	25,000
Inmate Processing Fees	49,000	49,000
Inmate Subsistence Fees	175,000	175,000
Other Revenue to be returned to BCC	\$ 343,700	\$ 574,250
<u>Total - Revenue collected by HC SO</u>	\$ 1,687,707	\$ 1,855,085
Civil Fees collected by BCC	\$ 150,000	\$ 130,000
<u>Total - Revenue Law Enforcement and Detention</u>	\$ 1,837,707	\$ 1,985,085