



## CHALLENGES TO LAW ENFORCEMENT CONSOLIDATION IN JACKSON HOLE, WYOMING

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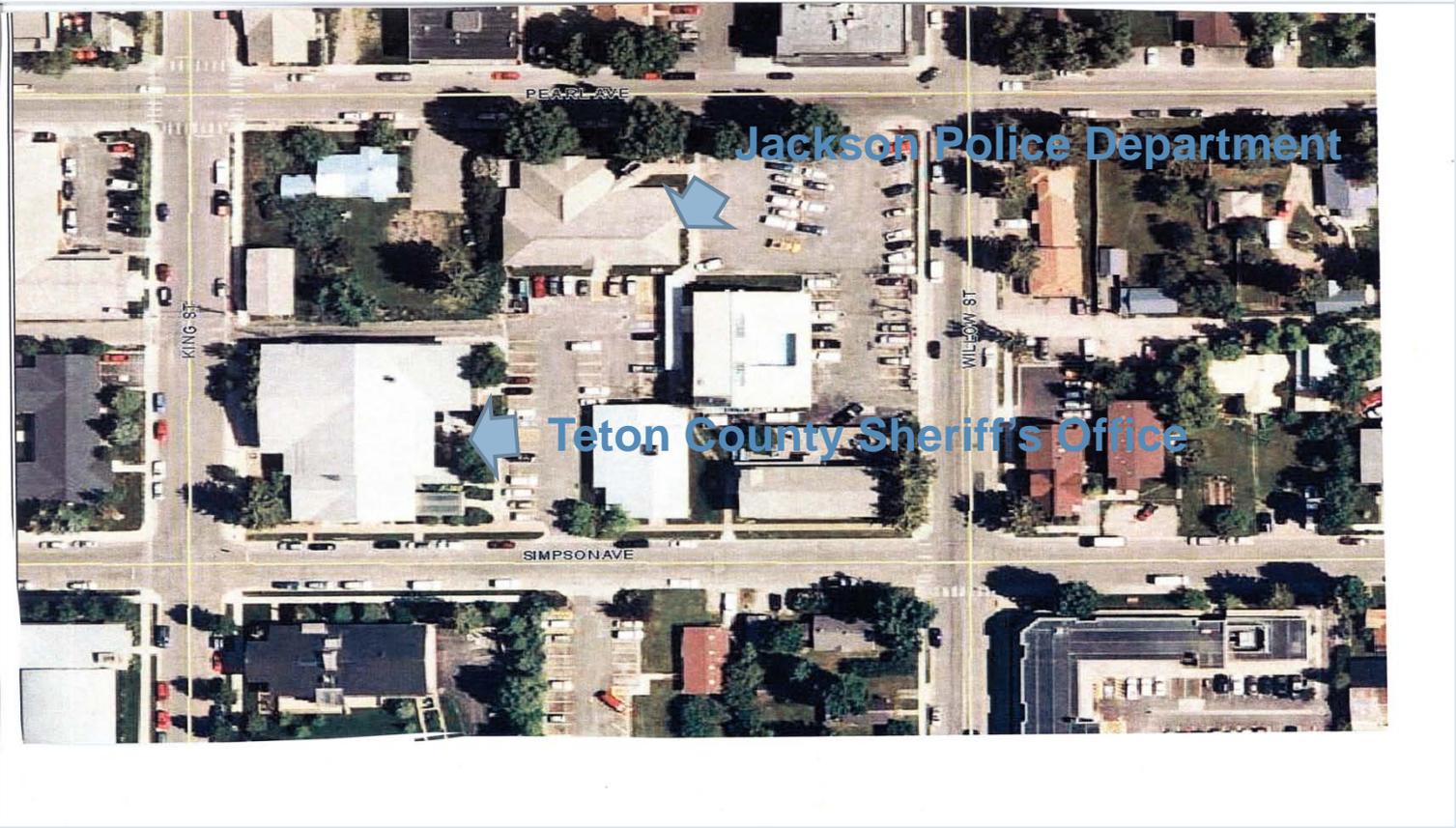
# Jackson Hole, Wyoming



# Unique Community Characteristics

- Gateway to Grand Teton and Yellowstone National Parks
- Remote Location
- Tourism Based Economy
- Population Spikes Throughout the Year
- Transient population
- Cultural Differences Between Town and County





Jackson Police Department/Teton County Sheriff

# ICMA Consolidation Study



Snow King Mountain - Town of Jackson

- 2008 ICMA study to evaluate potential for consolidation
- Study identified efficiencies and cost savings through consolidation
- Evaluated contract for services with Sheriff's Office

# Consolidation Challenges

## Structural Issues

- ❑ Sheriff would only enforce State Statute not municipal codes (which address quality of life issues)
- ❑ Concern that Town Council would lack control over elected Sheriff
- ❑ No control of who would be sheriff in the out years

## Cultural Differences

- ❑ Town Council supports community oriented policing and high levels of service to residents and guests
- ❑ Police Department is a busier department and responds to 68% of total
- ❑ Differences in organizational culture between the Police Department and Sheriffs office

# Other Challenges

## Recruitment and Retention

- Unable to recruit new officers who feared that the department might be eliminated
- Police officers began applying to the Sheriff's Office in order to gain seniority
- Discussions adversely affecting employee morale

## Costs

- Additional employee benefits provided by the Sheriff's Department (i.e. taking vehicles home) reduced perceived cost savings

# Conclusion



- ❑ No overt public support for law enforcement consolidation
- ❑ Cost savings and efficiencies not great enough to risk decreased service levels in town
- ❑ Ultimately decided not to consolidate



Thank you!

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