April — May 2019 Issue



Upcoming Meetings:

Foothills: May 28, 6 pm, The Peak.

One,100 Jefferson County Parkway

Room One, 100 Jefferson County Parkway

The Facts—President / Public Relations / Development: Open

Vice President / Environmental Advocate: Diane Suchomel E-mail: diane@cohopejeffco.com Secretary: Cheri Paavola 303-972-8080 Email: cheri@cohopejeffco.com Treasurer/Newsletter/Membership: Ray Moore

303-978-1145 E-mail: wrmoorejr@msn.com

Calendar for upcoming meetings: May 1 Jeffco Animal Control June 5 July 3 Aug 7 Sept 4 Oct 2

In This Issue: Information and Minutes 1-2, Backyard 3-6 Sheriff 2,6

Open Space: May 2, 6 pm, 700 Jeffco Parkway, Suite 100 Board of County Commissioners Every Tuesday at 8:00 am

Board of Adjustment: 1st & 3rd Wednesday at 9 am, Hearing Room

DRCOG: May 15, 6:30 pm, 1001 17th Street, Aspen/Birch conf room

Planning Commission: 1st, 2nd, 4th, and 5th Wed. 6:15 pm, Hearing

Draft Minutes for April 3 Meeting Attendance: Diane Suchomel / At Large, Cheri Paavola / At Large, Judy Alliprandine / Columbine Knolls, Ray Moore / At Large, Al Hintz / Kipling Hills, Maureen Sielaff / At Large, Tom Majcen / Columbine Knolls South Estates, Julie Blair & Brian Kellogg / Lakehurst West, Jim Smith / Golden Real Estate. The meeting started at 7:01 p.m.

Diane Suchomel, Vice President, welcomed everyone.

No one from Jefferson County Sheriff's Department was present.

No one from Jefferson County Public Schools was present.

Tonight's speaker is **Jim Smith**, **Golden Real Estate**. He writes an article for the Denver Post. It is in the Thursday flyer. Do cell phone towers impact house sales prices? He could not find a way to determine houses near cell phone towers. His subjective answer is he does not think it has an impact unless it is blatant. Highway noise or tobacco smoke has a higher impact. 5G towers are on 35' poles.

The market is stabilizing. If it is priced right, it will sale quickly and usually for more than the asking price. The median number of days a house is on the market is 21 days.

If the HOA fee on a townhome is more than \$306 per month, does it have an impact? It depends on what the fee pays for.

Insurance companies are now depreciating roofs. The older the roof is, the less you get for hail damages. Covenants usually expire after 30 years.

What is the best investment when improving your property? It depends on whether you are doing improvement to help sale your house or for yourself. Fix items when it is an eyesore. He suggests replacing the fabric in window screens. It is best to do things that you will enjoy for 3 - 4 years.

What about solar panels? Don't buy them unless you are going to live there for at least 5 years.

If you are looking for sustainability, insulate, put in a heat pump, or put in solar tubes (or sun tunnel). You can buy and install it for \$500 - \$600.

At the Golden Real Estate office, they recycle Styrofoam (or polystyrene). It needs to be bagged in a white trash bag. Use no tape. The Styrofoam needs to be clean, no food waste. There is a big bin in the parking lot. They recycle with Alpine Waste.

Jim discussed electric cars. It is part of his sustainability outlook.

Jim can be reached at 303-525-1851 or Jim@GoldenRealEstate.com. Their website is www.GoldenRealEstate.com. The office is at 17695 S. Golden Rd., Golden, CO 80401.

Reports from Officers We do not have a President.

Roll Call was taken. We had 9 members present and had a quorum.

Ray Moore, Treasurer, said that we have \$1,607.50.

Cheri Paavola, Secretary, was present. The Minutes for March were approved.

Diane Suchomel, Vice President, was present.

The following are Community Meetings.**

CMT 19-103813 is for 5641 S. Deframe St. The meeting was 3/27 at the Ridge. It is a rezone to PD to allow a special use for a religious assembly for 150 people. It is currently zoned A-Z.

CMT 19-105656 is for 8603 S. Wadsworth Ct. It is a rezone for special use to increase the number of residents from 8 to 12. They intend to convert a 3 car garage to bedroom(s) / Bathroom(s). This was PA 19-04342. The meeting is 4/11 at 6:00 p.m. at the Columbine. It is currently a rental purchase contingent on approval. The property has been there since 2009. It is currently zoned R-1.

The following are **Pre-applications.** PA 19-105936 is for Green Gables are at S. Wadsworth and W. Evans. It is a SDP and MA for 1 fast food restaurant and a bank for a retail building. It is a 1 acre lot.

PA 19-105424 is for 7500 S. Pierce St. It is a commercial property with gas station and convenience store. Lot 1 is on the southeast corner of S. Pierce St. and W. Ken Caryl Ave. Lot 2 is a daycare. There will be another proposal later. (3 add-ed in the last month.)

The following are **Distressed Properties**. 19-104282 is for 6650 W. Coal Mine Ave.

19-104739 is for 10930 W. Fair Ave.

19-105750 is for 5961 S. Quail Way.

The following are **Rezoning**. RZ 19-102585 is for 5890 S. Alkire St. It is an ODP for 64 multi-family apartments for 55+ residents. They are adding independent senior living via another amendment to the ODP. The Planning Commissioners meeting is on 4/10. The BCC meeting is on 4/30.

This summer they will start to revise the short term rental policies on Jefferson County regulations. It is in the BOA Process, section 2.0.4 of the zoning resolution.

Our Adopt a Highway Trash pick up will be on 4/13. We will meet at 8:30 a.m. at the West Bowles Community Church. A new company took of our website. He believes the comapny is in Germany. So do we want to discontinue our website or find a different host?

There was a brochure on Paint care. For more information, go to www.paintcare.org.

There was a flyer from Colorado Dept. of Human Services. It covers communication equipment for Deaf, Hard of Hearing or Deaf and Blind.

The speaker for May is from Jefferson County Animal Control.

Old Business The position of President for COHOPE is still open.

New Business It was moved that Ray Moore be accepted as an At Large member. The motion passed.

Since we are not having a Candidate Meet Pot Luck in Aug., Diane will try to reserve the room for a normal meeting.

(Follow-up— The meeting room is reserved for August)

Announcements Macaroni Grill is gong to be Oregano's Pizza.

You can recycle TVs at Best Buy. It will cost \$25 per TV. There is a limit of 2 TVs per day. The TV tube must be less than 32". Flat screen TVs must be less than 50".

Diane ran into Burke and Betty. They said Hi. There home has sold. They are moving in April. We adjourned at 8:56 p.m.— *Cheri Paavola, Secretary*

COHOPE Treasury Activity: April 2019 V	V. R. Moore, Treas	surer	
Beginning Balance April 3, 2019	\$	1607.50	
Deposits	\$	440.00	
Columbine West CA, Columbine Kolls South/Estates, Westbury, Westridge-Lakeview Meadows, Kipling Hills, Lakehurst West—\$40			
Fisher, Macmillan, Suchomel, Rotherham, Auburn, Paavola, Sielaff, Ham, Moore, Burdan—\$20			
Withdrawals	\$	5.50	
May newsletter \$5.50			
Ending Balance May 1, 2019	\$	2042.00	

A Resilient Columbine—Sheriff Jeff Shrader This month marks twenty years since one of the worst events in Jefferson County's history. But it also marks twenty years of extraordinary resilience in our community. Many Sheriff's deputies who responded on April 20th are still with the JCSO, but even those who have left or who have begun their careers since then, share an emotional connection to Columbine High School and its students, families, faculty and staff. Past, present and future.

These emotions are often mixed: relief that two decades have passed, anxiety when misguided individuals direct their attention at Columbine, joy to meet the adults that former students have become, sadness for each anniversary, hope for future generations of graduates, and an over-whelming sense of PRIDE. I am extremely proud of the resilience I have witnessed during the past twenty years, and that I know my successors will witness during the next twenty.



Those who were involved in the tragedy as a student, family member, staff, or first responder experience a heavy heart when an anniversary returns, a school is put on lockdown, or a similar event occurs elsewhere in the country. For families who lost a loved one, teachers who lost a student, or students who lost a friend, this burden is the greatest. While we

THE BACKYARD

Columbine Hills News

President's Corner — Whoot. Spring is here!! We've got those spring flowers blooming and lots of others showing through the soil. I cannot remember a wetter spring. That rain and snow we had in March was epic. Hopefully this will put our drought fears to rest for a while. I planted a lot of veggie seeds in my grow house last month and they are coming up well. Actually, I was surprised that most sprouted in less than a week! If I can just keep them strong until Mother's Day, I will be happy and save myself a lot of money by NOT purchasing starts like I've done every other year. At last month's CO-HOPE meeting several people from Jeff-Co came and presented interesting information. It's in our newsletter – but let me emphasize how much they said we need to use their complaint line for violations. The complaint number is 303-271-8725. They have a staff of people who research and pursue the complaints. If you want to speed things up by a couple of weeks you can go to https://www.jeffco.us/786/Planning-Zoning and fill out their forms AND submit photos. Please keep in mind that property rights are protected by the Constitution. They stated that "the fourth amendment guarantees our private property to be constitutionally protected". The county is not permitted to go into someone's back yard nor into their garage. But, you as a private citizen may. Now if you do submit photos and you want to allow the county to use those photos as evidence you must give them permission. Some of the complaints they often receive are for chickens [6 chickens are allowed per property], vehicles in yards/driveways [must be operable and properly licensed] and campers parked on streets [may not be parked on a public roadway more than 28 days in a 12month period].

We are very close to accepting dues payments via electronic submission. I'm working with Bank of the West to finalize what we need to be able to do that. It's tough moving into the new century. We will always accept checks by mail of course, but for many who no longer write checks and submit them via snail-mail – we are close! Also we are exploring getting a "square" so you could just swipe your card at events like dumpster day. We keep saying this, but we NEED someone who is savvy enough to help us with our web-site. We have domain names etc. but no one who could give us an hour or two a month to manage things, post events etc. If you are that person – please let me know. We want your expertise. My e-mail is at the bottom for your reply. Be the kind of neighbor you wish you had.— *Randy Montgomery, CHCA president, rmontgomery@frcs.org*

Columbine Knolls South II Review

From **President's Corner**— Hi all, We are looking for a Paid Part Time Bookkeeper/Administrative Assistant. This individual should be detail oriented and able to perform general and administrative tasks, such as annual mailings, pay bills, and be a liaison between the HOA and Waste Management to mention a few. This job offers the flexibility of working from home with varying monthly hours that total around 100 hours annually. This position will report to the CKS II HOA Treasurer. Please email Bob Haberkorn CKS II HOA President at robert_haberkorn@yahoo.com or call 303-725-2728. Our new CKSII.org website is up and operational. Jennifer Blake did a great job on adding some new and different ideas. It seems to be very user friendly and looks great!

A concerned group of parents and myself had an on-site meeting at Coronado Park entrance at Nichols Avenue in late February with Foothills representatives Terry Green and Colin Insley. We discussed the lighting for early morning bus pickup for the Chatfield High School kids at this entrance. It was a good meeting with a few different ideas on what to do about lighting and the safety of the kids. A parent in the group is taking the initiative to contact our District 3 Representative Lesley Dahlkemper about this issue.

I would like to introduce our two new board members. We are very happy to have their experience and background on our Board: Hello. My name is Tom Schicktanz. I am a Colorado native growing up in Columbine Knolls. I graduated from Columbine High School and Colorado State University. I was in the oil and gas information business for the first 18 years of my career. I've been a partner in a construction company for the past 12 years. We focus on multi-family renovations in the central Denver market. My wife Anita and I have lived in CKSII for 26 years. I enjoy hiking, climbing the Colorado four-teener's, riding my cruiser bike, and of course, you'll see me walking our schnauzer Kasi around our great neighborhood. This is my first time serving on the board. I look forward to representing and serving such an awesome community! Hi, my name is Adam Blake. My wife, Jennifer, and I purchased in CKSII about 10 years ago. I own a small business doing residential remodeling and handyman work. My professional experience is primarily in construction and project management, although the part I most enjoy is helping people bring their visions and ideas into reality. Outside of work I enjoy spending time with my family and doing activities such as traveling, skiing, cooking and spending time in the many beautiful areas of Colorado. I have found CKSII to be a great neighborhood that has introduced me to many people and families that I'm happy to call friends. My daughter attends school at Coronado Elementary and both the neighborhood and school are very supportive communities I'm proud to be a part of. Thank you.

I would also like to welcome our new Newsletter Editor, Renee Cunningham. She has some exciting new ideas and we welcome her to our team. More information to follow about Renee's background soon.

Last, but not least the Board interviewed five (5) candidates for the Newsletter delivery position at our meeting on March 12th. They were all great kids with very strong backgrounds which made it such a tough decision for the Board to pick. They were Liz Harlan, Avery Webb, Lilly Maley, Drew VanWoerkom, and Ian Turner. After much discussion we choose Ian Turner. Thanks to all of you for coming and congratulations to Ian Turner. It makes me proud to see so many bright and talented young people supported by their parents living in our community.

Please remember to Shovel Your Walks when it Snows.— Bob Haberkorn, President CKSII HOA

From **CKSII HOA Board Meeting Minutes March 12, 2019** President Bob Haberkorn called the meeting to order at 7:03 pm. Board members Adam Blake, Tom Schicktanz, Steve Kalney, Joshua Kunkel, Pam Horiszny, and Chris Reynolds were in attendance along with Roger Borcherding of DARCO Property Management.

Newsletter Carrier Interviews: Sincere thank you to the five applicants who interviewed. It was a very difficult choice and we hope that those who weren't selected will apply again next year. Congratulations to Ian Turner whom the Board has selected to be the newsletter carrier for 2019.

Treasurer's Report: Pam reported the HOA currently has 352 members

ACC Committee: Josh reported applications as follows: 4 total, 3 have been approved. One for a fence, one for paint, one shed, and one roof. We discussed that the ACC could create a design standards manual (or architectural guidelines) that the board could review and approve. Currently we rely on the county guidelines to define the standards; we agreed the ACC will do some additional research on standards. We are specifically interested in defining the height of yard structures (e.g. shed, playhouse, etc.). Additionally, Bob will ask our attorney for clarification on the language in the covenants (Section E-2, page 10) about how to get design guidelines approved.

Management Report: Two inspections were conducted in February. Ten problems were observed: 8 trailers stored in view and two yards had wood material and bags stored in view next to their houses. No Covenant violations have been referred to the HOA's attorney since June of 2015.

Properties Sales: 7724 S. Brentwood Street; closed 2/12, no status letter and no data on new owner was provided 7674 S. Brentwood Street; pre foreclosure The Management Company performed the DORA annual filing. They also prepared our IRS and CO tax forms and provided a PIN number.

New Business Snow Removal: Pam suggested that the HOA should consider adding an expense to our budget for next year: the cost to plow the sidewalk along Chatfiled and Carr Streets. Josh agreed to do a trial plow to get a sense of how long it would take so we can accurately price it.

Website: Bob asked who from the board should have emails displayed on the website. The Board agreed that the President, Treasurer, ACC Lead, and the Editor would list their personal email address (rather than a generic email address that is forwarded). We also agreed that all Board members will display their phone numbers, except for the Member at Large and the Secretary. As always DARCO will display their standard contact information. The meeting was adjourned at 8:41 p.m.

Columbine West Civic Association Newsletter

From **A Moment With The Board** The The March 12th meeting was held at Dutch Creek Elementary. A big 'shout out' to one of our newest volunteers, Steve Gubbins. Steve has offered up his time to help install banners at our entrances. The banners are another way, besides the newsletter, in announcing upcoming events. The Membership Drive started on March 1st and currently there are 186 residents that have registered. We thank each and everyone of you for supporting the efforts of CWCA. The current Budget is based on 360 households registering. The current Officers updated on their volunteer duties along with discussion on how to facilitate some added layers of communication. There was some discussion on an Entrance Clean Up date, which will be published in the May newsletter. Plans are underway for the Easter Egg Hunt and we would like to thank our neighbors, Irene Shick and her family for offering to Sponsor the event. Irene has (2) sons who are eager to stuff eggs and hide them at the park. You will see new signs posted around the park area on the event day. If you have questions or any suggestion of ideas feel free to email CWCAtalk@gmail.com. Look forward to hearing from the community. Residents are encouraged to attend any monthly meeting the next one is April 9th at 7:00 p.m., Dutch Creek Elementary School, second Tuesday of the Month. This month we would like to encourage anyone interested in volunteering to join us.

The Leawood Rapporter

From Leawood Civic Association Minutes of March 5, 2019— Board Members Present: Paul O'Connor, Mike Karbach, Rhonda Eveleth, and residents Laurie Selander, Richard and Rene' White.

Treasurer's Report: Mike presented the Treasurer's Report, which included LCA current balances, payments received, and bills paid. Following the review of the budget, the Board continued to discuss methods of reducing spend and continuing to implement cost cutting measures and increase membership; consider partnering with the Park District to help with the annual picnic.

Board Members: The Board continues to solicit volunteers to participate in the LCA and events; without additional volunteers the LCA will have a difficult time providing the activities within the neighborhood. The annual meeting to

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elect board members was postponed and will now take place during the next meeting on Tuesday, April 2, 2019. Laurie Selander volunteered to take over the duties of Secretary of the LCA Board. Thank you to Laurie! The Board still needs a volunteer for: Editor of the Rapporter and activities and events.

Upcoming Events: The annual Leawood neighborhood Easter egg hunt will take place, weather permitting, on Saturday, April 13th – if the weather does not cooperate the event will be moved to Saturday, April 20th. The traditional "stuffing of the plastic eggs" will take place the Wednesday before the event and all are welcome to volunteer. Scholarship submissions are due March 31st and interviews will be scheduled for the first or second week in April. Scholarship will be awarded during the LCA meeting in May

Neighborhood Garage Sale – tentatively scheduled for Friday June 7th and Saturday June 8th

Neighborhood Clean-up Day – tentatively scheduled for Saturday, June 15th. This is always a popular event and the Board is considering reserving 3 dumpsters; however, once dumpsters are full the event will be closed. Need to reiterate that electronics, paint, lithium batteries, old computers etc. are items that are not allowed and must be recycled elsewhere. Board discussed timing of dumpster delivery due to popularity of the event as well as issue with residents dumping unauthorized items overnight – these items included old computers that the Board must pay to recycle Leawood Annual Picnic – scheduled for August 24th

Activity Banners: The Board will place the three (3) banners for the membership drive in the higher traffic areas of the neighborhood. The Board will look to replace the remaining activity banners when budget becomes available. LCA Membership Drive: There was a miscommunication and the membership drive forms did not get placed in the March issue of the Rapporter; April's issue will contain the membership form. In addition, there will be an email blast

sent out to all current members and flyers will be mailed in May.

Jay Court Entrance: The source of water for the entrance has become unreliable. The Board discussed xeriscape alternatives including rock and planters with artificial flowers mixed in with live flowers. Looking for residents to donate time and funds to the Jay Court Entrance Fund; members can donate to this fund within the membership form in the area to donate extra funds to special projects.

Meeting adjourned at 7:55 p.m.

From Leawood Metropolitan Recreation and Park District Minutes March 13, 2019 The Board meeting was called to order at 6:38 p.m. at the home of Linda Smith, 6417 S Gray Ct, by President Kyle Sargent. The location was changed due to the closure of Jefferson County schools on account of the storm. Members present were: Donna Snyder/Treasurer, Debby Baker/Director (by phone), Linda Smith/Vice President and Dave Padilla/Parks Manager.

Public Comment/Correspondence – Two residents reported standing water on walking paths in Weaver and Raccoon Parks. Dave will investigate what can be done temporarily and long term.

Treasurer's Report - Donna presented the Treasurer's report. Property tax revenue is beginning to come in. Invoices for the month include: Denver Water, United Site Services, Rich Alarcon for trash removal, Waste Management, Xcel, Dave's invoice, and reimbursement to petty cash.

Parks Manager Report – Snow removal was done in all the parks with sand applied when and where needed. Dave continues discussion with Split Rail fencing company regarding the addition of a split rail fence and ranch gates at Kendall Park and the replacement of planks in the west bridge in Weaver Park. A contract has been signed with Weston Landscaping for park landscape maintenance for 2019.

Old Business – Weaver Park play area redesign – Board received a report from Lindsey Reese showing survey results conducted to gather input about Weaver Park facilities and usage.

The Board is still looking for a replacement board position that will expire in 2022. Interested residents are to call Kyle Sargent (303) 520-6617. Board member must be a resident property owner in the District.

The meeting was adjourned 7:47 p.m.—Deborah Baker, Acting Secretary

Posting location: District Board's agendas are posted by the Clerk to the Jefferson County Board of Commissioners board.

Woodbourne

From **Notes From the Board** The March Board meeting was held on March 20, 2019. Several topics were covered including issues around the clubhouse and the Annual Homeowners meeting this month. See the articles in this newsletter about that meeting and the quorum and proxy requirements.

We on the Board hope you all had a wonderful Spring Break. The nice thing about Spring Break is that you don't have to have kids to enjoy it, and it also means spring is here. April specifically means two large events for the Woodbourne community. The first major event is the Easter Egg Hunt on April 13, 2019, starting promptly at 10:00 a.m. at the clubhouse. Be there with your favorite Easter basket so you don't get left out. As usual we will have eggs for three different age groups along with pastries and coffee for the adults. We always need volunteers starting around 8:45 a.m. to help set up the clubhouse and hide eggs. If you would like more information or if you want to volunteer, please contact John or Marsha Smith at 720-350-4465 or James Meyer at 720-371-0400. This event is always fun, and we look forward to seeing you there.

The second major event is the Woodbourne Annual Homeowners Meeting on Wednesday, April 17, 2019, at 7:00 p.m. at



The scheduled May 1 meeting speaker will be from Jefferson County Animal Control. The meeting will be at Sheriff's South Service Center (11139 Bradford Rd) at 7 pm.

the clubhouse. The major business will be to elect three Board members to serve staggered terms from one to three years. We will also be discussing future projects to undertake in the community. At this time, the three projects that have been suggested are renovating the restrooms in the clubhouse, updating the landscaping around the clubhouse, and updating the Frost Street entrance. This is an opportunity for the community members to weigh in on these options and join the conversation. For us to elect new Board members, we need votes or proxies from 25% of the homes. The Board seeks to have a combination of 110 proxies and attendees. If you cannot attend, please give your proxy to a Board member or to a neighbor who is planning on attending.

Speaking of being on the Board, the Woodbourne Board of Directors would like to thank John Edmonds, Scott Moeller, and Sommer Wall for their years of service to the community. They have chosen not to remain on the Board, but we could not have done our work in the community without them.

I will be at both the Easter Egg Hunt and the Annual Meeting, and I hope to see you there.—James Meyer, President

wish we could ease this load, and hope that twenty years will somehow help it subside, we must continue to persevere. And this week we did. When our community was threatened we came together to protect our schools and our students. Parents, school districts, and local, state, and federal law enforcement took the necessary actions to ensure our kids stayed safe. YOU made sure our kids stayed safe. As your sheriff, I would very much like to be able to say tragedy will not strike Jefferson County again. But we are not immune. Instead, I can say from experience over the last twenty years, and from recent events, that if we continue to be resilient, we will prevail against any evil that may come our way. This month and always, we remember those who lost their lives on April 20, 1999. We reflect on the tragic events of that day. And we recommit to being a resilient community where all people can live, learn, work, and play.

JCSO Instructed to Reduce 2020 Budget by 7% - Total Impact Is Approximately \$10 Million Jefferson County, CO. – The Jefferson County Sheriff's Office may be required to decrease jail beds by as much as 44% to meet a proposed 2020 budget reduction. Earlier this month, Sheriff Jeff Shrader received instructions from the Jefferson County Manager's Office to reduce the Sheriff's Office 2020 budget by 7%, or \$6.7 million. In addition to reducing jail capacity by 400 – 600 beds, potential impacts of this directive include: Eliminating the U.S. Marshal contract for jail beds, a \$1.8 million revenue loss. Keeping job vacancies open to reduce personnel costs

Beginning this year, the county also implemented a new policy that charges termination pay-outs back to the affected department, while also taking vacancy savings from the affected department, resulting in an additional \$1.3 million impact to the Sheriff's Office budget. This, combined with the proposed 7% cut and the loss of the U.S. Marshal contract, results in an almost \$10 million decrease to the JCSO's 2020 budget.

Local police chiefs, community members, and other public safety stakeholders agree with Sheriff Shrader that "it is imperative the County engage in a prioritization solution to the 2020 budget deficit rather than pursing across-the-board cuts that will have a significant and regrettable effect on the public's safety," as illustrated above.

At an April 23rd presentation to the Board of County Commissioners, the sheriff explained his concerns and described how the proposed budget cuts will affect the community. The sheriff also committed to being an active participant in helping Jefferson County identify a suitable solution to address next year's budget deficit that does not result in lay-offs to Sheriff's personnel nor compromise our ability to ensure Jefferson County is a safe place for all people to live, learn, work, and play.