

2022-23 Annual Update

SHERIFF'S OFFICE

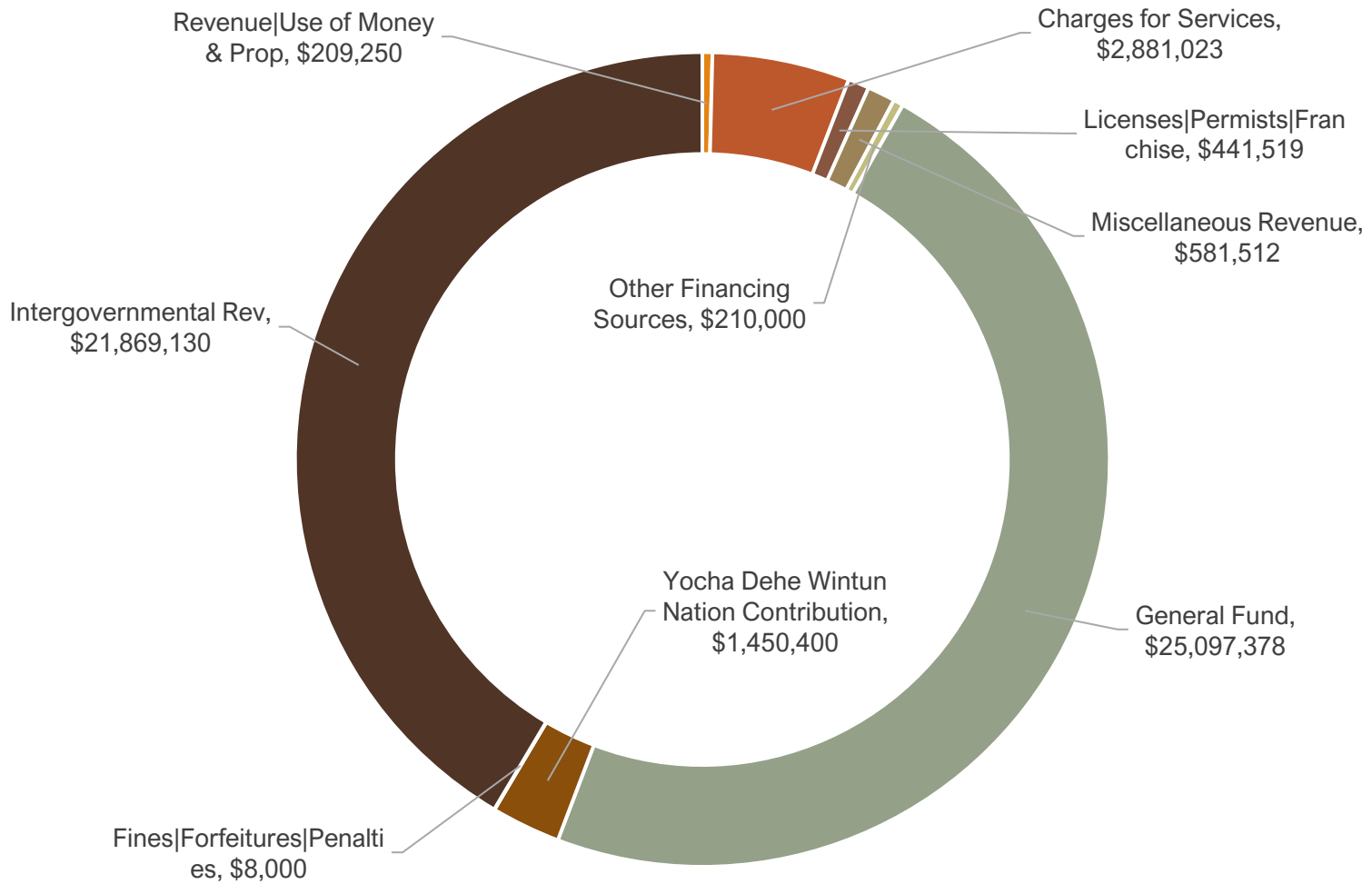


MARCH 2023

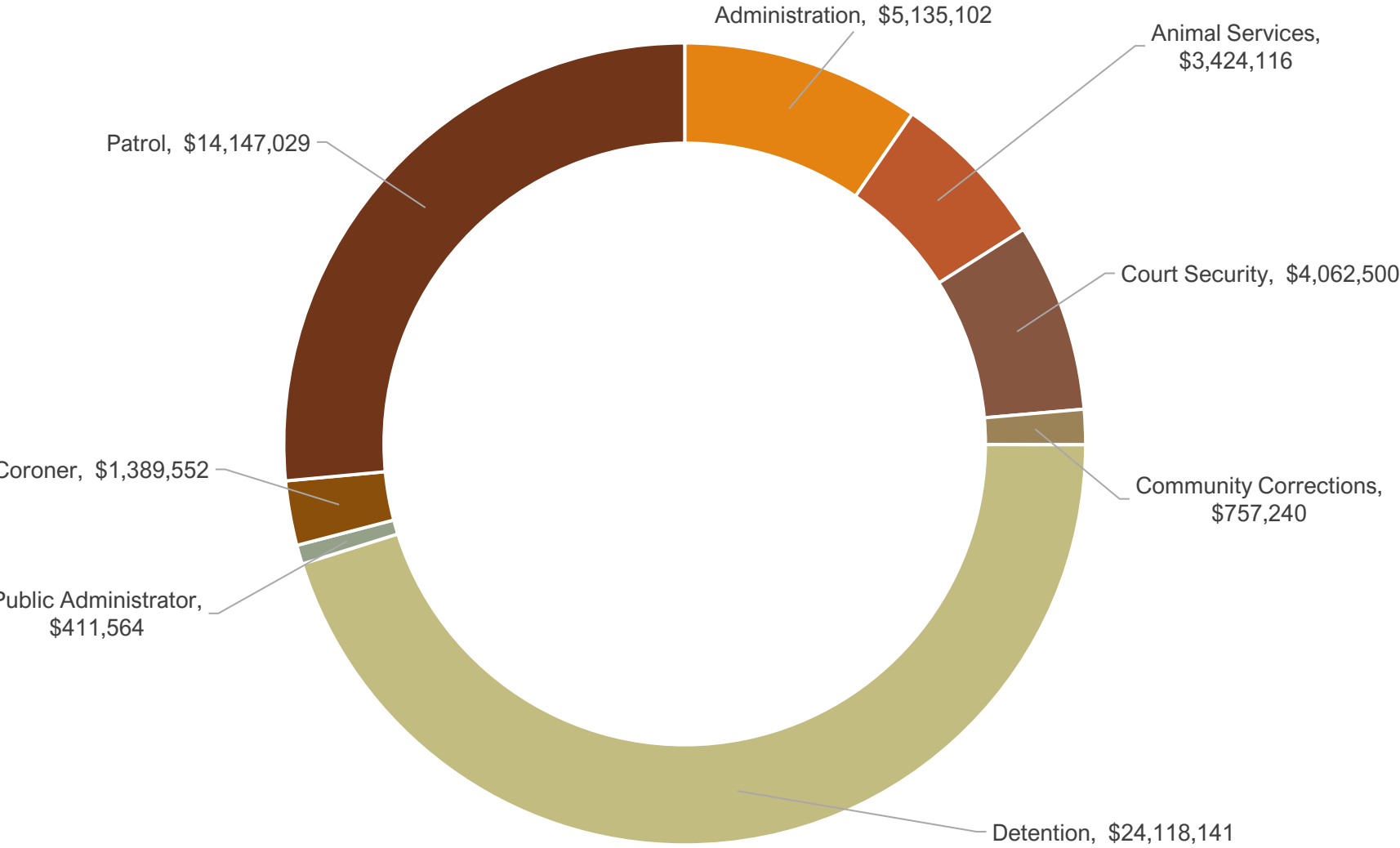
2022-2023 Budget Summary

Operating Budget	\$57,220,043
Capital Budget	\$0
General Fund Contribution	\$25,417,985
Full-Time Equivalents	307

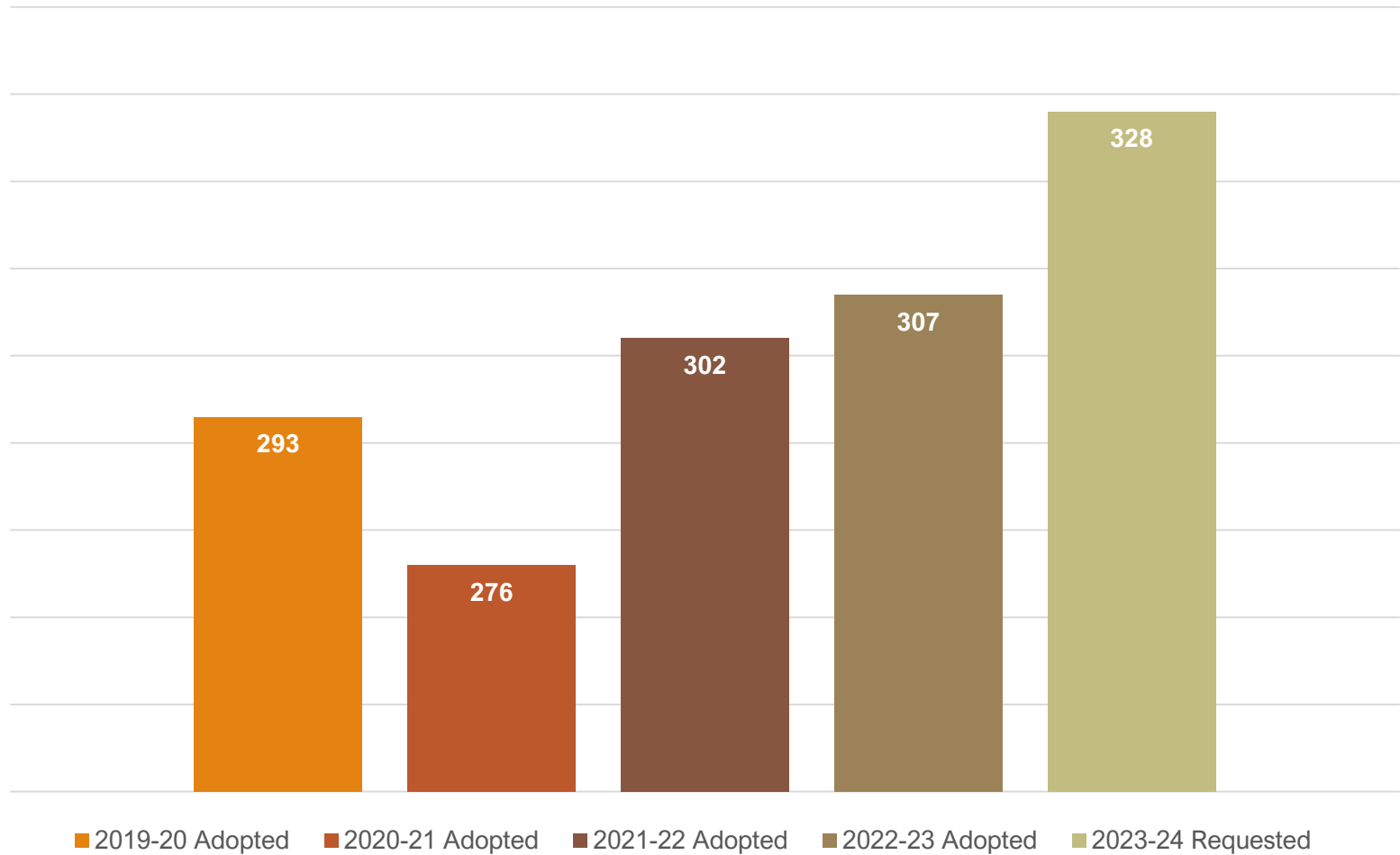
Source of Funds



Use of Operating Funds (by Budget Program)



Staffing Summary



Key Challenges & Emerging Issues

- **Recruitment**-Vacancies across all classifications remain high, creating a burden on current staff
- **Employee Development & Support**- The new county EAP does not include providers specifically vetted for law enforcement mental health services
- **External Communication & Community Engagement**- Adapting to changing expectations of law enforcement
- **Technology & Facility Considerations**- Inadequate and deteriorating public safety facilities including Animal Services, Morgue & Sheriff Administration buildings
- **Legislative Reforms & Mandates**- New legislation mandates changes to current business practices, this includes, but is not limited to: RIPA-The Racial and Identify Profiling Act requires deputies to collect eighteen categories of information for each stop; SB2-changes the POST decertification process and significantly increases reporting requirements of each agency; AB2791- requires sheriffs to allow for electronic processing of civil complaints; and NIBRS- National Incident-Bases Reporting System which updates current UCR crime data collection reporting of 7 collection categories to over 60.
- **Other Challenges:**
 - Addressing the ongoing needs of those in the unincorporated areas experiencing unsheltered or sheltered homelessness
 - Meeting the needs of jail population when reentry dates are short and unpredictable
 - Animal Services JPA conversation has not progressed, inhibiting the improvement of conditions for the animals in our care

Anticipated Major Accomplishments

FY 2022-23

• **Recruitment-**

- The SO is working with Epic Recruiting on a comprehensive recruitment campaign. This includes videos, paid google ads, social media marketing and a recruitment website. The campaign launched in January and in the first month received over 148k video interactions, 8.6k conversions (meaning clicks from ad to website) and 157 clicks on the apply now button
- An internal recruitment team has been formed with a cross-section of employees throughout the SO. Members attend hiring events and act as 'mentors' to recruits
- Thank you to the BOS for supporting the pilot hiring incentive program for sworn and correctional officer positions as well as increasing compensation to 100% of the market average for all employees

• **Employee Development & Support-**

- Released the Yolo SO Cordico Wellness App for all employees and their spouses. The app includes self assessments, a therapist finder, fitness, nutrition and injury prevention information, EAP resource links, guided meditation and sleep sounds, and a Get Help Now feature to connect to immediate services
- Created a Peer Support and Wellness Team to provide support in times of personal or professional crisis including employees who are out on work comp, have lost a loved one, or experienced a work-related critical incident. Our team collaborates with other LE peer support teams in Yolo County to create a network that can call on each other when our individual teams are overwhelmed with a critical incident or to assist in their own times of crisis

Anticipated Major Accomplishments

FY 2022-23

• **Employee Development & Support (Cont.)-**

- We continue to expand employee training & development opportunities. Provided two-day Microsoft Outlook & Teams training for over 60 employees. Graduated a civilian manager from the NACCO High Performance Leadership Academy. This week a Lieutenant will graduate from the 10-week FBI National Academy in Quantico, Virginia. Hosted San Diego Zoo Wildlife Alliance Academy's Chemical Immobilization Training for CA Animal Care Officers
- Thanks to YES Team funding, staff was able to organize a fun and successful holiday party with over 200 employees and their family members in attendance

• **External Communication & Community Engagement:**

- Hosted our first ever Sheriff's Office Citizen's Academy. 17 community members graduated after receiving 10 weeks of instruction including sessions on- Detectives, Crime Scene Investigations, Civil, Public Administrators, Coroner and Morgue Tour, Marine Patrol Demo and Ride Along, Use of Force and Scenarios; Search and Rescue, Evacuation Operations, and a Detention Facility Tour
- A new Sheriff's Office website is scheduled to launch this spring which will feature a more intuitive design, citizen friendly lay-out, and simplified forms
- Continue to grow our social media reach with over 13k followers on Facebook. Created a new social media team with members across all sections of the Sheriff's Office to elicit content and feedback which represents all facets of the SO's work and service to the community

Anticipated Major Accomplishments

FY 2022-23

• **Technology & Facility Considerations-**

- Sheriff's Office staff is currently evaluating Motorola body-worn cameras. 6 deputies are wearing cameras and testing functionality and ease-of-use. Expected purchase date is this fiscal year, with full Field Operations implementation by the end of 2023
- Formation of Drone Team. Team members have trained for and received the FAA Part 107 Drone Pilot Certificate. In 2022, operators responded to over 36 deployments including searches for drowning victims, missing persons, threats to a school, and barricaded subjects
- Purchased and incorporated multiple software programs to advance and streamline business practices. This includes LEFTA Field Training Officer software, IA Pro-for internal affair investigations, Blue Teams- a use of force tracking software and eSOPH- a background investigators software tool
- Construction of the Leinberger Facility is complete. Sheriff's Office staff is expected to occupy the front offices in the next month, which will allow DRC staff to move into the new Monroe office space

• **Other**

- Thanks to CCP funding the SO was able to hire an In-Custody Program Manager. This position is responsible for implementing, monitoring, coordinating and assuring evidence-based practices are followed for all in-custody inmate programs
- Despite COVID restrictions, the SO was able to partner with HHS and community providers to bring Substance Abuse Treatment (SUD), Medicated Assisted Treatment (MAT), Day Reporting Center (DRC) and Jail-Based Competency Treatment (JBCT) Programs to those under our care and custody

Anticipated Major Accomplishments

FY 2022-23

• **Other (Cont.)-**

- Worked with our volunteer Aero Squadron to sell existing plane and replace it with a newer, more modern plane which will provide longer flight times and more fuel efficiency
- Will begin work with a consultant to create a five-year strategic plan for the Sheriff's Office. Community, employee, and partner agency feedback will be sought as the plan is developed

Department Major Goals & Objectives

FY 2023-24

- **Recruitment-**

- Bring our vacancy rates to near zero
- Continue the pilot hiring bonus incentive utilizing salary savings

- **Employee Development & Support-**

- Develop an employee mentoring program
- Further develop the Peer Support program to include funding
- Increase employee training opportunities which includes a use-of-force interactive screen, sending additional staff to NACCO's Leadership Academy, and continuing to invest in training

- **External Communication & Community Engagement-**

- Host our Second Annual Citizen's Academy and increase attendees to over 25
- Explore the formation of a Citizen Advisory Committee
- Implement a citizen survey after calls for service to effectively measure citizen satisfaction
- Develop a citizen security camera registry program
- Reclass a current vacant position to a 1.0 FTE civilian community engagement position

- **Technology & Facility Considerations-**

- Implement new inmate communications system which will include phones, tablets, video visitation, online visitation scheduling and electronic filing of grievances
- Install external security cameras throughout SO facilities
- Deploy an asset tracking software system
- Deploy fixed license plate reading cameras throughout rural areas to assist in crime prevention measures

- **Other**

- Complete Strategic Plan and begin implementation

Long Range Goals

• **Recruitment-**

- Bring staffing in-line with jail staffing study results
- Perform a Field Operations staffing study to assure we are meeting the community's expectations regarding calls for service response times

• **Employee Development & Support-**

- Increase training opportunities for professional development
- Develop new employee and new supervisor on-boarding program
- Reevaluate employee evaluation best practices
- Increase employee engagement & satisfaction

• **External Communication & Community Engagement-**

- Increase positive community encounters through non-enforcement activities with community members.
- Designate a culturally competent, Spanish-speaking deputy to provide outreach in the unincorporated areas

• **Technology & Facility Considerations-**

- Install EV infrastructure in preparation for fleet electrification
- Upgrade building and expand building footprint to meet the growing needs our community and staff
- Add additional IT staff to assist in our mission to be leaders in innovation and technology

• **Other**

- Assess, adjust and institutionalize more efficient business practices
- Develop success measures throughout Sheriff's Office
- Create an internal employee webpage to increase communication and clarify business practices
- Embed and incorporate strategic plan to meet our goals