

THE BOARD OF SUPERVISORS OF THE COUNTY OF STANISLAUS
ACTION AGENDA SUMMARY

DEPT: Sheriff's Department

Ela

BOARD AGENDA # B-5

Urgent

Routine

AGENDA DATE February 10, 2015

CEO Concurs with Recommendation YES NO

4/5 Vote Required YES NO

(Information Attached)

SUBJECT:

Approval to Create the Stanislaus County Sheriff Internship Program and Create the Job Classification Deputy Sheriff Intern

STAFF RECOMMENDATIONS:

1. Approve the Sheriff's Internship Program.
2. Amend the "Salary and Position Allocation Resolution" to add the classification of Deputy Sheriff Intern.
3. Authorize the Deputy Sheriff Intern positions to be created contingent on approval of funding to be recommended in the 2014-2015 Mid-Year Financial Report.

FISCAL IMPACT:

The newly created Deputy Sheriff Intern positions are recommended as part-time extra-help positions. Funding for these positions will be requested as part of the Public Safety Restoration plan that will be presented to the Board of Supervisors for consideration in the 2014-2015 Mid-Year Financial report. The request is funding for a total of ten positions, with up to five Interns starting the program at any given time. This agenda item has been prepared in advance of the Mid-Year Financial Report in order to establish this new classification in time to recruit and hire participants in the Intern Program prior to the next training academy scheduled for April 2015.

Continued on Page 2

BOARD ACTION AS FOLLOWS:

No. 2015-56

On motion of Supervisor Monteith, Seconded by Supervisor O'Brien
and approved by the following vote,

Ayes: Supervisors: O'Brien, Chiesa, Monteith, De Martini, and Chairman Withrow

Noes: Supervisors: None

Excused or Absent: Supervisors: None

Abstaining: Supervisor: None

1) X Approved as recommended

2) _____ Denied

3) _____ Approved as amended

4) _____ Other:

MOTION:

ATTEST:

Christine Ferraro
CHRISTINE FERRARO TALLMAN, Clerk

File No.

FISCAL IMPACT (Continued):

The Deputy Sheriff Intern program consists of three phases. The salary requested for each phase and required hours of the Deputy Sheriff Intern program is as follows:

Phase	Program Description	Salary per Hour	Required Hours	Maximum Hours
Phase I	Academy	\$17.51	740	740
Phase II	Year 1 Field Training Officer – Adult Detention	\$20.08	440	450
Phase III	Year 2 Field Training Officer – Operations/Patrol	\$22.86	480	500

The average cost per Intern to complete all three phases of the program is \$32,765. The Intern Program is predicted to result in an overall financial benefit to the department when evaluating the cost of recruitment and training efforts and the significant savings to be realized through reduced turnover of trained and experienced Deputy Sheriffs.

DISCUSSION:

The Stanislaus County Sheriff's Department continues to face recruitment challenges and is looking for innovative ways to attract, hire and retain the highest quality candidates. The Department currently hires only 1% of the applicants into the Deputy Sheriff classification which is consistent with law enforcement agencies throughout the state. The typical reasons for dismissing a candidate from consideration are problematic backgrounds, inability to complete the physical and mental ability tests and inability to meet professional standard(s) of conduct commensurate with the status of a Deputy Sheriff.

The Department currently connects with youth through the Stanislaus County Sheriff's Explorer program. Through this program teen and young adult volunteers are introduced to the various opportunities available in the field of law enforcement by observing and supporting trained professionals within the Sheriff's Department. Currently, youth can participate in the Explorer program through the age of 21 years, however most leave the program at the age of 18 to find paid employment. They do not qualify for employment as a Deputy Sheriff until they reach the age of 21 years. The Department would like to create an opportunity to bridge the gap between the Explorer Program and a full-time law enforcement career. The development of the Deputy Sheriff Intern program allows young men and women aged 18 to 21 years of age to train for the Deputy

Approval to Create the Stanislaus County Sheriff Internship Program and Create the Job Classification Deputy Sheriff Intern
Page 3

Sheriff position while maintaining a connection with the Sheriff's Department which will provide them with the ability to determine career goals and explore a career in law enforcement. With the creation of this program, it is anticipated that these Interns will have a greater sense of community and will encourage retention of Deputies within Stanislaus County Sheriff's Department.

The Sheriff Internship Program is an innovative approach to recruitment and offers an attractive career opportunity for our local young men and women who have already shown an interest in a law enforcement career. This program will complement the reopening of the regular basic academy at the Ray Simon Training Center which is set to begin its first class April 20, 2015, contingent on receiving Peace Officer Standards and Training certification. The Sheriff intends to offer the Internship Program for up to five qualified individuals at any given session. The Deputy Sheriff Intern classification will be limited to training at the Ray Simon Training Center and it is not intended for Deputy Interns to attend training outside of Stanislaus County. The Internship Program is a new method of recruitment and is not offered at other academies that serve the local law enforcement agencies. The phased training approach of the Internship Program proposed here will result in a candidate for Deputy Sheriff that will have a full understanding of both the Custody and Operations sides of the Department with operational training in both disciplines.

The Deputy Sheriff Intern program will have a three phased approach in preparing individuals to obtain full-time employment. Phase I; begins with attendance at the California Commission on Peace Officer Standards and Training (POST) certified Regular Basic Course (RBC). Over the course of the approximately 740 hour RBC, Interns will receive intensive academic instruction in law enforcement procedures combined with rigorous physical fitness training. To successfully complete the POST Regular Basic Course requires full-time attendance for approximately four months in addition to off duty study time.

After successful completion of Phase I, Interns will enter Phase II of the program which is the 440 hour Adult Detention Field Training Officer (FTO) program. The Deputy Sheriff Intern will be required to complete the 440 hour Detention FTO Program within twelve months by working four shifts each month. This program is currently required by all personnel who work in any of the detention facilities. This part of the program will give Interns an excellent understanding of how the custody side of the Sheriff's Department works and some of the challenges it faces on a daily basis. The Deputy Sheriff Intern will receive training in the care, custody and control of inmates, and assist Deputy Sheriff Custodial staff with supervision of inmates in a variety of activities at adult detention facilities.

To maintain eligibility for the Deputy Sheriff Intern program, prior to the beginning of Phase II, Interns are required to be enrolled in a higher education program to

Approval to Create the Stanislaus County Sheriff Internship Program and Create the Job Classification Deputy Sheriff Intern
Page 4

obtain an AA/BA degree, and maintain enrollment with minimum of 9 units with a grade point average of 2.0.

Phase III of the Intern program is the 480 hour Operations/Patrol Field Training Officer program. The Deputy Sheriff Intern will be required to complete the 480 hour Patrol FTO Program within twelve months by working four shifts each month. During this final phase the Intern will learn directly from a Field Training Officer how to apply the education received into real world police work. With proper supervision the Intern will:

- Receive training in the use of a variety of law enforcement equipment, physical fitness techniques, arrest control techniques and other required trainings;
- Participate in firearms course resulting in achieving a qualifying score for firearms qualification under California Penal Code Section 832;
- Learn the principles and techniques of interviewing victims, witnesses, and suspects;
- Learn and assist in operating electronic communication equipment to transmit and receive messages from electronic communication equipped vehicles and other stations;
- Prepare a variety of reports and correspondence to meet department policy and protocol;
- Develop and maintain good relations with the general public, and exchange crime related and general information with other law enforcement agencies;
- Assist Deputy Sheriffs on routine calls in a learning capacity; and
- Perform identification and photographic work, and administrative or special assignments.

Upon successful completion of the POST Basic Academy and the FTO programs, the Deputy Sheriff Intern must transition into a full-time assignment as a Deputy Sheriff or Deputy Sheriff Custodial through the County recruitment process or separate from County service. The Deputy Sheriff Intern is a part-time, extra help, provisional classification where permanent status may not be obtained.

The Sheriff's Department supports the Deputy Sheriff Intern program as an investment in our future. The continued connection with the young men and women interested in a Law Enforcement career partnered with continued higher education and a career development track is one small step in investing in our community.

POLICY ISSUES:

This Agenda Item supports the Board's Priority of A Safe Community by developing a program to allow the Sheriff's Department to dedicate training and mentoring resources to engage and nurture local quality candidates and further prepare them for a career as Deputy Sheriff.

STAFFING IMPACT:

The program is planned to include up to five Deputy Sheriff Interns in each POST Regular Basic Course Academy with the first class starting in April 2015. It is anticipated that more than one class of Interns may be in effect during any one Fiscal Year, however current funding projections will limit the program to no more than ten total Deputy Sheriff Interns employed at one time. The program's effectiveness will be evaluated closely during the first year. If successful the Department will evaluate the potential to increase the number of participants and associated funding of the program in future years.

It is recommended to add the new classification of Deputy Sheriff Intern in the Salary and Position Allocation Resolution in the Extra-Help Unrepresented Bargaining Unit for labor relations purposes.

CONTACT INFORMATION:

Adam Christianson, Sheriff – Coroner, telephone (209) 525-7105



Deputy Sheriff Intern (18-21 yrs)

--Phase I-----Phase II-----Phase II---

- POST Academy
- Academy (740 hrs)
- \$17.51/hr

- Adult Detention
 - Training Program (440 hrs)
 - \$20.08/hr
- *Unarmed***

- Patrol/ Operations
 - Training Program (480 hrs)
 - \$22.86/hr
- * Armed ***



Deputy Sheriff Intern (18-21 yrs)

Program Goals

- Bridges the gap between the Explorer Program and a Law Enforcement Career
- Transitions youth to full time employment upon completion of the program



Deputy Sheriff Intern (18-21 yrs)

Program Goals

- Promotes higher education (AA/BA)
- Avg cost per Intern (total) \$32,765