

Contra Costa County Office of the Sheriff



Honor Courage Commitment Leadership Teamwork

**Contra Costa County
Office of the Sheriff
By the numbers...**

**Largest law enforcement agency
in Contra Costa**

**Serves a population of 163,762 in
unincorporated areas**

**Jurisdiction: 505 square miles of land
82 square miles of water**

Authorized Staffing
FY 2015-16

SWORN – 697

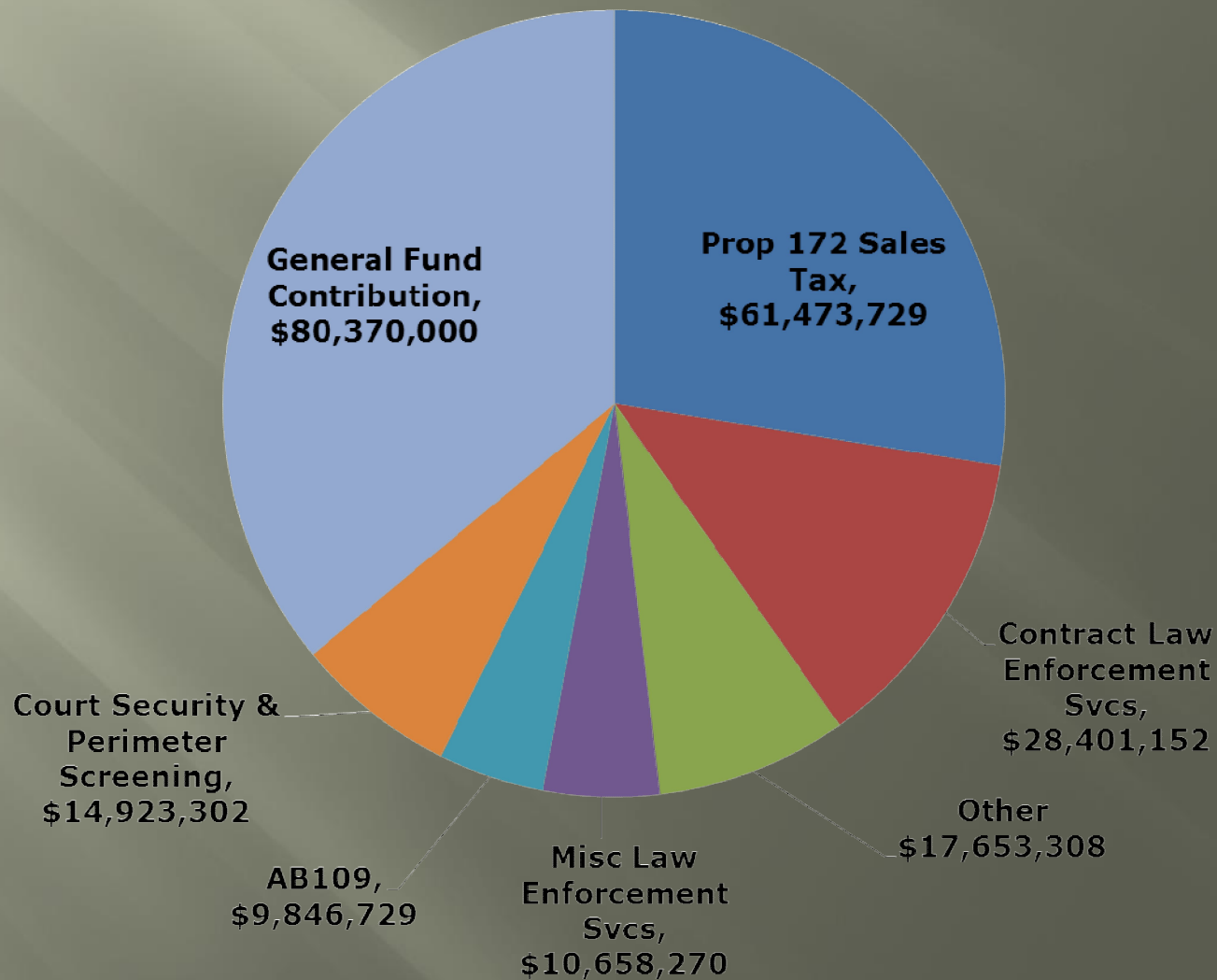
CIVILIAN – 350

Office of the Sheriff
2015-2016 Recommended Budget
\$223,326,490

Salary and Benefits	\$191,890,886
Net Services and Supplies	\$21,523,136
Other Charges	\$378,333
Fixed Assets	\$7,769,982
Expenditure Transfers	\$1,764,153
TOTAL EXPENDITURES:	\$223,326,490

Proposition 172	\$61,473,729
Contract Services	\$28,401,152
Other	\$53,081,609
TOTAL REVENUE:	\$142,956,490
General Fund Contribution	\$80,370,000
TOTAL	\$223,326,490

Office of the Sheriff
2015-2016 Recommended Budget Revenue
\$223,326,490



CHALLENGES

Challenges – Recruitment and Retention...

**We have suffered from a Sworn
Deputy RETENTION Problem Due to
Salary/Benefits**

NOW:

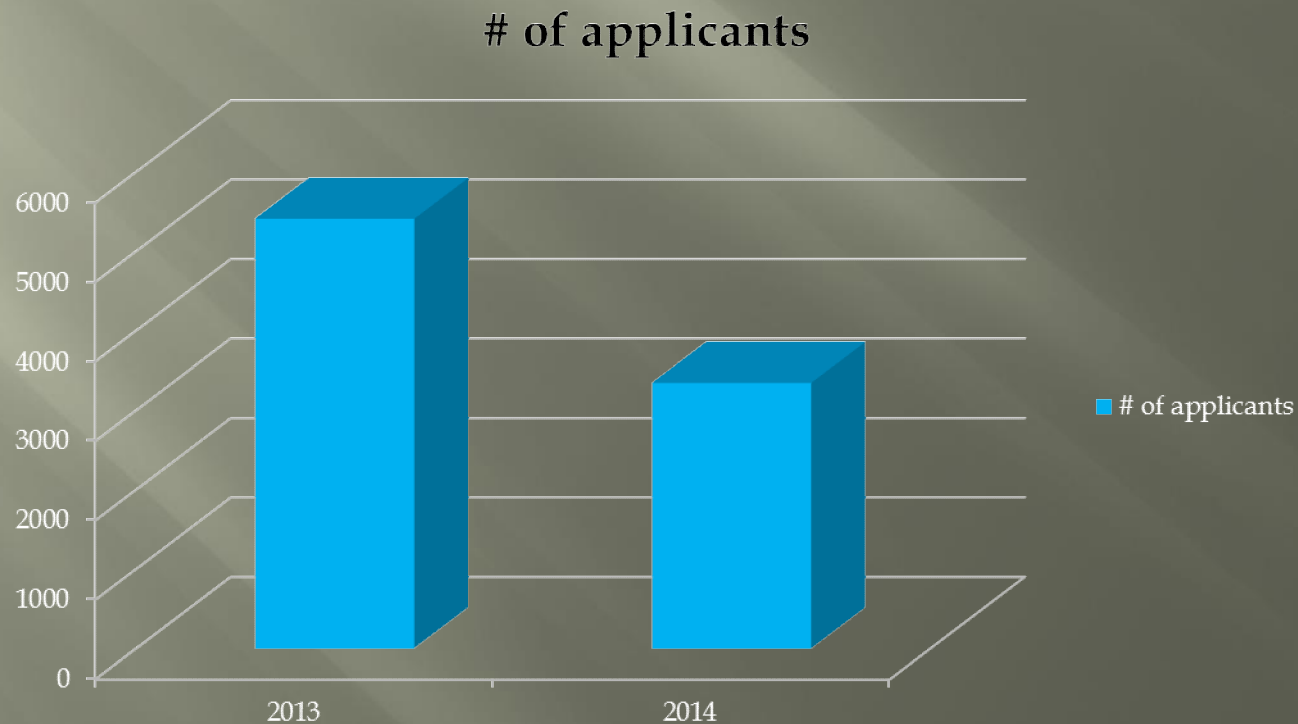
**We ALSO suffer from a
RECRUITMENT Problem as well**

***(Despite our aggressive recruitment
outreach program)***

Challenges – Recruitment and Retention

We have seen a 39% reduction in Deputy Sheriff applications from 2013 to 2014

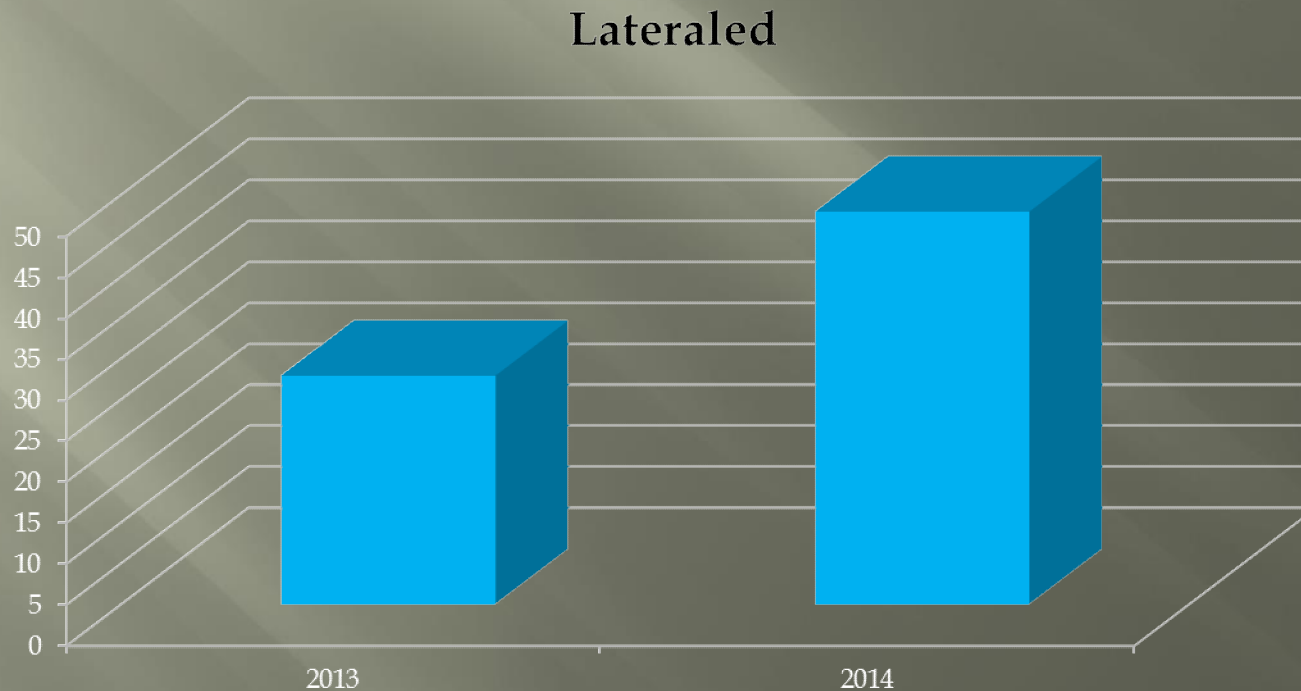
- 2013 we had 5421 applicants
- 2014 we had 3353 applicants



Challenges – Recruitment and Retention

We have seen a 71 % increase in the number Deputy Sheriff's leaving for other Law Enforcement positions

- 2013 – 28 Deputy Sheriff's lateraled to other agencies
- 2014 – 48 Deputy Sheriff's lateraled to other agencies



Deputy Sheriff salary: \$5,620 - \$7,002**

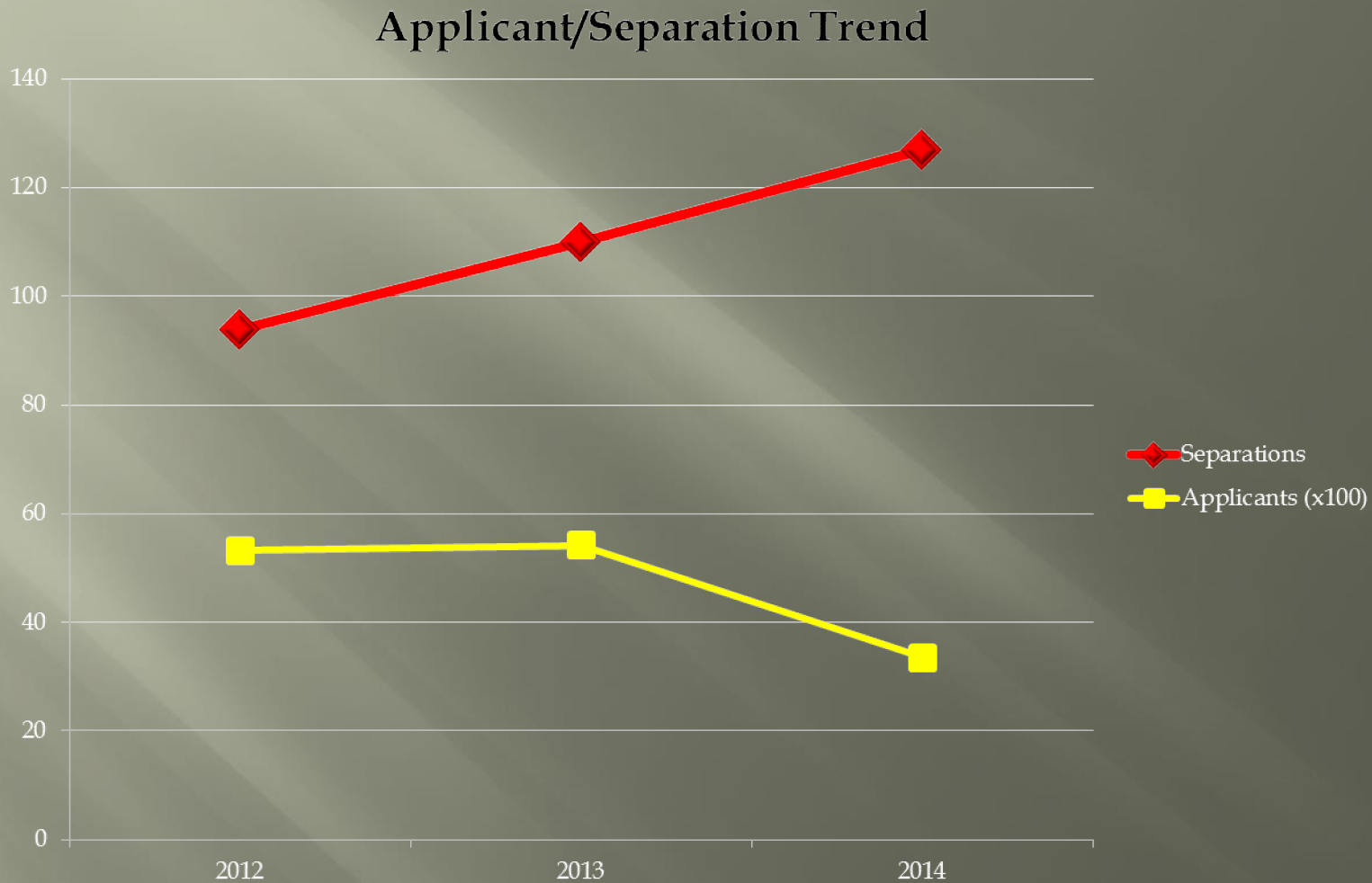
****less 14.75 to a 25% retirement contribution**

Top 4 Agencies Deputy Sheriff's have Lateraled to:

BART PD -	\$6,075 - \$8,127 (includes a 9.5% shift differential)
Concord PD -	\$6,189 - \$7,524
San Ramon PD -	\$6,598 - \$8,247
Antioch PD -	\$7,134 - \$8,672

Deputy Sheriff salary is \$455 to \$1,670 less per month than these agencies not including other benefits

Challenges – Recruitment and Retention



Challenges - Staffing

- Maintaining 3 vacant beats in Valley, Delta, and Bay Stations. These beats are filled on a limited (overtime) basis as staffing allows.
- Current vacancy factor in the Patrol Division is 25%. The vacancy factor ranges between 16-25% primarily due to these position numbers being occupied by Deputy Sheriffs going through the Field Training Program. This trend is expected to continue in FY 2015/16.

As a Result of our staffing challenges, we have experienced a significant increase in the response time to calls for service from 2013 to 2014.



Priority 1 up 27.2%

Priority 2 up 52.4%

Priority 3 up 39.9%

Challenges – Staffing

- Although Calls for Service are down by 2.6% from 2013 to 2014, we still realized an increase in response time due to staffing constraints and on-going training of Deputy Sheriffs in the Field Training Program.



Contra Costa County Office of the Sheriff



Honor

Courage

Commitment

Leadership

Teamwork