DATE:    July 24, 2020

TO:      Honorable Cindy Chavez, Chairperson
         Honorable Joe Simitian, Chairperson

FROM:    Laurie Smith, Sheriff

SUBJECT: Jail Reform Referrals, Off Agenda Report Item #219:
         Report relating to consideration of candidates for critical incident training
         and response

At the October 8, 2019 Board of Supervisor’s meeting, Chairperson Chavez and
Chairperson Simitian requested that the Office of the Sheriff provide a report with
options for considering law enforcement personnel or other trained personnel who
have retired or with impending retirement who would be candidates for critical
incident training and response.

Retired staff possess valuable expertise acquired throughout their careers, and
certainly a set of skills that could contribute to our Sheriff’s day-to-day operations,
but not all retired personnel have rejoined the Sheriff’s Office as extra-help

The Sheriff’s Office has surveyed extra-help personnel and they have expressed
concerns over the potential for injuries and liability. Essentially, these staff are
neither interested, trained or qualified to provide critical incident and response
training. Most extra-help staff prefer escort work for contractors/projects, which
might be in the custodial environment but not directly responsible for those
incarcerated.

Training others on critical incidents and response is a very important and dynamic
process. These types of skills are perishable, ever-evolving, and require on-going
updates, as the tactics used are constantly changing. Therefore, it would not be
feasible for the Sheriff’s Office to use retired personnel as instructors or responders
to critical incidences.