

County of Santa Clara

Office of the Sheriff

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Laurie Smith
Sheriff

DATE: July 24, 2020

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

FROM: Laurie Smith, Sheriff ^{DS} LS

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.