



LASSEN COUNTY SHERIFF'S OFFICE

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Dean F. Growdon
Sheriff - Coroner

To: Lassen County Board of Supervisors

From: Matt McFarland, Captain

Date: May 11, 2017

Agenda Date: May 23, 2017

Subject: Basic Law Enforcement Academy

Discussion:

The Lassen County Sheriff's Office has just completed a comprehensive testing process for the Deputy Sheriff Recruit position. The process entailed a written test, a rigorous physical ability test, and a panel oral interview.

The Sheriff conducted administrative interviews with two candidates. These two will proceed through the background process. If they are successful they will be required to successfully pass an extensive medical and psychological testing.

The Sheriff wishes to place successful candidates in the Butte Police Academy which begins in July.

The Butte College Law Enforcement Academy has been presenting programs for over thirty years and has graduated over 5,000 students. The program is approved by the California Commission on Peace Officer Standards and Training (P.O.S.T.). P.O.S.T. requires law enforcement recruits to receive a minimum of 664 hours of training. Their program exceeds this requirement and offers approximately 900 hours of instruction in the 42 separate topics needed to enter the exciting and rewarding law enforcement career field. Recruits will also be enrolled in a Critical Skills course which is part of academy orientation.

As you are aware once a recruit is hired by the Sheriff and begins the POST Academy it will be six (6) months before the cadet returns to the department to start their required Field Training Program (FTP). One of the goals of FTP is to produce competent peace officers capable of working a solo patrol assignment in a safe, skillful, productive and professional manner. The FTP phase takes 4 months.

The POST basic academy and FTP are legislatively required training and as you can see once an individual is hired it will be close to a year before they can perform the duties of a full time peace officer.

The Sheriff's Office currently has two Deputy Sheriff vacancies and is forecasting at least two more vacancies by the end of the year.

The most recent credible research finds that an additional police officer reduces crime by 1.3 violent crimes and 4.2 property crimes per year. Other recent evidence estimates that the crime-reducing benefits of hiring an additional police officer exceed \$300,00 per year, much more than the annual cost of an additional officer – Public Policy Institute of California

The Sheriff is not requesting additional officers. It is his goal to keep staffing levels at a reasonable level while endeavoring to maintain a level of professional law enforcement services the county deserves.

The most expensive part of sending people to an academy is the housing cost. Sending more than one person to share accommodations is the most cost effective way to sponsor recruits through an academy. If the Sheriff sends 1 recruit, the cost is \$ 17,960, before reimbursements. If the Sheriff sends 2 recruits to the same academy, the cost is approximately \$11,835 per person or \$23,670 total, before reimbursements. This is a cost increase of only \$5,710 to send an additional person to the academy. After reimbursements the cost difference between sending one recruit or two recruits is further reduced to \$7,685 per recruit.

The Graph below depicts the cost breakdown of sending one (1) or two (2) applicants. The training costs will exceed \$2,000 and require advanced Board Authorization. The training costs are as follows:

Basic Law Enforcement Academy	One applicant	Two Applicants
Tuition/Registration Fees	\$2,550	\$5,100
Lodging	\$12,250	\$12,250
Per Diem	\$3,160	\$6,320
Sub total	\$17,960	\$23,670
Less POST reimbursements	(\$4,150)	(\$8,300)
Total	\$13,810	\$15,370

Funding: These training costs would be expended from the conferences and training line in the Sheriff's Budget 130-0522-3002901

Recommendation: That the Board of Supervisors authorizes the listed training expenditures for required training.