
M E M O R A N D U M



DATE: August 8, 2024

To: Councilmember Dunn
Councilmember Low
Councilmember Mead
Councilmember Nehring
Councilmember Peterson

FROM: Bureau Chief C. Korhonen

RE: Sheriff's Office Deputy Vacancy Report

During the 2024 budget cycle, the Sheriff's Office submitted a package requesting additional deputy staffing. The specific request was for 30 additional deputy FTEs. In response to that budget request, Council asked for a mid-year report, submitted via ECAF, on the status of hiring and vacancies within the position of Deputy Sheriff. The intent of the report was to determine if there was sufficient advancement in hiring to justify the approval of the additional positions that were requested in the 2024 budget. This memorandum serves as that report.

The Sheriff's Office started out the year with 25 Deputy Sheriff vacancies. Between January 1st and June 30th of 2024, the Sheriff's Office processed 174 candidates who applied for the position of Deputy Sheriff. Nine of those candidates were hired. Unfortunately, during that same period, the Sheriff's Office lost eight deputies. As of July 1st, 2024, the Sheriff's Office had 24 Deputy Sheriff vacancies. It should be noted that during that same period, the Sheriff's Office also processed an additional 170 candidates for other positions resulting in 31 people being hired in addition to the nine deputies mentioned above. Even though the Sheriff's office did not see significant gains, the hiring and recruiting team worked hard to try and fill vacancies without compromising the integrity of the process.

Hiring qualified law enforcement officers has continued to be a challenge. The Sheriff's Office has made some changes this year to try to stay competitive. In April of this year, the Sheriff's Office worked with Civil Service to remove the oral board interview from the testing process. Civil Service oral board interviews are very rigid and could be a barrier to some qualified candidates. The oral board interviews were replaced with a more conversational interview during intake that is consistent with interviews in other departments or in the private sector. Additionally, the Sheriff's Office converted a vacant Corrections Deputy position to a Communications Specialist to help with social media, marketing, and recruiting in general. These changes were recent, so there is not enough data available yet to determine how effective they were.