



San Francisco
Sheriff's Office



San Francisco Sheriff's Office Oversight Board

Chief Deputy J. Ramirez
Captain J. Sanford
April 5, 2024





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Topics

- **Recruitment**
- **Academy Process**
- **Ongoing Training**



STAFF



Deputy Justin Moret
1 Recruitment Deputy



Frank Scalercio
1 Human Resources Analyst



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Recruitment

EVENTS





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Recruitment

- Approx. 135 per year
 - Law Enforcement Academies
 - Community College
 - 4 Year Colleges and Universities
 - Job Fairs
 - General and LE specific
 - Parades
 - Major Cultural Events
 - Combined Recruitment/ Community Engagement events



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Recruitment

Recruitment

- 2/3 R2PC Event (Army P3)
- 2/3 City Job Fair – County Fair Building
- 2/3 UC Davis Women's Swimming
- 2/8 Sonoma State Women's & Men's Basketball
- 2/19 Dominican Men's & Women's Basketball
- 2/20 Yosemite Community College Presentation
- 2/21 UC Davis Career Fair
- 2/27 Cal Maritime Career Fair
- 2/28 College of San Mateo Criminal Justice Presentation



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Recruitment

Recruitment

- 3/4 Sonoma State Criminal Justice Class Presentation
- 3/6 Fresno State Criminology Career Fair
- 3/27 Chico State Spring 2024 Career & Internship Fair



PARTNERS





- City & County of San Francisco
 - DHR
 - Diversity Recruitment Team
 - Hiring Modernization Team
 - OEWD
- Army
 - PAYS program
- Army Reserves & National Guard
 - P3 Partnership

(Note: Working on partnerships with remaining military branches)



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Recruitment



MARKETING





Resources

- Staff
 - Word of Mouth
- Email Blast
- Video Conferencing
- SmartRecruiter
- Networking Platforms



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Recruitment

Marketing

- Social Media
 - Facebook, Instagram, Twitter, LinkedIn, etc.
- Billboards
- Banners
 - 425 – 7th Street
- Radio Ads
- Mall Ads
- Flyers, Cards, etc.
- Website



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Academy

PROCESS



Swearing In



Academy



Pre-Academy



Graduation



California Commission on Peace Officer Standards & Training (CA P.O.S.T.)

P.O.S.T. Basic Academies

- The Basic Course is a minimum of 664 hours
 - Avg. 17 to 20 weeks
- Current Academies
 - South Bay Regional Public Safety Training Consortium
 - Santa Rosa Public Safety Training Center
 - Alameda County Sheriff's Office Regional Training Center



Post-Academy continued training

- Board of State and Community Corrections (BSCC)
 - Standard and Training for Corrections (STC)
 - The Adult Corrections Officer Supplemental Core Course consists of a minimum of 56 hours of instruction in specific performance instructional objectives.
 - SFSO Approx. 5 weeks
- San Francisco Sheriff's Office
 - Jail Training Program
 - 7 weeks



CA P.O.S.T./ BSCC

- P.O.S.T. Perishable Skills Program (PSP)
 - 18 hours of P.O.S.T. Continuing Professional Training (CPT) every 24 months
 - Tactical Firearms
 - Driver Training/Awareness
 - Arrest & Control
 - Strategic Communications
 - Use of Force
- BSCC STC
 - 24 hours of STC-certified training



CCSF & SFSO

- Mandated
 - Discrimination & Harassment
 - Cybersecurity
- Professional Development
 - MSA CBA
 - By Request



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San Francisco Junior Deputy Program





SFSO & SFJDP

- SFJDP
 - Non-Profit 501(c)(3)
- SFSO Support
 - Summer Academy
 - Mentoring
 - Sports Camps
 - Air Squadron
 - Community Events

<https://www.sfjuniordeputy.org/>

Welcome!

San Francisco
Sheriff's
Peer Support
Team

- Lt. O'Malley / CJ3
- Lt. Gunn / PPD
- Dep. Greene / CJ3



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Class Introduction



HOW did you hear about us?



WHO are you?



WHAT are you?



WHERE did you work?



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Stress?

I know stress!

How do you handle things
beyond your control?



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Stressors in the Academy

- Meeting new people
- Unfamiliar with program
- Fear of getting hurt
- Away from family
- Guns
- Fail a test, lose your job



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How do you
handle stress?



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How do you
handle stress?

- Family
- Exercise / Gym
- Talk to friends
- Recreation
- Spiritual
- Food
- Fishing
- Take walks
- Watch TV
- Gamble



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How do you handle stress?

- Family
- Exercise / Gym
- Talk to friends
- Alcohol
- Fishing
- Recreation
- Take walks
- Spiritual
- Watch TV
- Food
- Gamble



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How do you handle stress?

- Family
- Exercise / Gym
- Talk to friends
- Alcohol
- Recreation
- Spiritual
- Food
- **Do Nothing**
- Fishing
- Take walks
- Watch TV
- Gamble



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Stressors after the Academy

- Meeting new people
- New type of job culture
- Job probation for 18 months
- JTR program for six weeks
- Bouncing around on different shifts
- Involuntary Overtime



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Shift work and Overtime

Research findings show that shiftwork can be hazardous to your health.





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Research findings show that shiftwork can be hazardous to your health.



Fatigue



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Research findings show that shiftwork can be hazardous to your health.



Fatigue



Weight Gain /
Diabetes



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Research findings show that shiftwork can be hazardous to your health.



Fatigue



Weight Gain /
Diabetes



Heart Attack

Your Backpack



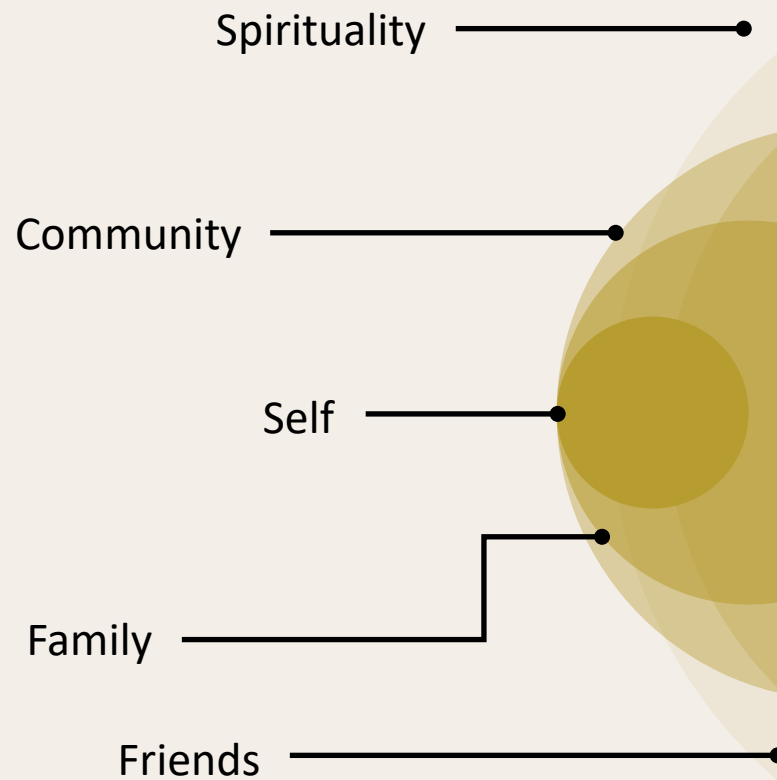
Your Backpack





Stay Connected

As we embrace our career, layers of the circle can separate or fade away.

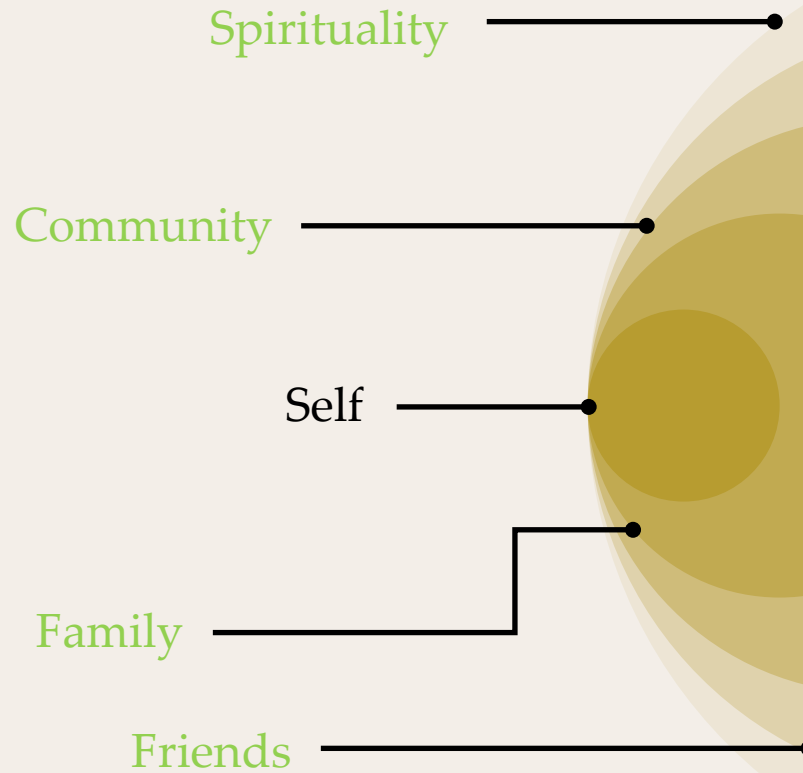




Stay Connected

As we embrace our career, layers of the circle can separate or fade away.

Trauma makes us want to retreat inside ourselves.



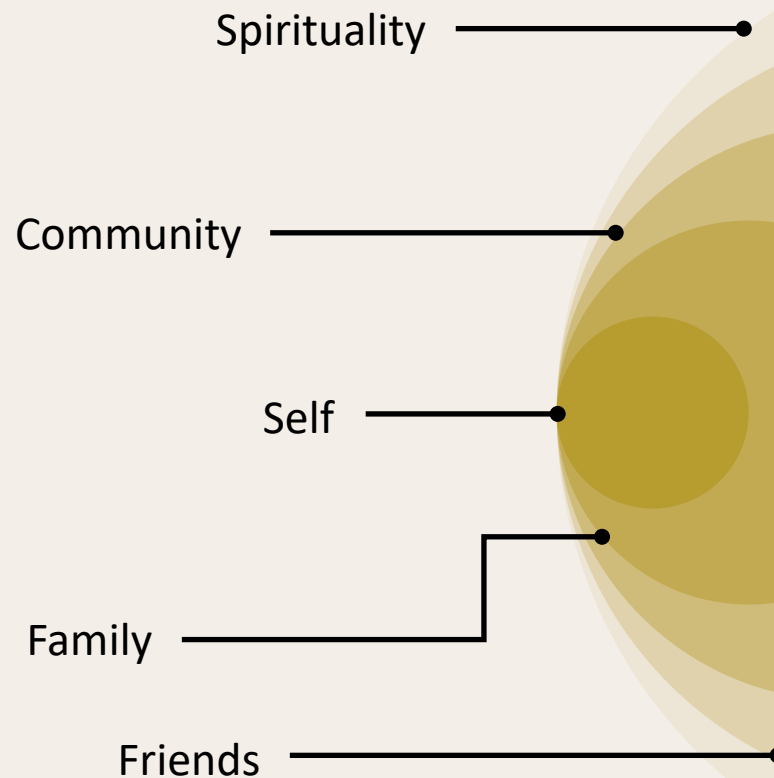


Stay Connected

As we embrace our career, layers of the circle can separate or fade away.

Trauma makes us want to retreat inside ourselves.

Don't stay in the small circle. Make an effort to keep the circles as wide and connected as possible.





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What is Peer Support?

A process where a person discusses a personal issue with someone that is trained in peer support.



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Peer Support is Rank Free

Peer Support Team members are sworn and unsworn.

You do not need a supervisor's permission to contact peer support for yourself or someone else.



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Peer Support
is Diverse

Members come from diverse walks of life, cultures, histories and life events.



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Peer Support
is
Confidential

CA Gov Code 8669

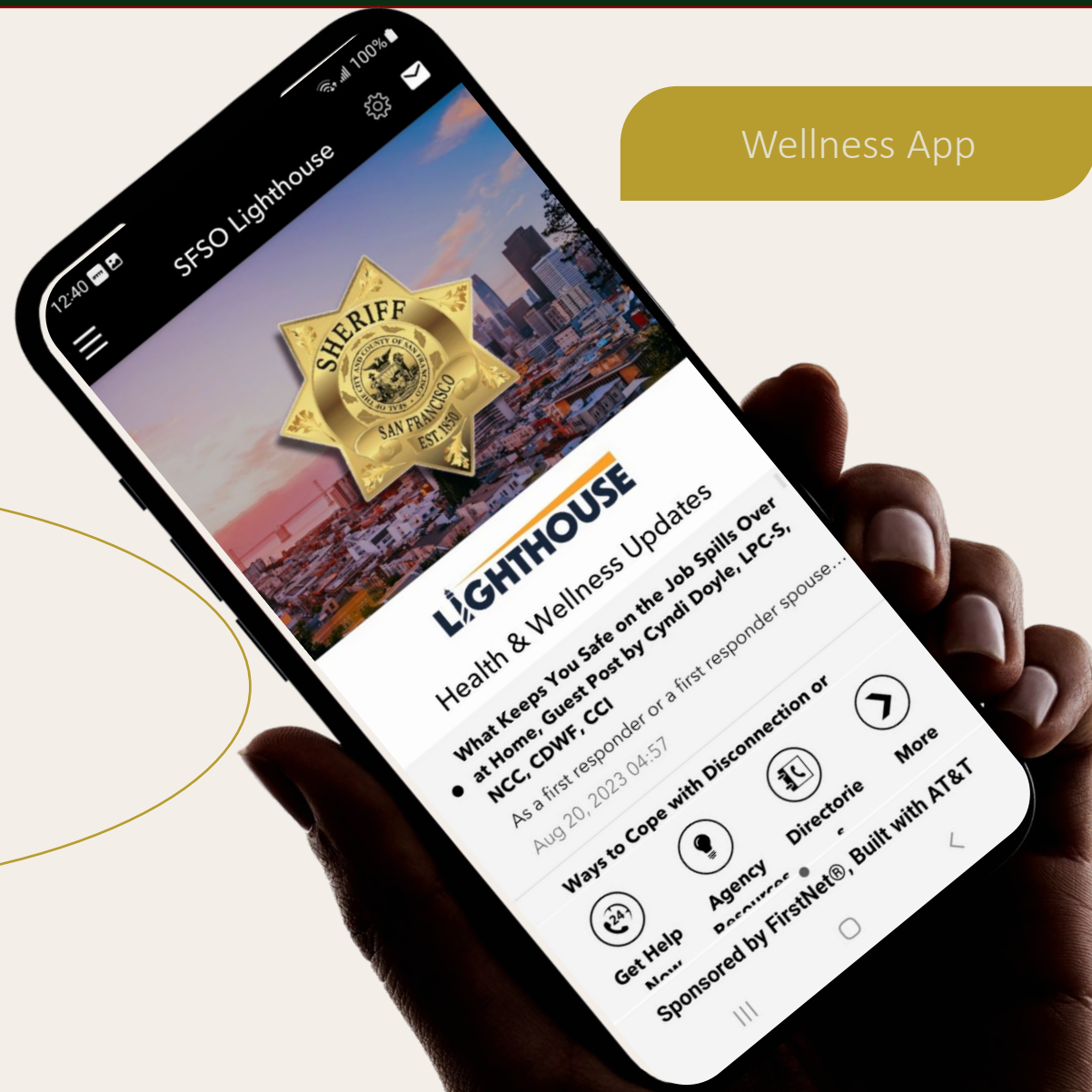
8669.4

(a) A law enforcement personnel, whether or not a party to an action, **has a right to refuse to disclose, and to prevent another from disclosing, a confidential communication between the law enforcement personnel and a peer support team member made while the peer support team member was providing peer support services, or a confidential communication made to a crisis hotline or crisis referral service.**



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Lighthouse Wellness App



Wellness App

Employee Assistance Program

Employee Assistance Program

Helps you
resolve
problems that
negatively
impact your
personal or
working life.

For City & County
of San Francisco
employees, their
family members
and their signifi-
cant others.



City & County of San Francisco

- Voluntary
- Confidential
- Free
- (800) 795-0123

ComPsych

**ComPsych
EMPLOYEE ASSISTANCE
PROGRAM**

**For Sworn, Cadets, Professionals
and Family Members**

- **Free**

ComPsych

ComPsych EMPLOYEE ASSISTANCE PROGRAM

For Sworn, Cadets, Professionals
and Family Members

- Free
- Confidential

ComPsych

ComPsych EMPLOYEE ASSISTANCE PROGRAM

**For Sworn, Cadets, Professionals
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- **Free**
- **Confidential**
- **24 / 7 / 365 Access**

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For Sworn, Cadets, Professionals
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- Free
- Confidential
- 24 / 7 / 365 Access
- Culturally Competent

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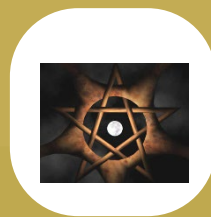
Critical Incident Response Team (CIRT)

A critical incident is defined as an event which is outside the normal human experience such as:

- Shootings
- Deputy injury
- Gun take-aways
- Child deaths
- Attacks on staff
- Deputy or family suicides



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Chaplaincy

Chaplains Provide a Ministry of Presence



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Family Academy





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Family Academy 2024 Memo Issued to staff



SAN FRANCISCO SHERIFF'S OFFICE

4/4/24 – PEER SUPPORT TEAM

The Peer Support Unit is holding its 16th Family Academy. The purpose of the academy is to introduce friends and family of peace officers to Sheriff's Office functions. We give them a glimpse of the courts, the jails and the other places where you work. In the Family Academy, we let your loved ones know some of the pressures that you face and how they can help you work through them. We also let them know reasons for you to be proud of this career choice.

Based on information gathered from past academies, your loved ones and friends want to see, hear and yes, smell the same things many of us encounter on a daily basis.

The next Family Academy is a **two-day** event and will be conducted on [redacted] and [redacted] starting at our 120 14th Street location. The academy includes presentations by different members of the department, hands on demonstrations, tours of the jails and Sheriff controlled sites. Breakfast and lunch is also provided each day.

The Family Academy is open to any family member or close friend (over the age of 18) of a Sheriff's employee. Space is limited. If you would like to reserve a spot or would like more information about the actual activities of the Family Academy, please contact.

Lt. Gunn (415) 314-6929
Dwight.Gunn@sfgov.org



SHERIFF'S INFORMATION NETWORK CENTER – S.I.N.C

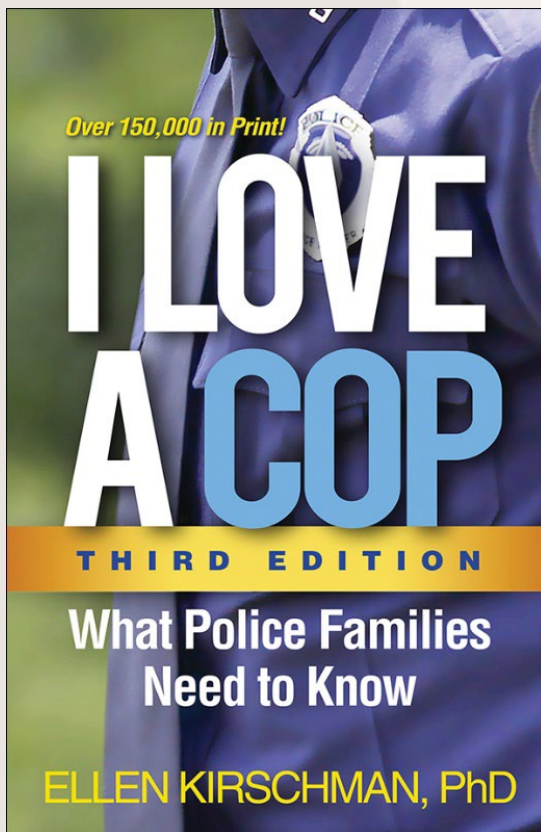
SHERIFF PAUL MIYAMOTO



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Books for You and your Family/Loved Ones



I Love a Cop

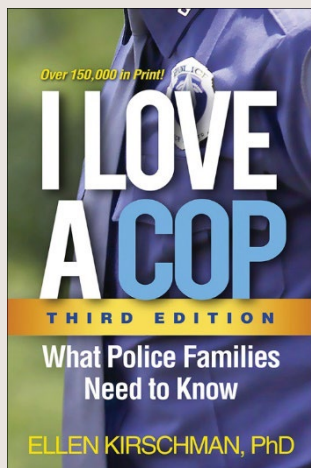
Ellen Kirschman, Ph.D

“A very important book for anyone involved in any way with a cop. I will definitely keep this book on my bookshelf forever as it will be a good to turn to and reference when events happen later in my life.”



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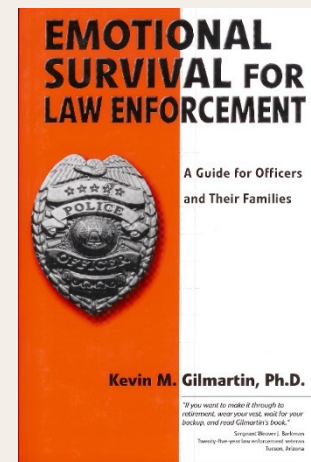
Books for You and your Family/Loved Ones



I Love a Cop

Ellen Kirschman, Ph.D

"A very important book for anyone involved in any way with a cop. I will definitely keep this book on my bookshelf forever as it will be a good to turn to and reference when events happen later in my life."



Emotional Survival for Law Enforcement Kevin Gilmartin, Ph.D.



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SAFETY ANALYST OFFICER

Safety Analyst Officer: VACANT/ TBD

Reporting to: Chain of command

Location: 120 14th Street

Hours of Operation: 0800-1700 Mon - Fri

Duties and Responsibilities

- The position of Safety Officer for this current budget has been changed to a Safety Analyst position. The department hopes in the future to be funded for a Safety Officer position. The Safety Officer will report directly to the PSU lieutenant. Their responsibilities will be:
- To set facility safety goals
- Establish qualifications for selection of facility level safety team members
- Arrange safety team members to attend relevant training
- Prepare and present on-going safety training to all department members





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SAFETY ANALYST OFFICER

Safety Analyst Officer: TBD

Reporting to: Chain of command

Location: 120 14th Street

Duties and Responsibilities

- Prepare quarterly safety reports
- Review all Cal OSHA violations. Ensure all current safety and reporting requirements are met
- Work closely with PSU to ensure all new safety rules and laws are provided to all members
- Maintain and report Injury and Illness Prevention Program information to Safety Committee
- Attend seminars and training related to work safety requirements



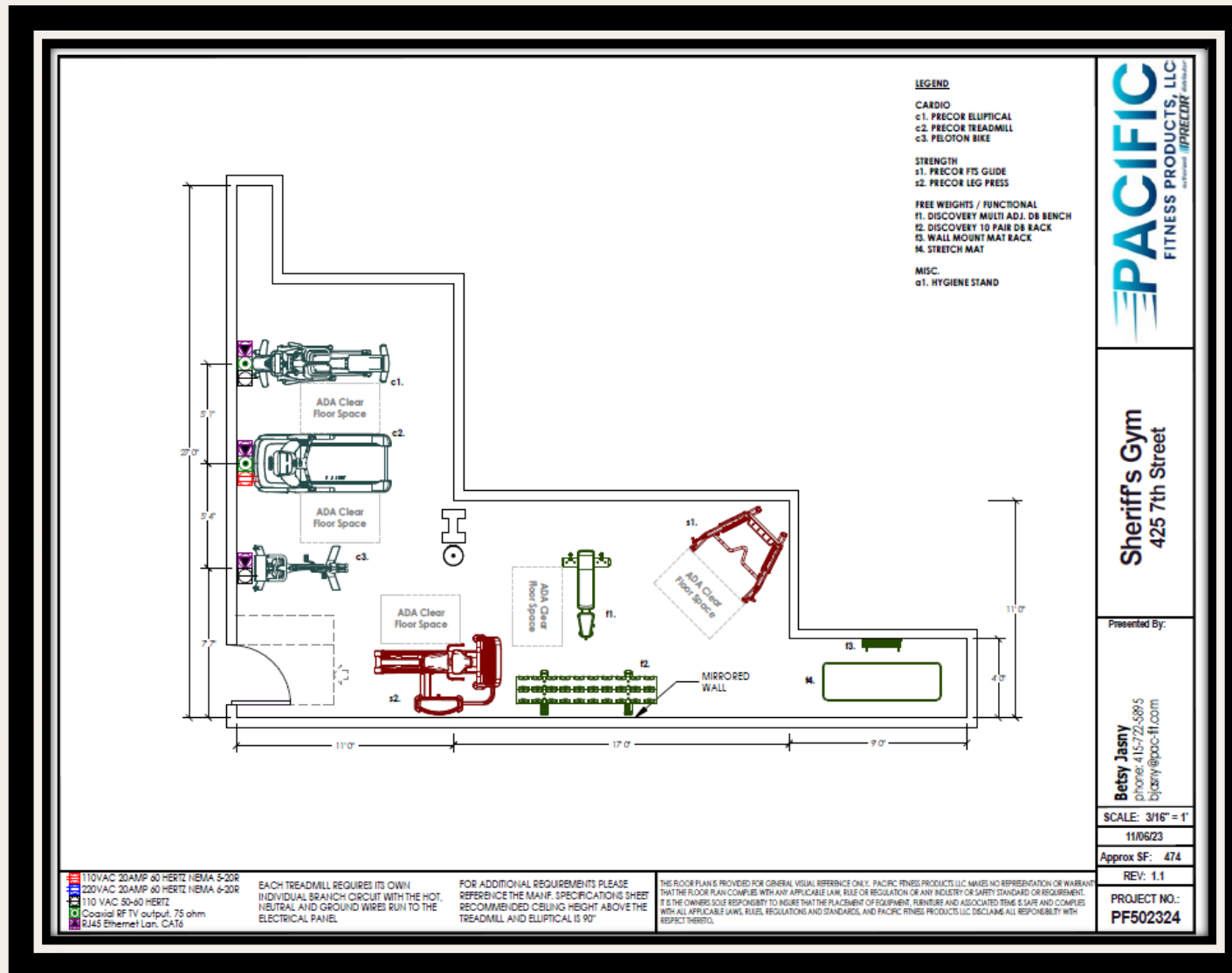


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425 7th Street Staff Gym

4 North Gym

- 1st Design Concept
- Equipment would include long term service contracts
- Additional Equipment as it is a new Gym
- San Bruno will also receive new equipment
 - Treadmills
 - Stationary Bikes
 - Elliptical Machine



Questions?

