

CALIFORNIA Sheriff

CALIFORNIA STATE SHERIFFS' ASSOCIATION

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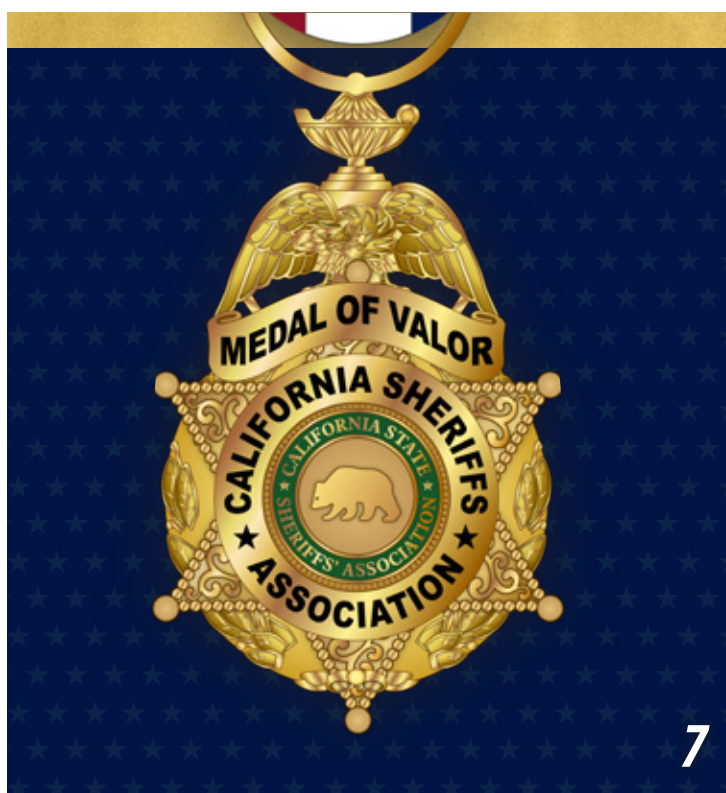
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Association Mission Statement: To support the role of Sheriff as the Chief Law Enforcement Officer in each county and to speak as a collective statewide voice on matters of public safety.

Foundation Mission Statement: To provide education and training services to the 58 Elected Sheriffs of California, their departmental employees and other members of the California State Sheriffs' Association.

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The California State Sheriffs' Association Foundation is only possible through the continued support of our wonderful members! So, we would like to highlight, you!

- **For a chance to be featured on our Social Media (Membership Monday), please share with us why you were inspired to join as a member of CSSAF.**
- **Please send all responses to members@calsheriffs.org**
 - » We kindly ask that you include only your First Name and County in which you reside.
 - » No pictures needed .

Again, thank you all for your continued support of the California State Sheriffs' Association Foundation.



■ **SHERIFF DON BARNES**
■ **ORANGE COUNTY**

For the past several years, sheriffs have been one of the strongest voices in supporting the restoration of accountability and balance to California's criminal justice system. In legislative committee hearing after committee hearing it often seemed like we were speaking into the wind. Both our experience and facts were cast aside as our state's leaders continued to pursue their version of criminal justice reform. Despite this uphill battle our tenacity has finally resulted in a victory. The people of our state have spoken and with 70% of the vote overwhelmingly passed Proposition 36, an initiative to change our state's approach to crime and accountability.

It is worth noting the broad support for the initiative regardless of region, demographic or political ideology. Proposition 36 received a majority in all 58 counties. Counties like San Francisco, which supported Kamala Harris for president with 80% of the vote, passed Proposition 36 with nearly two-thirds support. Kern County, which gave Donald Trump 60% of the vote, approved Proposition 36 with 77% voting yes.

Proposition 36 was not the only way Californians made their views known on public safety. In Los Angeles and Alameda counties, voters removed district attorneys who took a lax approach to crime. DA's who chose not to prosecute crime and excuse bad behavior have been soundly rejected by the public they failed to serve.

What accounts for this unity on public safety? Quite simply the people are fed up with brazen acts of crime by habitual offenders, tired of an erosion in their quality of life, and heartbroken by the rising number of lives lost to addiction. California's decade long experiment with decarceration and lack of accountability for crime

has failed. The policies have led to mass victimization, closed businesses and ruined communities.

Now we have the responsibility in each of our local communities to work with our criminal justice partners to ensure the will of the people's choice for a balanced public safety system is honored. This means actively enforcing the law and continuing to operate correctional facilities focused on reducing recidivism. I know there is tremendous work being done in each of our 58 sheriffs' departments. CSSA can continue to serve as an important platform for sharing that work with one another and the public we serve.

While the changes made by Proposition 36 are meaningful, there is more progress that needs to be made with regard to state policy and allocation of resources. CSSA will continue to be a strong voice in advocating for the solutions we know work best. Key to our success in advocating for good policy is making certain the strength of our publicly elected office remains intact. In recent years we have seen state legislation introduced that sought to limit the effectiveness of our office. More locally there are examples of county boards of supervisors operating beyond their authority with blatant disregard for the constitutional role of the elected sheriff. CSSA will continue to be mindful of this trend and support sheriffs who face unmerited attacks on their independence as constitutionally elected officials.

Despite that challenge, the year we face ahead has much opportunity and I expect we will achieve great success so long as we continue to be united in support of our public safety mission. I look forward to our continued service together.

Sincerely,

Sheriff Don Barnes, *Orange County*
CSSA President ✨



▪ M. CARMEN GREEN
▪ EXECUTIVE DIRECTOR



Happy New Year and Welcome to the January 2025 Edition of *California Sheriff!*

The California State Sheriffs' Association (CSSA) held its Annual CSSA **Medal of Valor Ceremony** on Thursday, October 17, 2024, hosted by the San Diego County Sheriff's Office. During the ceremony, CSSA recognized 15 heroes' who were praised for their actions above and beyond the call of duty; and exhibiting exceptional courage, extraordinary decisiveness and presence of mind; or an unusual swiftness of action, regardless of their personal safety, in an attempt to save or protect human life.

The recipients were recognized as follows:

- San Bernardino County Sheriff's Office Sergeant Shane Andersen
- Tulare County Sheriff's Office Sergeant Michael (David) Torres
- Tulare County Sheriff's Office Deputy Hector Negrete
- Tulare County Sheriff's Office Deputy Javier Montoya
- Monterey County Sheriff's Office Deputy Jesse Grant
- Monterey County Sheriff's Office Deputy Merlina Perez
- Monterey County Sheriff's Office Deputy Mario Jaime
- Monterey County Sheriff's Office Detective Christian Zarate
- Monterey County Sheriff's Office Detective Michael Vowinkel
- Monterey County Sheriff's Office Sergeant Kristy McLeod
(Deputy at the time)
- Monterey County Sheriff's Office Sergeant Jesse Pinon
(Detective at the time)
- Monterey County Sheriff's Office Sergeant Daniel Hopkins
(Detective at the time)
- Monterey County Sheriff's Office Investigative Sergeant Nicholas Kennedy
- Monterey County Sheriff's Office Investigative Sergeant David Vargas
- Monterey County Sheriff's Office Chief Deputy Jason Smith
(Commander at the time)

We can't thank you enough for your incredible service to your communities. You are all assets to California law enforcement, and an inspiration to many.

On behalf of the California State Sheriffs' Association and the California Sheriffs, we'd like to express Our Appreciation.

The California State Sheriffs' Association would also like to say "thank you" to the following Corporate 100 Partners for their support of our event.

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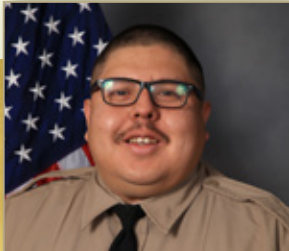
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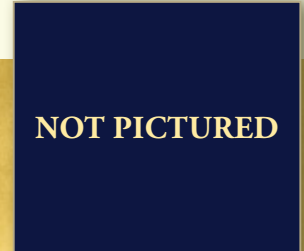
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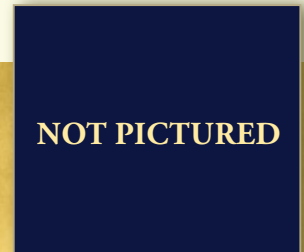
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JASON SMITH
Monterey County Sheriff's Office



▪ **CORY SALZILLO**
▪ **LEGISLATIVE DIRECTOR**

Governor Newsom has declared special elections for these two vacancies. The primary for the special elections will be held on February 25, 2025, followed by the general special election on April 29, 2025. Senate District 36 is vacated by former Senator Janet Nguyen, who was elected to the Orange County Board of Supervisors, and Assembly District 32 is vacated by Vince Fong, who was elected to the United States House of Representatives.

This legislative session is also an historic event for women in the California legislature. There are currently 58 women lawmakers out of 118 total members. Women will make up 49% of the state legislature with 37 in the Assembly and 21 in the Senate.

The 2024 state elections yielded an important triumph for public safety when voters approved Proposition 36. The passage of Prop 36, which CSSA supported, was a landslide victory, with each of the 58 counties seeing a majority of its voters casting affirmative votes. This measure will address rampant theft and drug crimes by imposing more meaningful penalties along with opportunities for drug treatment. The successful implementation of Prop 36 is a high priority for public safety stakeholders around the state.

At the kickoff of the new session, each chamber approved resolutions to reduce the maximum number of bills that members of the Assembly and Senate could introduce during each two-year session, from 50 to 35 in the Assembly and from 40 to 35 in the Senate. Even so, thousands of new bills will be introduced leading up to the bill introduction deadline on February 21, 2025. The Legislature is also heading into the new year with a projected \$2 billion budget deficit, and Governor Newsom will announce his budget proposal for the 2025-26 fiscal year by January 10, 2025.

The CSSA Legislative Committee met this fall to review bill proposals for possible inclusion in CSSA's sponsored bill package. Additionally, the Legislative Committee will meet several times in 2025 to consider the hundreds of bills that will have the potential to impact sheriffs' offices, criminal justice, and public safety generally. CSSA will take positions of support or opposition on many of these bills in an attempt to influence the Legislature's action on them.

In addition, every year, CSSA adopts a platform and priorities document that communicates our commitment to protect the public safety needs of all Californians. These priorities serve as a strategic

starting point as we engage with the Administration, lawmakers, and stakeholders. Our platform demonstrates that we are addressing public safety needs and challenges, and we will continue to collaborate on fostering effective strategies and advocate policies that move the needle toward safer communities. The following items comprise the CSSA platform and priorities:

COMMUNITY ENGAGEMENT AND TRUST/ENHANCED FUNDING FOR PEACE OFFICER TRAINING

We strive to always maintain high levels of community trust, support, and engagement by ensuring the integrity, ethics, and professionalism of Sheriffs and their employees. As public servants charged with protecting our communities, we strive to accomplish that goal while maintaining accountability to those we protect and serve. Sheriffs will seek additional and sustainable funding for peace officer training through the Commission on Peace Officer Standards and Training (POST) to help continue these efforts and ensure the best training is available, delivered, and utilized to safeguard and protect all individuals.

PUBLIC SAFETY RESOURCES/CRIME REDUCTION

We strive to keep our communities safe and enhance and protect all funding for local public safety protection programs, including those that pay for deputy sheriffs on the street, keep correctional officers in our custodial facilities, support victims, and assist critical investigations. So that we may ensure we are able to fund necessary programs, we will continue to pursue full reimbursement of the costs of state and federal mandates and oppose unfunded state mandates on sheriffs. Additionally, the Legislature should further address the damage caused by criminal activity and consider proposals designed to deter criminal behavior and increase accountability for those who commit crimes.

FENTANYL

Fentanyl trafficking and use continue to kill our residents and devastate our communities. Fentanyl poisoning cases are growing exponentially in the face of an insufficient state response. The risk of fentanyl exposure threatens law enforcement professionals when they encounter this highly dangerous substance. Fentanyl being smuggled into jails and prisons puts incarcerated persons and custodial staff at risk. While law enforcement endeavors to interdict fentanyl trafficking and distribution into our communities, state statute should be updated to enhance penalties for those who traffic in fentanyl to a level at least

on par with penalties that exist for other dangerous substances. Further, repeat offenders should face greater criminal liability, especially when they have been made aware of the danger inherent in fentanyl trafficking and continue to violate the law.

INMATE REHABILITATION, CARE, AND RE-ENTRY

Appropriate adult criminal justice facilities that meet inmates' needs relative to space for programming, education, treatment, and medical and mental health care must remain a priority to support the mission and needs of our state and local criminal justice system, especially post-realignment. We must continue efforts to maximize funding for inmate medical and mental health care services, as well as assisting with continuity of care post-release and pursuing funding for increased needs resulting from realignment. We will continue to mitigate liabilities in areas such as health, mental health, Americans with Disabilities Act (ADA), and other areas of legal concern. We will pursue and support additional opportunities for participation in regional and jail-based competency restoration programs.

HOMELESSNESS / MENTAL ILLNESS

The issues of homelessness and mental illness squarely intersect with the criminal justice space, specifically and especially in terms of law enforcement's interactions with these populations on the street and in county jails. When coupled together, and especially when exacerbated by co-occurring substance use disorder, these issues greatly affect public safety and sheriffs' resources. Examples include challenges around providing appropriate mental health care and competency restoration services, strains on available custodial programming, rampant overdose deaths, and churning jail populations. Stakeholders should pursue a multi-element approach to address these issues with not only resources but also a reckoning of how prior and current policies and actions (e.g., Proposition 47, reduced accountability, etc.) have led or contributed to this multi-part problem. However, due to their complexities, it may also be time to consider these two issues separately, in order to focus fuller attention on each in terms of achieving successful outcomes.

COURT SECURITY FUNDING

Costs to provide vital court security continue to rise and outpace state funding. Judges, litigants, attorneys, court officers, and employees expect and deserve safe levels of security and sheriffs are caught between a desire and obligation to provide court security and the challenge of doing so with resources that no longer cover costs. Sheriffs seek adequate and sustainable funding for not only the provision of base

court security services but also that resulting from new courthouses coming online.

The new year promises great opportunity and great risk, but sheriffs are prepared to meet their challenges head on, and we look forward to an exciting year in Sacramento. ✨

Cory Salzillo, CSSA's Legislative Director, is a partner of the firm WPSS Group, a pre-eminent team of advisors on matters involving state and local government. The firm effectively influences public policy in a broad spectrum of public sector issues.



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▪ JAMES TOUCHSTONE
▪ GENERAL COUNSEL

“Considerations for Civil Liability Risk Mitigation”

As is evident from a review of recent news articles concerning civil rights litigation involving law enforcement officers, civil liability exposure can be significant, particularly in cases involving the use of deadly force. As a result, Sheriff’s Offices would be well advised to work with their legal advisors in an attempt to mitigate civil liability exposure to the extent possible in the difficult world in which you work to provide for the public’s safety. Some issues for consideration:

I. RE-EXAMINE YOUR PURSUIT POLICY

There appears to be a recent increase in cases wherein pursuits terminate and law enforcement officers are placed in a position of utilizing deadly force to protect either themselves or the public’s safety from an imminent threat of serious bodily injury or death. Many times, the weapon used by the suspect to create this risk is the vehicle that he or she is driving. Departments may want to consider policies that limit deputy engagement in pursuits for more serious offenses only to mitigate the risk of deadly force encounters.

II. RE-EXAMINE BODY-WORN CAMERA POLICIES

Some departments permit deputies to either mute or turn off their body-worn cameras during enforcement interactions. These policies provide that deputies may do so in order to shield tactical discussions, tactical debriefs or to prevent the dissemination of personal information. However, continuous body-worn camera footage of an incident is many times critical to establishing an

effective defense of claims of alleged use of excessive force. Turning the cameras off during enforcement interactions undermines defense counsel’s ability to establish that a deputy’s use of force was objectively reasonable under the circumstances. Turning the camera off also undermines the critical defenses of qualified immunity and the Heck defense, both of which are critical to defense of civil rights cases. Departments may wish to consider policy provisions limiting instances wherein deputies may deactivate their body-worn cameras to only those circumstances where it would impair officer safety or disseminate tactics that would not otherwise be evident from the incident.

III. FOCUS ON TRAINING OF FRONT-LINE SUPERVISORS WITH RESPECT TO INCIDENT COMMAND AND CONTROL

Review of hours of body-worn camera footage has demonstrated that more focus could be placed on incident command and control

by deputies in order to better utilize human and equipment resources to bring an incident safely under control utilizing appropriate levels of force when reasonable to do so. If circumstances permit, and it would not increase the threat level to deputies or the public, take additional time to attempt to establish a rapport with suspects, deescalate the incident, develop tactical plans for dealing with the situation and make more resources available to expand force options are critical to liability mitigation. In addition, it is critical to effectively establish contact and cover roles for deputies in order to minimize the opportunities for conflicting commands to suspects and maximize officer safety.

IV. WORDS MATTER!

It is also of considerable importance for deputies to actively engage in verbal management while involved in interactions with the public. More often than this author would like to see, law enforcement officers use language and tone that negatively reflects on the profession and which undermines effective incident and

suspect management. The use of profanity is rarely effectual in deescalating an incident and many times has the opposite effect. Moreover, jurors who may be judging your actions are likely not to appreciate language that appears to denigrate a suspect. Agency culture that recognizes and rewards professional conduct by deputies is critical in fostering this approach to interactions with the public. An ancillary, but critical aspect of this culture, is that it promotes liability risk mitigation.

The principles discussed in this article represent a fraction of strategies that promote risk mitigation in civil rights cases. There are many others that are beyond the scope of this article. Departments are encouraged to consider fostering such strategies, which are also consistent with officer safety and effective community engagement. ✨

The information contained in this article is for general use and does not constitute legal advice. This article is not intended to create, and receipt and review of it does not constitute, an attorney-client-relationship with the author.

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■ DR. CHERYLYNN LEE

WHEN IT'S EASIER TO BE AT WORK THAN BE AT HOME

It wasn't until his 8th therapy session when he and his psychologist started talking about the overtime. He was on SWAT, peer support and was a major crimes detective. He had considered putting in for the dive team and that's when his wife had had enough, "it's your job, or this family". It wasn't a fair statement (it never is) and what she could have said was "you spend all your time working, we don't feel like we matter". Frankly, he liked working this way, 50-60 hours a week and needing to be ready for anything at any time with 2 collateral assignments subject to call outs. He felt competent at work, he was an asset to the agency to his colleagues and to the community. Not only did his wife's statement surprise and anger him, he came to the preliminary decision he wasn't ready to give up his family for the job (hence the phone call to the psychologist). What he didn't realize, until session #8, was that somewhere between the running, the gunning, the call outs and the overtime it became easier to be at work than be at home. What was easy became what was desired. What was desired became what was sought after what was sought after became habit and then that habit became his reality. His family's reality. He would rather be at work than be at home.

Most cops will experience a period of time during their career when life outside of work seems hard. This is normal. This is okay. Until its not (or until retirement). If you find that you are in this boat, and want to be on a different boat, there is value in understanding why you might feel this way, and what to do about it.

1. WORK IS SAFE, HOME IS NOT

Regardless of the call type, whether you are on an OAA (Outside Agency Assist) with fire (another overdose?!), navigating a civil dispute (the same dispute with the same people for the 6th time in 2 weeks), or responding to an active shooter situation, you rely on chain of command, protocols, procedures and training to get through your shift. Not only does this structure keeps officers alive and out of unnecessary precarious legal situations, it is by design and serves you when s*** hits the fan, when your emotional brain tries to override your logical brain, and when you need to proceed with the mission under the most dire of circumstances. Our brain likes structure, consistency, and dependability, we tend to feel a sense of safety when we know what we are doing, who has our back, what comes next, and what might come after that. Not only does our brain like dependability, but because of neuroplasticity (the brain's capacity to continue growing and evolving in response to life experiences), our brain structure changes to accommodate these experiences we have. Structure, discipline and chain of command

= safety. When we go home, there is no structure, rules, or chain of command (insert joke about happy wife happy life here...). Home starts to feel unhinged, untethered, unsafe, and we want out.

WHAT TO DO ABOUT IT:

You cant run your household like a paramilitary organization (unless you live alone, in which case more power to you). So trying to have your home life bend to the ways of your work life isn't entirely reasonable. That being said, implementing some structure and having conversations with the people that live with you about what you need are not only reasonable but may help you feel safe. Perhaps on your days off you start every morning with a workout and a cup of coffee. Or before you go to bed at night you work in the garage for 30 minutes. The hope is that you can do these activities at the same time every day to the extent that its feasible, and get your family on board. This way no matter what else happens during your days off you have some sort of anchor. Have the conversation with your spouse ahead of time about what might be helpful so that they are no surprises or last-minute honey-dos during your 30 minute garage time. Your brain will thank you for it.

2. TRAUMA BOTHERS US WHEN IT GETS QUIET

Have you ever walked through the door after a good day at work and as soon as you lay your head down, try to take a shower, attempt

to do laundry, or just sit in silence you start feeling anxious? Or start thinking about that call that bothered you, whether it happened that day or years prior. Or you see that face, the barrette, smell the iron, hear the crash.... These memories and senses don't usually come at you when you're at work. When you are working you have to be laser focused on the task at hand whether you are picking up the 911 calls or responding to them, your job is to be present, aware, and solve the problem. You cannot do any of those things if you are hijacked by your memories or emotions. Its ritual and habitual for you to be able to put all those distractions aside so you can do your job. You become so good at it, in fact, you hardly even notice you've tuned the rest of the world out to focus on the task in front of you. And then the next one. And the next one. Until you get home, when the task isn't as demanding (sure, you're focused on making lunches for school the next day but not as focused as you are when responding to a call). Your mind has space and time to wander. So, naturally, what it does is start to process s*** you dealt with throughout the day. This is why as soon as you start to "relax" your brain tells you "Nope, not now bro, we have trauma to process".

WHAT TO DO ABOUT IT:

First, recognize its normal. Its normal that the emotions come up at what may seem like weird times. I remember after doing a critical incident debrief that involved two dead children who were similar ages to my own children, it wasn't until I heard the first Christmas song on the radio months later that I felt my feelings related to that incident. Its like my brain was a rubber band and snapped right back to the moment of impact. What I felt was sadness for the family... and it was intense. What I wanted to do was jump on a "really important phone call" something to distract myself from my drive and my thoughts. What I did instead, was acknowledged I felt like s***, breathed it out doing four count breathing, and let the feelings go. What you'll find over time is that trying to avoid emotions is like running on the treadmill while eating twinkies. Pointless. Over time unprocessed emotions turn into things like anxiety, depression, and anger that we cant put our finger on and eventually lose control over... so might as well work the OT right? Wrong. OT shouldn't be the answer to your unprocessed "stuff". Processing it is. It

doesn't necessarily mean you have to go to therapy and talk about it, some people surf, some do woodwork, some people let the tears come and go while they're driving, others find peace in therapy... the key is acknowledging it, letting it be there, and then letting it go in a way that works for you.

The transition out of working all the overtime wasn't easy. He and his wife completed a few therapy sessions together and were able to develop the "days off plan" which included 15 minutes in the morning to meditate and 30 minutes in the evening to work on his projects. Both periods of time were sacred and it was her job to keep the kids at bay. The tradeoff was by next summer he would only pick up one OT shift a pay period, and he would continue therapy to navigate some of the deeper trauma. It wasn't going to happen overnight, but it was going to happen because they were committed to each other as well as the job... just in that order. ✨

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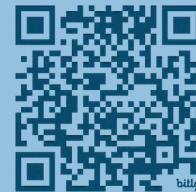
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For more information, please contact Executive Assistant II, Chelsea Weathers at cweathers@calsheriffs.org or Executive Director Carmen Green at cgreen@calsheriffs.org

SAN LUIS OBISPO COUNTY



When talking about the history of the San Luis Obispo County Sheriff's Office, we begin where it all began. The Sheriff's Office stands as the oldest law enforcement agency in San Luis Obispo County, with a history that traces back to California's earliest days. Established in 1850, the same year San Luis Obispo County became one of California's original 27 counties, the Sheriff's Office was born of necessity, rooted in the mission of safeguarding a rapidly changing frontier.

When California officially joined the Union on September 9, 1850, San Luis Obispo County measured approximately 90 miles long and 64 miles wide, encompassing an area of 3,284 square miles—three times the size of Rhode Island. Yet despite its vast territory, the county's population was just 336 people, comprising 60 families and 53 dwellings. The early economy was dominated by sprawling ranches, and the rugged, isolated landscape created unique challenges for law enforcement.

An election was held on the first Monday of April in 1850, to fill the county's most important position, the Sheriff. Henry J. Dalley, a well-regarded local rancher, was elected as the county's first Sheriff. He operated out of Mission San Luis Obispo de Tolosa, established in 1772, which served as a hub for the county's governmental functions. Sheriff Dalley was paid a modest salary of \$20 per month, with an additional \$6 per day for attending court sessions. He was

authorized to appoint a jailer, who earned \$25 per month, while each prisoner in custody cost the county \$36 monthly. Sheriff Dalley was also a skilled carpenter and when he wasn't catching criminals, he was building benches for them to sit on while in the courtroom.

Yet, the reality of enforcing the law in such an untamed region proved daunting. Sheriff Dalley resigned after just one year, citing the considerable dangers of the role. In those days, law enforcement was a perilous responsibility in an area marked by lawlessness, with bandits and highway robbers lurking in the surrounding mountains. In a sense it really was the Wild West. Despite these challenges, the office of Sheriff has remained vital to maintaining order and protecting the public, and it has evolved alongside the county ever since.

Today, the San Luis Obispo County Sheriff's Office reflects a blend of tradition and progress. We now have more than 170 Sheriff's



Deputies, 150 Correctional Deputies, and some 130 professional staff and support personnel. We are also proud of our more than 400 volunteers with the Sheriff's Office. We couldn't do what we do without them.

Our commitment to public service, first enshrined in the county's charter over 170 years ago, continues to guide our mission today. While the county has transformed from isolated ranches into a thriving community, the Sheriff's Office remains steadfast in its dedication to public safety and community service. Our mission remains the same. To protect all life and property and to provide service, security, and safety to the community. Our vision is to be the most progressive and creative leaders within the law enforcement community, and ensure our County remains one of the safest places to live and visit.

In remembering the challenges faced by early law enforcement, we honor the legacy of those who laid the foundation for today's Sheriff's Office, paying tribute to the values that have made it a cornerstone of San Luis Obispo County since 1850. ✨



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2024 Training Overview

THANK YOU FOR YOUR SUPPORT OF CSSAF

The California State Sheriffs' Association Foundation (CSSAF) is pleased to present highlights of the educational trainings we provide to the professional and sworn staff of the Sheriff's Offices of California. Your generous donations assist in providing the following trainings:

MEDIA RELATIONS SEMINAR

The annual Media Relations Seminar focused on topics that are currently affecting the Public Information Officers (PIO) of the 58 Sheriff's offices of California. During this seminar, topics customized to PIO's in the various Sheriff's Offices are presented and discussed amongst the group as a whole. The seminar included presentations on critical incident reviews, public presence during a critical incident, and Roles and Responsibilities of the PIO Only Session where attendees share experiences, challenges, successes, tips and advice. 70 attendees participated in this seminar.



San Luis Obispo County presenting during the Media Relations Seminar in February

SECONDS IN COMMAND WORKSHOP

CSSAF held the Seconds in Command Workshop twice this year, focusing on current topics affecting the Undersheriffs and Assistant Sheriffs of the 58 Sheriff's offices of California. The workshops included guest presentations on topics of regional concern and open dialogue between the various represented counties, discussing contemporary issues, i.e., artificial intelligence, border security, current legislation, officer wellness, advanced training, etc. as well as critiques of major incidents. Approximately 48 Seconds in Command attended each workshop. *Certified through the Commission on Peace Officer Standards and Training*

The eighth annual Second-in-Command "John Sully" Memorial Award was presented to Madera County Undersheriff Darin McMechan. Sheriff Tyson Pogue writes, "Darin is the epitome of what this award represents, showcasing exemplary leadership, professionalism, and unwavering dedication to the safety and well-being of the Madera County Sheriff's Office and the community it serves."



Undersheriff Darin McMechan, Sheriff Tyson Pogue, and Sheriff Shannan Moon. Undersheriff McMechan was also joined by his wife and son as a surprise.

Sheriff Pogue continues by saying "What truly sets Undersheriff McMechan apart is his professionalism and integrity. He is one of the most trusted and respected individuals in the agency, and he conducts himself with a level of calm and professionalism that is unmatched. His consistent character and steadfast leadership make him an invaluable asset to both me and the entire Madera County Sheriff's Office." Well done, Undersheriff McMechan, and thank you for your service to Madera County!

FINANCIAL MANAGERS FORUM

The annual Financial Managers Forum focused on topics that are currently affecting the Financial Managers of the 58 Sheriff's offices of California. During this Forum, topics customized to Financial Managers in the various Sheriff's Offices are presented and discussed amongst the group as a whole.

The seminar included sessions on various grant funding, a legislative update on the state budget, and a Sheriff's Panel where attendees were able to ask candid questions to Sheriffs. 124 Financial Managers participated in this forum.

The California State Sheriffs' Association Foundation (CSSAF) was pleased to present the Sixteenth Annual Financial Manager of the Year Award to Eunice Ramos from San Diego County. San Diego County Executive Director of Management Services Frank Motley writes, "Eunice is the subject matter expert in all areas under her span of control, to include fiscal management, accounting, budget planning, preparation, and execution, but she can also present every aspect of our budget and financial plan eloquently to county executives and elected officials, to include our County Board of Supervisors. She is a common resource for other county entities that seek her counsel, and she has become a trusted resource for many of our executive leaders county wide. Our Sheriff knows that Eunice is on top of the budget, always... She is the epitome of what the CSSA represents overall, and I enthusiastically recommend Eunice Ramos for the CSSA Financial Manager of the Year."



Eunice Ramos with Director Frank Motley, Sheriff Jeremiah LaRue, and Sheriff Tom Ferrara.

ADMINISTRATIVE ASSISTANTS/SHERIFFS SECRETARY SEMINAR

In conjunction with the Financial Managers Forum, CSSAF held their annual Administrative Assistants/Sheriffs Secretary Seminar in September, which focused on topics that are currently affecting the Administrative Assistants and Sheriffs Secretaries of the 58 Sheriff's offices of California. Topics included presentations on human resources, mental health and wellness, public relations, round table discussions, and a Sheriff's Panel where attendees were able to ask candid questions to Sheriffs. 42 Administrative Assistants/ Sheriff's Secretaries participated in this training.



Daisy Roa is joined by Sheriff Jeremiah LaRue, Sheriff Yesenia Sanchez, and Sheriff Tom Ferrara

The 2024 Executive Assistant/Secretary of the Year "Mary G. Walsh" Award was presented to Daisy Roa, Alameda County Sheriff's Office. Sheriff Yesenia Sanchez writes, "To say that Daisy is highly respected in our agency is an understatement. Her career dossier is a who's who of Sheriff's Office highly decorated and respected personnel both active and retired, sworn, and professional. She is one of only a handful of people to have over 35 years tenure in our agency and has been at the forefront of new technology and changes on a global and regional scale. She is the definitely the GOLD Standard of Sheriff's Office employees."

The 2024 Executive Assistant/Secretary of the Year "Mary G. Walsh" Award was also presented to Susan Lyon, Contra Costa County Sheriff's Office. Sheriff David Livingston writes, "I have had the pleasure of working with Susan for the past ten years and have found her to be extremely competent, professional and effective in her important role as Executive Assistant." Not only does she have many qualifications deserving of this award, but she also "finds time to volunteer and support the many events held by the Sheriff's Posse organization and the 501(c)3 Sheriff's Charities organization." Congratulations, Susan!

INFORMATION TECHNOLOGY SEMINAR

CSSAF held their annual Information Technology (IT) Training Seminar. This seminar was specifically created to foster collaboration and communication among the IT personnel of the Sheriffs' offices of California, as they all face similar challenges related to law enforcement and the increasing need for current technology and maintaining a secure network environment. The presentation topics included emerging technologies, artificial intelligence, cyber intelligence, and other pertinent topics, while also providing valuable networking to discuss the challenges associated with Information Technology in law enforcement. There were 49 IT Professional Staff that attended this valuable training.

The fourth annual Information Technology Manager of the Year Award was presented to Ashish "Yosh" Kakkad, San Diego County Sheriff's Office. "Yosh is a highly intelligent, motivated, ethical, and thoughtful leader. Our department is remarkably fortunate to have him on our team."



Yosh Kakkad is joined by Sheriff Tyson Pogue and Director Frank Motley.

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BASIC CIVIL PROCEDURES SCHOOL

This class was held twice this year and is a 40-hour course. This class is designed to introduce Sheriff's Office Civil Division staff to the Civil Process and its associated duties. This includes, but is not limited to the Notice Process and the Enforcement Process. A combination of lectures, practical exercises and scenarios are employed to give students a solid platform with which to work from in their continuing education on the job. Students successfully completing the course will gain a better understanding of the writ system and basic civil process, in addition to use of the CSSA Civil Procedures Manual. A total of 108 Civil Personnel attended these trainings. *Certified through the Commission on Peace Officer Standards and Training*

CIVIL PROCEDURES SEMINAR

This annual training is designed to provide updated information specific to Civil Process and Procedures performed by the Sheriff's Office. The seminar provides civil staff with the latest and most important information regarding laws and procedures such as research and resources, restraining orders, current civil trends and sheriff sales. This is a great opportunity for Professional Staff and Sworn Personnel to build important and lasting relationships with other civil staff across the State of California. Civil Personnel were

trained at this year's seminar. *Certified through the Commission on Peace Officer Standards and Training*

The California State Sheriffs' Association Foundation (CSSAF) was pleased to present the fourth annual Civil Employee of the Year



Mike Motz with Sheriff Tyson Pogue and Sheriff Dave Robinson



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Award to Michael Motz, Madera County Sheriff's Office. Sheriff Tyson Pogue writes "Michael Motz exemplifies the qualities of a dedicated public servant whose contributions have far exceeded normal expectations. His innovative programs and effective management have greatly benefited our community. It is with great pride that I recommend Michael Motz for the Civil Employee of the Year Award."

CORRECTIONAL/ COURT SECURITY SEMINAR

This annual seminar focused on topics that are currently affecting the Correctional Officers and Jail Administrators, as well as the Court Security Administrators of the 58 Sheriff's offices of California. The Seminar included several case studies/incident debriefs, CDCR gang update, legislative update, seminars on new technology, reducing recidivism, and housing best practices, and open dialogue discussing current issues in the jails and courts. 121 Correctional and Court Security personnel were trained at the seminar. *Certified through the Commission on Peace Officer Standards and Training, as well as certified through the Board of State and Community Corrections' Standards and Training for Corrections program.*

This year, the California State Sheriffs' Association also honored our First Annual Correctional and Court Security Supervisors of the year.

The 2024 Correctional Supervisor of the Year Award was presented to Kevin Beyrodt, Alameda County Sheriff's Office. Sheriff Yesenia Sanchez writes "with over 12 years of dedicated service at the Alameda County Sheriff's Office, Sergeant Beyrodt is highly regarded by both sworn and professional staff"




Kevin Beyrodt is joined on stage by Sheriff Stephanie Rennie, Sheriff Bob Jonsen, Sheriff Yesenia Sanchez, Sheriff Tom Ferrara, Sheriff Jim Fryhoff, and Sheriff Brandon Barnes.

The 2024 Court Security Supervisor of the Year Award was presented to Dan Armogida, Inyo County Sheriff's Office. Sheriff Stephanie Rennie says of Dan "I am honored to nominate Deputy Dan Armogida for the Court Security Supervisor of the Year Award. His dedication, professionalism, and exceptional leadership have been integral to the success and safety of our Court Services Operations throughout Inyo County."




Dan Armogida is joined on stage by Sheriff Stephanie Rennie, Sheriff Bob Jonsen, Sheriff Yesenia Sanchez, Sheriff Tom Ferrara, Sheriff Jim Fryhoff, and Sheriff Brandon Barnes.

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WELLNESS SEMINAR

CSSAF held their inaugural Wellness Seminar this past April. After such a great response a Winter Seminar was organized and held in December. The seminars were specifically created to offer a focus on resiliency and wellness within the 58 Sheriff's Offices and create a training tool for the Wellness Coordinators across the State. The presentation topics included peer support, counseling, creating a toolkit to thrive, the reactions the body and brain has to trauma, resiliency and compassion training, and other pertinent topics, while also providing valuable networking to discuss the importance of Wellness and Resiliency in law enforcement. There were 29 personnel from various agencies that attended the Spring Seminar and 36 that attended the Winter Seminar.



Dr. Cheryl Lynn Lee presenting to the attendees at the Winter Wellness Seminar

CRIME ANALYST/INTELLIGENCE SEMINAR

CSSAF recently held a Spring and Fall Crime Analyst/Intelligence Seminar in 2024. This seminar was specifically created to foster collaboration and communication, as well as share resources and intelligence gathering among the Crime Analysts/Intelligence personnel of the Sheriffs' offices of California, as they all face similar challenges related to law enforcement. The presentation topics included emerging technologies, artificial intelligence, cyber intelligence, and other pertinent topics, while also providing



Rachel Faddis is joined by San Diego County Sheriff Kelly Martinez.

valuable networking to discuss the challenges associated with Intelligence gathering in law enforcement. There were approximately 50 personnel from various agencies that attended each of these valuable trainings.

During the fall seminar, the inaugural Crime Analyst of the Year Award was presented to Rachel Faddis, San Diego County Sheriff's Office. ✨

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Individuals and Businesses who want to take a proactive approach to support public safety in their communities may join the California State Sheriffs' Association Foundation (CSSAF). CSSAF is entirely funded by the generous contributions and support from our members. We are a qualified, non-profit organization under 501(c)(3) of the Internal Revenue Service Code, which means that your donations qualify as tax deductions. The sheriffs of California have full control and direction of all association operations and activities.

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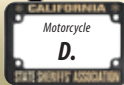
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