

JOSEPHINE COUNTY
SHERIFF'S OFFICE

2010 Performance
Measures & Outcomes

A presentation to the
Josephine County Budget Committee

Gil Gilbertson, Sheriff

4/26/2011

Josephine County Sheriff's Office
Budgeting for Outcomes

Contents

FY 2011-12 Budgeting for Outcomes..... 2
Introduction..... 2
Organizational Summary..... 2
 Organizational Chart..... 3
Service Goals & Outcomes..... 4
Performance Indicators (Outcomes)..... 5
 Patrol Division..... 7
 Corrections Division..... 7
Operational Efficiencies, Cost Savings, and Revenue Generation..... 8
Survey Summary..... 10
 Patrol Division Service Level Priorities (Outcomes)..... 10
 Corrections Division Service Level Priorities (Outcomes)..... 10
 Support Services Division Service Level Priorities (Outcomes)..... 10
 Investigations Unit Service Level Priorities (Outcomes)..... 10
Measuring Outcomes..... 11
 Patrol Division..... 11
 Corrections Division..... 11
Support Services..... 12
Investigations Unit..... 12

FY 2011-12 Budgeting for Outcomes

Introduction

In 2008, Sheriff Gilbertson directed that the Office undergo a Citizen and Employee Survey. The purpose of this survey was to provide direct feedback and direction to the Sheriff' s Office Command Team regarding the priorities held highest by users of Sheriff' s Office services. This survey process did not result in a demonstrable Service Level Priority for Support and Investigative Services; in those cases, the Command Team derived priorities based on anecdotal feedback and knowledge of the business process performed by the associated division/unit.

The following is a recap of the survey results, and an assessment of how the Office is doing in its efforts to meet these priorities.

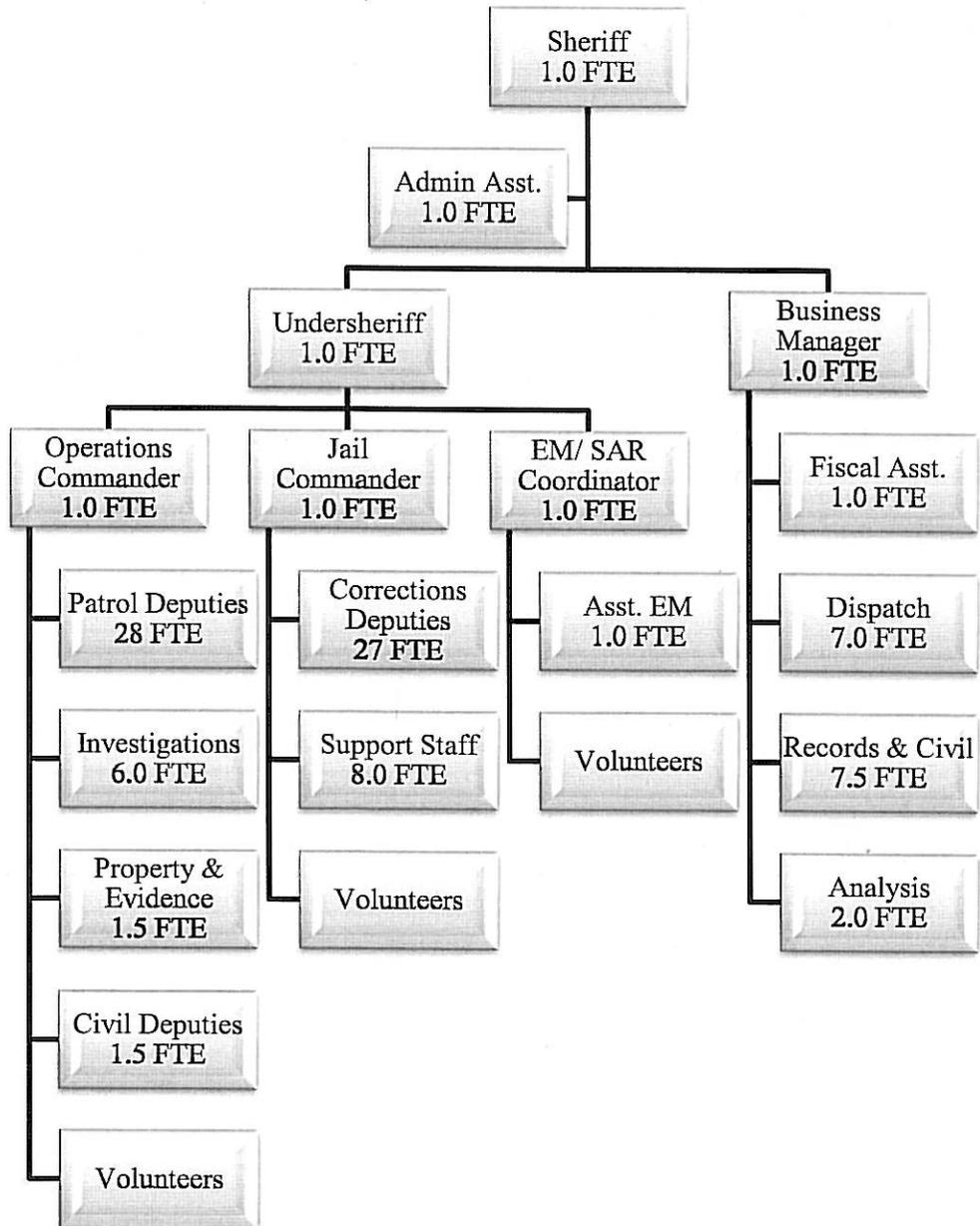
Organizational Summary

The Sheriff is an Elected Official under Oregon Revised Statute and County Charter. As such, he/she has the latitude to organize the Office as best suits his/her goals and priorities. In 2007, when Sheriff Gilbertson assumed the Office of Sheriff, he began a process of re-organization that sought to streamline Office operations and eliminate ineffective/inefficient lines of supervision and mismatched job responsibilities.

Under the current organizational structure, the Sheriff' s Office is divided into three (3) essential divisions, all comprised of component units/teams. This organizational structure is illustrated through the chart below, with emphasis on the functional responsibilities rather than the staffing hierarchy.

Josephine County Sheriff's Office
 Budgeting for Outcomes

Organizational Chart



	2011	2000
Total Full-time Equivalent Employees:.....	98.5	117.5
Administration.....	5.0	5.0
Operations.....	38.0	49.0
Corrections.....	36.0	44.0
Support Services.....	17.5	18.5
Emergency Management/SAR.....	2.0	1.0

Service Goals & Outcomes

For the 2010-11 Fiscal Year the goals of the Sheriff' s Office were:

1. Provide quality services
2. Provide proactive enforcement
3. Streamline organizational efficiencies

Within these three overarching goals, the Sheriff and his Command team developed the following objectives:

- a. Decrease response times to Calls for Service
- b. Increase proactive policing to reduce Calls for Service
- c. Provide 24/7 emergency response to Calls for Service
- d. Decrease costs of housing inmates, increase revenue generated by Jail
- e. Maintain Jail safety and security
- f. Provide increased front-counter operational hours
- g. Provide 24/7 non-emergency phone line coverage
- h. Develop/Improve information systems to yield more efficient operations

Performance Indicators (Outcomes)

The performance of the Sheriff's goals for his Office can be measured and understood through the analysis and interpretation of data collected using the CAD (Computer Aided Dispatch) system.

CAD data can be broken down into two types of data: Calls for Service - requests from the public needing the Sheriff's Office to take action to stop a crime or stabilize an incident threatening person or property, and Officer Initiated activity - proactive policing efforts that serve to stem criminal activity or prevent a situation from injuring a person or property.

SHERIFF'S OFFICE PERFORMANCE INDICATORS					
	2007	2008	2009	2010	2010 vs. 2007
CALLS FOR SERVICE (REACTIVE)					
Crimes Against Persons	1,274	1,255	1,200	1,278	0%
Crimes Against Property	2,114	1,748	1,588	1,499	- 29%
Crimes Against Society	670	640	628	560	- 16%
Traffic Accidents	738	524	542	380	- 49%
Non-UCR (Quality of Life)	1,473	1,396	1,392	1,533	+ 4%
Calls For Service Total	6,269	5,563	5,350	5,250	- 16%
OFFICER INITIATED ACTIVITY (PROACTIVE)					
Crimes Against Society	316	335	381	404	+ 28%
Traffic Stops	2,615	5,597	5,024	6,969	+ 167%
Non-UCR (Quality of Life)	2,955	4,272	3,976	8,485	+ 187%
Officer Initiated Total	5,886	10,204	9,381	15,858	+ 169%
Grand Total	12,155	15,767	14,731	21,108	
<i>% of Reactive Policing</i>	<i>52%</i>	<i>35%</i>	<i>36%</i>	<i>33%</i>	
<i>% of Proactive Policing</i>	<i>48%</i>	<i>65%</i>	<i>64%</i>	<i>67%</i>	

As the table above clearly indicates, by increasing proactive policing efforts, the Office has seen a reduction in calls for service. The most pronounced correlation is between proactive traffic enforcement (up 167%) and the resulting decrease in traffic accidents (down 49%). Overall, the increase in proactive policing (up 169% from 2007) has resulted in a decrease in calls

Josephine County Sheriff' s Office
Budgeting for Outcomes

for service of 16% in the aggregate. In 2010 there were 24,559 calls for service. The average number of deputies per shift is 4.3. Each Patrol deputy handled 5,711 calls for service in a year or 476 each per month.

Taking the analysis a step further, in the year 2000 the Sheriff' s Office had 118 employees. Property crimes are (down 43% from 2000) with 20 less employees. Crimes against persons are (down 23% from 2000) and crimes against society are (down 37% from 2000). This is attributed to efficiencies made through-out the entire Sheriff' s Office by re-organization, and eliminating ineffective operations.

Josephine County Sheriff' s Office
Budgeting for Outcomes

Additional data analysis provides the following information:

Patrol Division

1. Service population decreased by 275 (0.5%), according to the Portland State University Population Research Center
2. In 2010, the average number of deputies on duty was 4.3, an increase of 1.1 deputies from 2007
 - a. Average waiting calls for service decreased 17%
 - b. Average available units increased 56%
3. Patrol staffing hours increased from 12 hours in 2007 to 20 hours in 2010, with an 'On-Call' matrix implemented to respond to all life threatening situations 24 hours a day
4. Traffic citations increased almost 200% between 2007 and 2010
5. Traffic warnings increased 168% for the same time period

Corrections Division

1. Total bookings remained relatively flat, increasing only 1% between 2007 and 2010
2. Average time in-custody increased 113%, from just under 15 days on average in 2007 to almost 32 days in 2010
3. Beyond Available Resources releases decreased by 62%, from 788 releases in 2007 to 299 releases in 2010
4. Staff increases allowed for an increase in average daily population from 105 in 2007 to 150 in 2010

Operational Efficiencies, Cost Savings, and Revenue Generation

Over the past four years the Sheriff has directed staff to focus on increasing operational efficiency, reducing costs wherever prudent, and generating additional revenue whenever possible. The following is a summary listing of these efforts.

Initiative	Result	Division
Paperless reporting	Cost savings	Patrol, Jail, Records
Forms standardization	Efficiency	Office-wide
Revised Federal Contract Bed-rate	Revenue	Jail
Policy/Procedures Revisions	Efficiency	Office-wide
Staff scheduling adjustments	Cost savings	Jail, Patrol
Inmate lawn care at Jail	Cost savings	Jail
In-house training, in-service training	Cost savings	Office-wide
Pay-for-Stay	Revenue	Jail
Inmate correspondence	Efficiency	Jail
New inmate phone system	Revenue	Jail
Booking Failure To Appear warrants	Efficiency	Patrol, Jail
Information Systems integration	Efficiency, savings	Office-wide
Inmate menu revised	Cost savings	Jail
Improved Commissary/Kytes	Revenue, efficiency	Jail
Jail vegetable garden	Savings, efficiency	Jail
Used patrol vehicle fleet purchases	Savings	Patrol
Extended Contract hours for C. J.	Revenue	Patrol
Traffic Unit	Efficiency	Patrol
In-house Dispatching	Savings, efficiency	Office-wide
Grant funding	Revenue	Office-wide
Relocation of CJ sub-station	Savings	Patrol

Operational Efficiencies, Cost Savings, and Revenue Generation for 2011-2012

In addition to continuing with the efficiencies mentioned above, the following is a summary listing of projects for the next fiscal year.

Initiative	Result	Division
Replacement of Public Communications System	Cost savings	Patrol, Jail, Records
Reduce vehicle fleet by 15	Efficiency	Patrol, Jail
Eliminate some Patrol take home vehicles	Efficiency	Patrol
Efficiency audit for each division	Efficiency	Office-wide
Citizen Survey	Efficiency	Office-wide
Community Newsletter	Efficiency	Office-wide

Survey Summary

As stated previously, the Sheriff' s Office underwent a community survey process in late 2007/early 2008. The lists below outline the service level priorities identified during that process. While some of these priorities have been incorporated into the Sheriff' s Office goals and objectives, others are prohibitive simply due to cost to provide these services. Still, they remain long-term goals for the Office, and once stable funding sources have been secured, these will be shifted to higher priority.

Patrol Division Service Level Priorities (Outcomes)

1. Improve patrol staffing levels to decrease response times
2. Provide 24/7 patrol coverage
3. Improve wages/benefits or offer incentive bonuses to retain experienced personnel and recruit professional candidates
4. Increase use of volunteers

Corrections Division Service Level Priorities (Outcomes)

1. Maintain a safe jail environment (for inmates and employees)
2. Staff a full capacity jail
3. Maintain a secure facility (no escapes)
4. Reduce total number of "Beyond Available Resources" (BAR) releases

Support Services Division Service Level Priorities (Outcomes)

1. Improve staffing levels for extended hours of front counter and non-emergent phone line operation
2. Maintain up-to-date case entry data in Records Management System
3. Decrease turn-around time for requests for Incident/Accident Reports

Investigations Unit Service Level Priorities (Outcomes)

1. Maintain participation in local/regional drug enforcement task forces
2. Improve quality of investigative reports yielding successful prosecution
3. Maintain a 'Cold Case' investigations team
4. Provide more staffing for processing crime scene evidence

Measuring Outcomes

Patrol Division

Table 1: Patrol Outcome Measurements	
Outcome	Measurement
Improve patrol staffing levels to decrease response times	<ul style="list-style-type: none"> ▪ CAD data, comparing Calls for Service over time ▪ Personnel records tracking hours worked by division staff
Provide 24/7 patrol coverage	<ul style="list-style-type: none"> ▪ Personnel records tracking hours worked by division staff ▪ Evaluate CAD data for non-patrol hour call-outs to Calls for Service
Improve wages/benefits or offer incentive bonuses to retain experienced personnel and recruit professional candidates	<ul style="list-style-type: none"> ▪ Track personnel turnover by Division - reviewing exit interviews ▪ Evaluate wage scales for comparable counties
Increase use of volunteers	<ul style="list-style-type: none"> ▪ Track volunteer hours donated ▪ Evaluate volunteer programs and services offered

Corrections Division

Table 2: Corrections Outcome Measurements	
Outcome	Measurement
Maintain a safe jail environment (for inmates and employees)	<ul style="list-style-type: none"> ▪ Evaluate Use-of-Force reports generated by Jail personnel ▪ Evaluate Safety Committee and Oregon Jail Standards inspection reports
Staff a full capacity jail	<ul style="list-style-type: none"> ▪ Evaluate Average Daily Population data
Maintain a secure facility (no escapes)	<ul style="list-style-type: none"> ▪ Evaluate Jail Management System data regarding escapes

Josephine County Sheriff's Office
 Budgeting for Outcomes

	<ul style="list-style-type: none"> ▪ Evaluate Oregon Jail Standards inspection reports
Reduce total number of "Beyond Available Resources" releases	<ul style="list-style-type: none"> ▪ Evaluate Annual BAR release data ▪ Evaluate underlying offenses of inmates released BAR

Support Services

Table 3: Support Services Outcome Measurements	
Outcome	Measurement
Improve staffing levels for extended hours of front counter and non-emergent phone line operation	<ul style="list-style-type: none"> ▪ Evaluate and compare personnel staffing calendars and personnel timesheets ▪ Evaluate phone calls received by Records
Maintain up-to-date case entry data in RMS	<ul style="list-style-type: none"> ▪ Evaluate RMS data on case entry dates vs. report issued date
Decrease turn-around time for requests for Incident/Accident Reports	<ul style="list-style-type: none"> ▪ Evaluate pending requests over prior year period

Investigations Unit

Table 4: Investigations Outcome Measurements	
Outcome	Measurement
Maintain participation in local/regional drug enforcement task forces	<ul style="list-style-type: none"> ▪ Evaluate staff hours billed by Task Force participants ▪ Evaluate forfeitures initiated by Task Force participants
Improve quality of investigative reports yielding successful prosecution	<ul style="list-style-type: none"> ▪ Evaluate cases referred to DA's Office by Investigators for case status
Maintain a 'Cold Case' investigations team	<ul style="list-style-type: none"> ▪ Evaluate 'cold case' load for each volunteer ▪ Evaluate significant actions taken for each 'cold' case



Josephine County, Oregon

Human Resources Office

Josephine County Courthouse
500 NW 6th Street Dept 11 / Grants Pass OR 97526
(541) 474-5217 / FAX (541) 474-5218 / TTY (800) 735-2900

POSITION DESCRIPTION

Job Title: Undersheriff
Department: Sheriff
FLSA Status: Exempt
Job Code: 2908
WC Code: 7720
Effective Date:
Change Effective: January 1, 2010
Pay Grade: NU21
Union: Non-Union (Management, At Will Position)

SUMMARY

Is appointed by the Sheriff to serve as the Undersheriff and second command. This is an administrative position serving at the pleasure of the Sheriff. Is responsible for the operations of a specific facility, unit or project within the Sheriff's Office; to plan, organize and supervise operational functions and activities; to schedule rotation of staff, to implement procedures; to ensure compliance with legal and/or contract requirements; to assess situations and utilize resources as appropriate; to conduct contract negotiations; to participate in operations; to develop and administer a budget; and to handle special assignments as required. This is an administrative position which requires the application of management and organization principles and specialized knowledge in the area of law enforcement methods, systems and procedures. Work may be performed in stressful situations. The Undersheriff is required to interpret and apply extensive knowledge of federal, state and local laws and regulations which apply to situations involving the numerous aspects of law enforcement. The position assumes responsibility for the overall operation of a facility, operation, or program with on-call 24 hour a day, seven day a week accountability. Tasks are governed by established policies, procedures, statutes and regulations. The Undersheriff is responsible for the training, development, supervision of highly trained professionals in the field of law enforcement. The Undersheriff is responsible for ensuring that all Sheriff's Office activities are performed efficiently. Position establishes and maintains close working relationships with county officials, judges, attorneys, the District Attorney's Office, other law enforcement agencies, social agencies and the community.

Position reports to the Sheriff, and may receive instructions involving administrative matters from the Sheriff. Activities are reviewed for adequacy of professional judgment, compliance with policies, and achievement of results consistent with the goals and objectives of the Sheriff. The Undersheriff performs complex operations with latitude for independent actions and decisions.

ESSENTIAL DUTIES AND RESPONSIBILITIES

(Illustrative Only. Any single position in this classification will not necessarily involve all of the listed duties below and other positions will involve duties which are not listed. These duties represent the essential functions needed of persons in this classification.) Under the direct supervision of the Sheriff the position:

- A. Supervises all the Sheriff's Office activities within assigned division through a chain of command extending first to the Lieutenants and Business Manager and then to the Sergeants. Assumes the duties and responsibilities of other administrative members in their absence.
- B. Ensures that the Sheriff is fully and accurately informed of all unusual, serious or difficult problems.
- C. Reviews all recruiting, hiring, and promotional procedures within the assigned division in accordance with the policy on hiring.
- D. Supervises Lieutenants and makes decisions on personnel actions such as hiring, termination, discipline and promotion. The Undersheriff has the authority to adjust grievances of personnel when moved or brought to his/her level.
- E. Evaluates assigned employees on job performance and reviews all personnel performance evaluations from the assigned division.
- F. Develops, implements and monitors office programs, the budget expenditures and short and long range goals and objectives as delegated by the Sheriff.
- G. Provides assistance to the Sheriff on matters pertaining to administrative activities including the preparation of varied and complex reports, budgets, contracts, surveys and statistical data gatherings.
- H. Provides employees with technical and/or professional assistance as needed. Coordinates training and development for assigned staff members.
- I. Establishes and maintains positive working relationships with other county officials, state and federal officials, social agencies, and community members in an effort to meet the goals and objectives of the Sheriff's Office.
- J. Review court decisions and case laws regarding law enforcement activities and correctional activities, rights of individuals and due process procedures. Ensures that all members of the Sheriff's Office are informed of the latest legal activities which may have an impact on the Sheriff's Office policies and procedures. Keeps the Sheriff advised on legal issues.
- K. Directs investigations regarding citizens' complaints against assigned employees. May investigate or direct the investigation and review the findings for validity.
- L. Ensures Sheriff's auxiliary programs such as Search and Rescue, Reserves and Posses are represented and maintained in a manner consistent with expectation of the Sheriff.
- M. Attends public meeting as a representative of the Sheriff and the Office. Must be accomplished at public speaking and provide information to groups, organizations and the media concerning issues specific to the Sheriff's Office.
- N. Performs other related duties as assigned.

SUPERVISORY RESPONSIBILITIES

Directs the activities of division managers and program managers, and program supervisors who in turn oversee a total of approximately 80 employees. Responsible for the overall direction, coordination, and evaluation of the entire Office. Carries out supervisory responsibilities in accordance with the organization's policies and applicable state and federal laws. Directs the daily operations of the Sheriff's Office to include Patrol, Detectives, and Corrections.

QUALIFICATIONS

Requires extensive knowledge and experience in all phases of field and administrative police work and the ability to communicate that knowledge and experience to others. This includes long and short range planning and implementation through crime and procedural analysis to accomplish the goals and objectives of the Office. Requires an extensive knowledge of crime prevention, criminal investigation, identification and apprehension, civil rights, search

and seizure, rules of evidence, and employee relations, the care, control and custody of prisoners, and records systems. Must have an extensive knowledge of judicial systems, criminal prosecution system and state and federal criminal laws. A thorough knowledge of the geography of the county and the locations of potential criminal activities is required.

Requires the ability to perform in all divisions of the Sheriff's Office and supervise the assigned section supervisors in personnel activities, training, and short and long range planning to accomplish the goals and objectives of the Office. Required to prepare and submit comprehensive reports for his assigned areas of responsibility for the purposes of office budgeting and management. Required to analyze complex law enforcement and administrative problems in the areas of assignment. Requires a working knowledge of related police equipment.

EDUCATION AND EXPERIENCE

Thorough knowledge and experience in all phases of patrol and investigative police work and the ability to communicate that knowledge to assigned personnel. Bachelor's degree from an accredited college or university with major coursework in business administration, public administration, or a related field or any combination of experience and training that would provide the required knowledge, skills and abilities. Four years of increasingly responsible experience in a variety of administrative functions and program management, including two years of supervisory experience. Public sector experience is highly desirable

JOB IMPACT

Errors in judgment or irresponsible behavior may have a major impact on the financial situation of the Sheriff's Office, the civil rights of employees, as well as the public. Judgmental errors could become the basis for legal actions against the county and subject the incumbent to personal litigation.

JOB CONTACTS

The position generally has contact with other County departments, divisions, programs; state and federal agencies; community professionals; the public and the news media to receive or provide information. Frequent contacts are made with other County Departments, Divisions and Programs, other governmental agencies, outside agencies and the public.

LANGUAGE SKILLS

Ability to read, analyze, and interpret the most complex documents. Ability to respond effectively to the most sensitive inquiries or complaints. Ability to write speeches and articles using original or innovative techniques or style. Ability to make effective and persuasive speeches and presentations on controversial or complex topics to top management, public groups, and/or boards of directors.

MATHEMATICAL SKILLS

Ability to work with mathematical concepts such as probability and statistical inference. Ability to apply concepts such as fractions, percentages, ratios, and proportions to practical situations.

REASONING ABILITIES

Ability to define problems, collect data, establish facts, and draw valid conclusions. Ability to interpret an extensive variety of technical instructions in mathematical form and deal with several abstract and concrete variables.

OTHER SKILLS AND ABILITIES

Ability to read, analyze, and interpret business periodicals, professional journals, technical procedures, or governmental regulations. Ability to prioritize and organize assignments. Ability to write reports, business correspondence, and policy and procedure manuals. Ability to effectively present information and respond to questions from groups of managers, clients, customers, and the general public. Ability to respond courteously and tactfully, and establish and maintain effective working relationships with other employees and officials, outside officials and agencies and the public. Ability to communicate with angry or hostile individuals.

CERTIFICATES, LICENSES, REGISTRATIONS

Must be eligible for an advanced and management certification from the Oregon State Board on Police Safety Standards and Training.

BACKGROUND INVESTIGATION

Those employed in this position are subject to a background investigation. Conviction of a crime will not necessarily disqualify an individual for this classification.

WORK ENVIRONMENT

This position works primarily in the office for management and administrative duties. This position is impacted by urgent time deadlines, heavy or uncontrollable work flow, hostile customers, the need to make quick decisions, the need for extreme accuracy and attention to fine detail, uncontrollable interruptions and the need to frequently shift attention which are all related to the nature of the work which is to ensure that the work of the department is completed in a timely manner at a quality required to provide service to the public and administration and to meet mandated timelines.

PHYSICAL REQUIREMENTS

The physical demands described here are representative of those that must be met by an employee to successfully perform the essential functions of this job. Reasonable accommodations may be made to enable individuals with disabilities to perform the essential functions.

PHYSICAL REQUIREMENTS

Check if required for essential job function	Activity	Never 0%	Occasionally 1-33%	Frequently 34-66%	Continuous 67-100%
<input checked="" type="checkbox"/>	Standing	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Sitting - 1/2 hour plus	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Moving about work area	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>	Bending forward	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Stoop position - 1 minute plus	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Climbing stairs - 1 floor	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Crawling - hands & knees	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Reaching overhead	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Lifting strength	# of pounds = 150 lbs			
<input type="checkbox"/>	Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Patient Lifting	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Lifting Overhead	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Moving carts, etc.	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Carry items	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>	Dexterity/Coordination	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>	Keyboard Operation	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>	Rapid-mental/hand/eye coord.	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
<input checked="" type="checkbox"/>	Operation of motor vehicle	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Speech, Vision & Hearing

<input checked="" type="checkbox"/>	Distinguish colors	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
<input checked="" type="checkbox"/>	Distinguish shades	Yes: <input checked="" type="checkbox"/> No: <input type="checkbox"/>
<input checked="" type="checkbox"/>	Depth perception	Describe:
<input checked="" type="checkbox"/>	Ability to hear	Normal Speech Level:
<input type="checkbox"/>	Other Spec. Hearing Req.	Describe:

Exposure - Environmental Factors

<input type="checkbox"/>	Heat	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Cold	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Humidity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Wet Area/Slippery	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Noise	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Dust	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Smoke	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Vibration	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Chemical Solutions	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Uneven Area	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Ladder/Scaffold	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Ionization	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input type="checkbox"/>	Radiation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<input checked="" type="checkbox"/>	Body Fluids	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



How Can We Serve YOU Better?

We want to know what you think.
Visit <http://jocosheriff.us/survey> to tell us
how we did and how we can improve.

*“Striving to provide superior service
in a professional, ethical and fiscally
responsible manner.”*





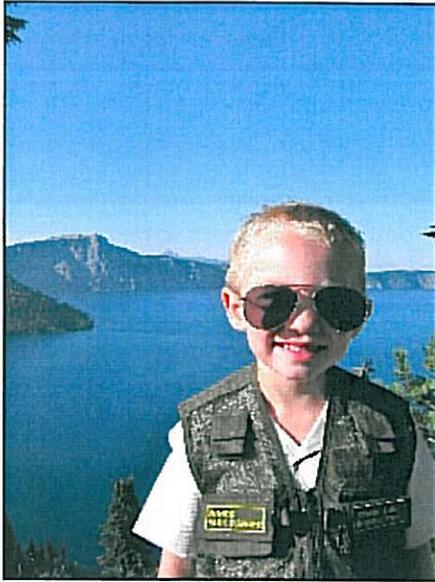
JOSEPHINE COUNTY

Sheriff News

601 NW 5th Street
Grants Pass, OR 97526
(541) 474-5123
<http://jocosheriff.us>

Volume 1, Issue 2 • April 2011

Hiker Safety Tips



Junior Park Ranger Johnathan Iles leads a hike on the Crater Lake Rim Trail.

The hiking season is upon us, and we've already received reports of stranded adventurers who needed rescuing.

Two such adventurers, Terry McCarthy and Timothy Holder of Albany, were located quickly and without incident on March 27th, because they told friends and family where they were headed:

"They told people where they were going and told someone to send help if they didn't return at a certain time — just like people who travel in the woods should."

- Deputy Jason Stanton

It shows how something just that simple can determine whether

your trip is a fun adventure or a dangerous disaster.

So wherever you're headed, whether it be by foot, boat or car, the Sheriff's Office asks that you please follow these tips:

- **Let someone know where you're going!** Whenever possible, provide detailed directions with points of interest.
- **Use established trails.**
- **Bring plenty of food and water.** Don't drink straight from streams. As pretty as they are, they could contain bacteria.
- **Check the weather reports before you leave.** Make sure the trail you are hiking, or the road you will be picked up on, won't be blocked by snow or fallen trees.
- **Don't travel alone.**
- **Bring basic gear:** a lighter or matches, a knife, a simple first aid kit, a flashlight and toilet paper are essentials.
- **Exercise common sense.**

"Striving to provide superior service in a professional, ethical and fiscally responsible manner."

Traffic Stops: What to Do When You're Pulled Over

- Pull over in a timely manner.

"A lot of people keep on driving looking for a safer spot, but that gets us thinking that they're plotting or hiding something."

-Deputy Eric Sarmiento

- Keep your car parallel to the road, and don't try to turn around.
- Stay in the vehicle, unless instructed otherwise.
- Keep your hands visible at all times.
- Be polite and respectful.
- If you have a weapon in the car, DO NOT reach for it. Advise the deputy as soon as possible that you have a weapon, and notify him or her of its location.
- Have all your documentation (license, registration and proof of insurance) packaged neatly and easily accessible.

Red Fridays

Join us in showing support for our military servicemen and women by wearing red on Fridays.

www.redshirtfridays.org

Anonymous Tip Line

Did you know the Sheriff's Office has an anonymous tip line where you can leave tips on suspect whereabouts and incidents? To make an anonymous report, call **541-474-5160**.

Star Volunteers: Thank You Don & Mona Parten!



Mona Parten has been a dedicated and tireless volunteer for five years now. Her "office" is a 6700 square foot building containing thousands of found and seized items of property.

At the Evidence Warehouse, Mona assists with the safe

storage and disposal of property. (She even endured the many years that the department was without insulation, meaning very cold winters and hot summers.)

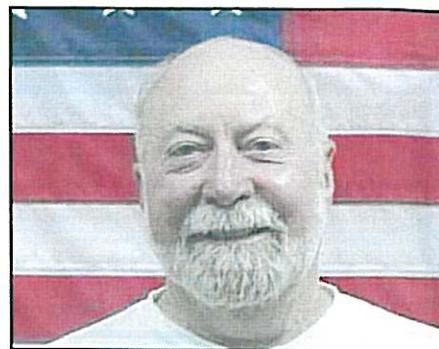
Mona also handles most of the department's filing, which is no small task.

She offers valuable suggestions for improvements to the department and even helped train two part-time hires.

During Sheriff's Office auctions, she puts in almost full-time hours.

Without ever being asked, Mona thoroughly completes most of our janitorial duties.

The integrity and work ethic with which Mona serves this office are truly incredible.



Don Parten came to us in fall 2004 and is the perfect volunteer. He has a heart of gold and has been an incredible asset to the Reserve Unit.

He spends 20 to 40 hours per week running the Reserve office smoothly and efficiently. On average, he keeps track of ten sworn Reserves, ten to 15 recruits attending the Reserve Officer's Law Enforcement Academy (ROLEA) and another ten to 15 recruits who are being prepared for the next ROLEA.

Don handles all advertising and recruiting. He contacts the applicants, administers the written tests, prepares the oral interviews and collects the background information for the investigator.

Don handles all Reserve uniform and equipment needs. He keeps the Reserves informed of events, meetings and training. He also tracks their hours each month and maintains their files.

Don always has a cheerful attitude and is a pleasure to work with. He has been an incredible help to the Reserve Unit, the Sheriff's Office and the citizens of this county. Don will be greatly missed and hard to replace when he decides to "retire."

The hours of "free" labor that **Don and Mona** have given over the years have saved the Sheriff's Office thousands of dollars. They and their talents are truly amazing gifts.

Deputies on Target



Deputy Ernie Fields is best known as the resident marine deputy; however, this winter he came back to the road while marine activity was low.

Fields has put in extra effort, doing presentations for local schools on sexual assault prevention and water safety.

He was featured on KTVL News 10 last week for detaining a thief while he was off-duty. Even in his off time, he represents the Sheriff's Office mission of providing superior service.



Deputy Sandy Humphres works diligently at whatever is asked of her and always has a positive attitude.

She is an asset to the jail and is willing to work overtime whenever needed.

Humphres is also the first female from Josephine County to complete an advanced tactical lock course, which covers lock picking techniques that will be invaluable to the jail.

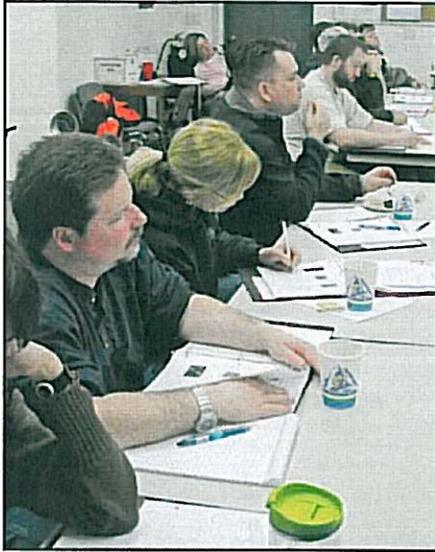


JOSEPHINE COUNTY

601 NW 5th Street
Grants Pass, OR 97526
(541) 474-5123
<http://jocosheriff.us>

Sheriff News

Volume 1, Issue 1 • March 2011



10th Search & Rescue Academy a Success

The Search & Rescue (SAR) Division had 104 participants attend its February 27th class of the tenth Oregon State Sheriff's Association (OSSA) SAR Academy.

Classes began February 25th and will conclude on April 17th.

The academy covers topics such as map and compass, global positioning systems (GPS), man-tracking, wilderness survival, radio communications, search techniques, cold weather

emergencies, helicopter safety and crime scene preservation.

This year's schedule includes a land navigation "Boot Camp" and an overnight campout that will occur in April.

The academy is open to all interested citizens and costs \$10 per student. Students must be at least 16 years old, with no maximum age. No prior experience is required.

For more information, or to register for the next Search & Rescue Academy, contact Josephine County Emergency Management at (541) 474-5301 or e-mail sar@co.josephine.or.us.

Proactive Policing: Sex Offenders Swept

Based on the list of out-of-compliance sex offenders provided by Oregon State Police, our deputies have been searching for approximately six offenders in our county per week.

The program has been in effect since the end of December and has resulted in seven offenders arrested, two cited, 13 identified to have moved out of state, and five who registered shortly after the sweeps were publicized, likely as a result.

Other offenders whom we pursued were either unable to be located or out of compliance due to extenuating circumstances, such as being imprisoned elsewhere.

Saving the Whole Family

Josephine County is working hard to ensure that we are all prepared to safely evacuate and take care of our pets and livestock in the case of a disaster.

Part of this preparedness effort involves having volunteers who are ready and trained to help at a moment's notice.

Three types of volunteers are needed:

- **Evacuation Volunteers:** Highly trained citizens who can transport small and large animals to temporary shelter facilities
- **Shelter Volunteers:** People who can help at the temporary shelters by feeding, cleaning and caring.
- **Facility Volunteers:** People willing to temporarily house livestock at their personal facilities during a disaster.

To learn more, attend one of the two community meetings:

March 26 10am - 12pm
County Administration Building
102 South Redwood Hwy
Cave Junction, OR

March 31, 7 - 9pm
Josephine County Fairgrounds
Floral Building
1451 Fairgrounds Rd
Grants Pass, OR

<http://jocosheriff.us/emergency/animals.html>

Deputies on Target

Detective John Auburn is commended for his six-month investigation into an investment scheme centered on claims of a tribal gold mine in the Republic of Ghana. He successfully arrested Andrew Meyer on charges of Aggravated Theft and Attempted Aggravated Theft. He also coordinated the arrest of a second suspect by working with Portland Police Bureau detectives.

Deputy Robert Baker is a new deputy who has demonstrated admirable work ethic. He is willing to come in and help whenever needed and is always on time. He learns from his mistakes and promptly corrects them. He has been at the forefront of using new technology to solve cases; using a website called LeadsOnline, he diligently checks for matches between burglary suspects and sellers to local pawn shops. He truly goes the extra mile by striving to identify new leads and get property back to its rightful owners.

Deputy Spike Kelly has been with the Sheriff's Office since '96. He recently completed a two-year special assignment as Court Security Deputy. Since his return to the jail, he has been active as a Field Training Officer. He takes this assignment seriously and is a major asset to the program. He shows great dedication in assisting less senior deputies to develop their work ethic and practices. If he identifies areas in the jail that need improvement, he takes appropriate steps to implement change. He demonstrates a positive and professional demeanor every day.



KEVIN CHARLES VISCHER
11/17/78
FAIL TO APPEAR I

Failure to Appear Warrants Now Front & Center

Sheriff Gilbertson has determined that Failure to Appear (FTA) warrants should be publicized to aid our office in apprehending fugitives from justice.

Each FTA warrant costs our county approximately \$800, calculated conservatively based on court operation costs, deputy salary and attorneys' fees. That amounts to \$2.4 million a year.

As such, we have launched a new webpage that will be updated every Monday with the FTA warrants that were issued the week prior.

<http://jocosheriff.us/proactive/fta.html>

Klamath County Sheriff's Office has a similar program that enjoys great popularity and success. Coordinator Rene Cardinas says not only do they receive tips, but subjects often turn themselves in simply to avoid the embarrassment of having their face out there.

We hope to see similar results here in Josephine County. If you have information on one of the FTA subjects, call (541) 474-5123 and hit "5" for the Records Division.

Retired Officers Can Qualify to Carry Concealed Nationally

Retired police officers can qualify to carry their concealed weapon in 50 states by completing a qualification course sponsored by the Sheriff's Office.

The course complies with The Law Enforcement Officer's Safety Act, HR 218, which was passed in 2004 to allow retired officers who meet skill requirements to carry a concealed weapon outside their state of service.

The qualifications will be held rain or shine at the Josephine County Sportsman Park on **March 11, 8:30 a.m. to 12:00 p.m.** and on **March 19, 12:00 p.m. to 4:00 p.m.**

Successful participants will receive a card which, in conjunction with their retired police identification card, indicates they are qualified and legally permitted to carry concealed nationally.

To find out more, visit jocosheriff.us/qualify.html, call (541) 474-5123 or pick up an informational flyer at the Sheriff's Office

“ Striving to provide superior service in a professional, ethical and fiscally responsible manner. ”