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MEMORANDUM

DATE: May 8, 2023
TO: Chair and Members of the Personnel and Finance Committee
FROM: Kerry Porter, Captain of Field Services
RE: DIV – Detective Position (#2285) Vacant for More Than Six Months

County Ordinance 29.52(15) requires the Personnel and Finance Committee and the County Executive approve filling positions that are vacant longer than six (6) months. We have one (1) **DIV - Detective Position (#2285)** that has been vacant for longer than six (6) months. This position has intentionally remained vacant due to the overall deputy vacancies that exist throughout the Sheriff's Office. Due to both a nationwide shortage of law enforcement applicants, in addition to an unusually large amount of deputy retirements, the Sheriff's Office has suffered a larger than typical amount of deputy vacancies. In an effort to spread those vacant positions to a variety of ranks, workgroups, and divisions, both promotional processes and lateral movements were at times strategically delayed. If we had filled all vacant promotional positions right away, it would have had a disproportionately negative impact on our newest deputies. The trickle-down effect of immediately filling promotional positions and lateral movement would mean our newer deputies would be responsible for working much of the required overtime to meet minimum staffing levels. Recruiting and retention efforts have seen some success and we feel we must now fill the vacant Detective position. Therefore, we are respectfully requesting an exemption be made to this Ordinance to immediately fill the current **DIV – Detective** position.

What is the nature of the work or what is the essential function of the position?

Detectives perform basic and advanced criminal investigations by collecting and analyzing information obtained through observation, interviews, interrogations, evidence identification, covert operations, open and closed source intelligence, and internal and external record sources. In addition, detectives write, obtain, and execute search and arrest warrants as well as testify in criminal court proceedings.

How has this function been fulfilled without this position?

The need for this position never went away. The existing Detectives in the Investigative Services Bureau needed to pick up the additional work. The case-loads for our staff have increased to the point it is becoming unmanageable.

What will the impact on the Department's function and mission if the position remains vacant?

The increase in the case-loads for our Detectives has led to the need to triage investigations and prioritize only those that are most significant. Victims of crime have been waiting longer to see their cases resolved and more cases are remaining open investigations. In addition, Detectives are working extra hours, which can lead to burnout and fatigue.