VOL 4 ISSUE 8

BERNALILLO COUNTY
SHERIFF'S OFFICE

www.bernalillocountysheriff.com

THE COMMUNICATOR

AUGUST 2020 NEWSLETTER

Hello residents and visitors to Bernalillo County. Please enjoy our August 2020 issue of the "communicator."

We continue our effort to work with you, our community and visitors of our county to continue to provide you with the superior service you have come to expect.

This newsletter is intended for residents and visitors of the County of Bernalillo, the Sheriff's East Area Command, North Valley Area Command, and South Valley Area Command. The purpose of our newsletter is to keep an open line of communications between you, the citizens, and us, the deputies, who are sworn to protect you and your property.

Please feel free to forward this newsletter to any and all your neighbors who are interested news, crime fighting tips, and communication from the Bernalillo County Sheriff's Office. If any person wishes to be placed on the internet e-mail distribution list please forward that request via e-mail to tgartenmayer@bernco.gov

NEWS FROM THE NEIGHBORHOOD

NEWS FROM THE **EAST AREA COMMAND**

We hope this month's newsletter finds you and your family in good health. The past few months have been difficult for us all and it is more important than ever to try and keep in good physical and mental shape. COVID has been rough on everyone and has changed the way we live our lives and we have to be able to change with it.

BCSO has adapted to some of the challenges that COVID has presented. As you undoubtedly have noticed, our deputies are masked up. This is for everyone's protection, theirs and yours. Neither of us knows where each other have been and masking up adds a layer of protection between us hopefully preventing the spread of COVID.

Crime has also changed up here in the East Mountains, ostensibly due to COVID. We have seen a significant reduction in burglaries, but a huge spike in domestic disputes often leading to violence between partners and children. It is easy for BCSO to increase a presence in business areas and neighborhoods in an effort to curb criminal activity, much more difficult to extend that deterrence into people's homes which is where domestic violence commonly occurs.

COVID has made it difficult for many of us to continue the regular activities we enjoyed prior to the outbreak. Many of the stress relievers we depended on to maintain physical and mental health are not available to us at this time. This, along with the increased exposure to family members dealing with the same issues, can lead to significant strife within the household. It is from this agitation that domestic violence stems. We must be able to recognize when we are reaching our limits and deal with them in a positive manner. How can we do this during quarantines or lockdowns?

We can still exercise, even though gyms may be limited or closed down due to the pandemic. Go out for walks or runs. Responsibly, of course. Get out of the house and put some time in on your bike. Many city aquatic centers are still open for lap swimming. Do SOMETHING that gets your body moving. Physical activity is a stress reliever, and we all could use a little relief right now. Re-engage in your personal hobbies around the house. If you don't have one, try something new that you always wanted to give a shot. Puzzles, books, models or games…do anything that keeps you busy. Find some positive way to release stress.

If you find yourself in a domestic dispute or violent situation, there are resources available to help you. Of course the Sheriff's Department is here to assist, so call us if you need us. In addition, there are resources available to victims that can assist with the aftermath of a domestic violence situation. The Domestic Violence Resource Center is a great place to start. They can be found at https://dvrcnm.org/ or reached by phone 24 hours a day at 505-248-3165. They can provide advice, counseling and advocacy in cases involving domestic violence.

As always, stay safe and if you have any questions regarding East Mountain operations, please feel free to contact Captain Joshua Kingsbury at 468-7220.

NEWS FROM THE **SOUTH AREA COMMAND**

South Valley Pride Day 2020 Celebration Canceled

Plans for the 2021 celebration have already begun

Bernalillo County – South Valley Pride Day 2020 has been canceled. The coronavirus (COVID-19) pandemic has necessitated the cancelation of this year's event.

"Due to the pandemic, with the New Mexico State Fair, the Albuquerque International Balloon Fiesta and other large gatherings being canceled, we have made the decision to cancel South Valley Pride Day 2020 to secure the health and safety of the South Valley community," says District 2 County Commissioner Steven Michael Quezada. "We hope that South Valley Pride will be back, bigger and better than ever, in the spring of 2021."

Nine members of the District 2 community have been chosen as this year's South Valley Pride Day Outstanding Citizens and Bernalillo County is working on creative ways to make sure they will be recognized for that honor.

Bernalillo County is also planning to find other ways for citizens to show their South Valley and District 2 pride with contests and video presentations though the end of the year.

South Valley Pride Day is an annual BernCo Commission District 2 community celebration that brings families and friends together with great food, fun for the kids and great local entertainment.

NEWS FROM THE NEIGHBORHOOD

NEWS FROM THE **NORTH AREA COMMAND**

It is essential for all people to be "good neighbors." We at the Sheriff's Department do our job with professionalism and pride, but we cannot always be everywhere, all the time. We rely on you to do your part to help us in maintaining order and safety throughout Bernalillo County.

There are things that you can do to increase the safety and prosperity of your neighborhoods.

First, and most importantly, we would never ask that you place yourself in harm's way to confront a dangerous situation. That is our job. What you can do, however, is be a good witness. If you see something that does not seem right, tell us. Call our non-emergency number at 798-7000. Give as many details as you possibly can, including physical descriptions, addresses, vehicle descriptions, license plates (if possible), and relay that to our dispatch operators. Do not be concerned if it turns out to be nothing, it is better to be safe than sorry. We will gladly check on your concerns, and even meet with you following our investigation to advise you on what was going on.

Get to know your neighbors. Become familiar with what they look like, what their children look like, what they drive, so when something seems out of place, you can report it. Neighborhood Associations are a good way to become involved with the details of what is going on in your immediate area. Get to know your board members, or even better, become one. By joining this coalition, you place yourself in a position to increase your access to your public safety officials, and can voice your concerns in a time and place where you have our full attention, the association meetings.

We hope that this has given you a few ideas on how to become more involved in your community, and as always, feel free to contact us with any questions or concerns that you may have.

NEWS FROM THE **CRIMINAL INVESTIGATIONS UNIT**

A cold case is a case in which all available investigative leads have been exhausted, but remains open pending the possible discovery of new evidence. The Bernalillo County Sheriff's Office recognizes the importance of solving homicide cold cases and bringing those accountable to justice, giving families long sought closure.

There may be someone in the public who has information that could help solve the case. A witness may have had information at the time the crime occurred, but was afraid to come forward, or received information later and had not known who to contact.

If you have any information, regardless of how much time has passed, please call the Homicide Unit at (505) 468-7111.You may also provide tips by calling Crime Stoppers (505) 843-STOP (7867)

Case Name EDDIE GUERRERO
Case Number Case Number 99-560325

Description On August 24, 1999, 20 year old Eddie Guerrero and his sister Lisa Guerrero were both shot. The two were parked in the 200 block of Sunny Slope Rd. SW. Lisa died at the scene. Eddie was transported to a hospital where he died days later

Case Name LISA GUERRERO
Case Number Case Number 99-560325

Description On August 24, 1999, 30 year old Lisa Guerrero and her 20 year old brother Eddie Guerrero were both shot. The two were parked in the 200 block of Sunny Slope Rd. SW. Lisa was pronounced dead at the scene, she died of multiple gunshot wounds. Her brother Eddie was transported to a local hospital where he died from multiple gunshot wounds 4 days later.

NEWS FROM THE

ADMINISTRATIVE SUPPORT BUREAU

A CSA is an entry level position for those wanting to become Deputies but do not yet meet the minimum re¬quirements to do so.

A Field Services Division (FSD) CSA assists deputies on patrol with traffic accidents, towed and abandoned vehicles, traffic control, report writing, incident scene perimeter security, and delivery of paper¬work. FSD CSA's work in all of the same conditions and shifts as a Deputy would work. They can work either graveyard, day or swing shifts. They are provided a Mobile Data Terminal which aids them in dispatch to calls, law enforcement information and report writing. They can work in the most inclement of weather, rain, snow and also those beautiful southwestern sunny days that we have. With those sunny days and heat, they are a support system to our Deputies and an initial responder to things such as abandoned vehicles, minor crash scenes without injuries, and low level misdemeanor crimes with no offender information for the initial reports.

Administrative Services Division CSA's are responsible for the scanning of employees, inmates and all items brought into the Met¬ropolitan Detention Center using B-SCAN, package scan and metal detector machines. They can also work on any shift, graveyard, day or swing shift. When employees, attorney's visiting their clients, or maintenance personnel of the Metropolitan Detention Center (MDC) arrive at the facility, after going through a Covid-19 screening, they are greeted by the CSA's. A check of MDC's databases is done to insure they are an approved employee, visitor or maintenance person and to check the items which have been approved for them to bring into the facility. They then place their items on the package scanner, much like a security check point at an airport. The items are scanned to make sure no prohibited items are making their way into MDC. They then go through the BSCAN machine, a low level radiation scanner, much like what you go through at an airport security checkpoint, to verify there are no prohibited items such as weapons, unauthorized items or contraband entering the facility. Arrestee's brought in by a law enforcement agency are also scanned through a BSCAN machine to ensure the same security of prohibited items from making their way into the jail.

Judicial Operations Division CSA's have the same responsibilities listed above at the Pre-Trial Services Center with the only exception of that being the use of a BSCAN machine. These CSA's work day shift with varied hours. They are responsible for the scanning of items brought in to the facility through the package scanner and then a scan of a person through a magnetometer. In addition to these duties they can also be assigned to the mail run which is a delivery of all interoffice correspondences and mail for the Sheriff's Department.

The CSA program allows CSA's to learn about the Ber¬nalillo County Sheriff's Department's policies and proce¬dures prior to applying and entering the Academy as a Cadet. No minimum employment time required before applying to the Academy. CSA's go through a Field Training prior to being assigned to their respective division for an on the job analysis of their performance to make sure they can meet the requirements of their assigned duty. The CSA's will also go through a two-week academy to learn the basics for any of these job functions they may be assigned to after working at MDC and prior to assignment in the Field Services Division.

DON'T QUARNTINE YOUR CAREER, START YOUR JOURNEY TODAY!

The Bernalillo County Sheriff's Department has committed itself to adapting operations as we face the growing crisis caused by the global Covid-19 Pandemic. The Bernalillo County Sheriff's Department and the Metropolitan Detention Center (M.D.C.) have put into place extra and very stringent safety precautions when it comes to protecting all personnel and individuals at MDC. The County Security Aides have done an excellent job in mitigating exposures to the Covid-19 virus while following the adaptations we have made by utilizing all PPE and following the Department of Health and CDC guidelines. I am happy to report that to date the CSA's have had no positive cases of Covid-19.

DON’T WAIT, JOIN OUR TEAM TODAY!

CSA’s are full-time employees* that will earn
$14.42/hr, term employees and are eligible for benefits.

SELECTION PROCESS

Apply Online
Entrance Exam Physical Fitness Test
Online Forms- PEQ, PIO and PHS
Background Investigation
Oral Board Interview
Medical Exam/Drug Screen

MINIMUM REQUIREMENTS

Must be 18 years of age or older
Must have a valid Driver's License
Must be a United States Citizen*
Must have a High School Diploma or GED
Must pass CSA entrance exam with a min. score of 65%
Must pass a modified physical agility test, which includes:
1.5 mile run- Minimum 14:24
Push-ups- Minimum 20 in 1 minute
Sit-ups- Minimum 32 in 1 minute

DISQUALIFICATIONS

FELONY CONVICTIONS

on record, entered a plea of nolo contendre to any felony charge or have entered into a pre-prosecution diversion program for any felony charge. Felony arrests will be evaluated on a case by case basis.

MISDEMEANOR CONVICTIONS

within last 3 years from the date of initial testing. Misdemeanor arrests will be evaluated on a case by case basis.

DWI CONVICTIONS

within the last 3 years from the date of initial testing, whether from an administrative sanc¬tion by a Motor Vehicle Department, criminal convic¬tion or military disciplinary action. 2 or more DWI's in the most recent 10-year period. DWI arrests will be evaluated on case by case basis.

MARIJUANA USE
in the last year (12 months).

ILLEGAL DRUG USE
That amounts to a misdemeanor (other than marijuana) will be evaluated on a case by case basis. Any illegal drug use that exhibits a pattern of abuse.

ILLEGAL DRUG USE
in the last 5 years that would amount to a felony crime if in possession.

FINANCIAL
account currently in collections. Written or charged off accounts will be reviewed on a case by case basis.

COUNTY SECURITY AIDE
BERNALILLO COUNTY SHERIFF'S DEPARTMENT
NM

CRIME REDUCTION AND SAFETY TIPS

BACK TO SCHOOL SAFETY TIPS

The Bernalillo County Sheriff's Office wants to remind citizens and visitors that the start of the School year is quickly approaching. In preparation, we would like to share the following "Back to School Safety" information. This information was provided by the National Safety Council and can be viewed in its entirety by visiting the following website. https://www.nsc.org/home-safety/seasonal-safety/back-to-school

As summer ends and children start heading back to school, family life can get hectic. It is important to remember – and share with your children – some key tips that will help keep them safe and healthy throughout the school year.

TRANSPORTATION SAFETY

Whether children walk, ride their bicycle or take the bus to school, it is extremely important that they take proper safety precautions. Here are some tips to make sure your child safely travels to school:

WALKERS

Review your family's walking safety rules and practice walking to school with your child.

- Walk on the sidewalk, if one is available; when on a street with no sidewalk, walk facing the traffic
- Before you cross the street, stop and look left, right and left again to see if cars are coming
- Make eye contact with drivers before crossing and always cross streets at crosswalks or intersections
- Stay alert and avoid distracted walking

BIKE RIDERS

Teach your child the rules of the road and practice riding the bike route to school with your child.

- Ride on the right side of the road, with traffic, and in a single file
- Come to a complete stop before crossing the street; walk bikes across the street
- Stay alert and avoid distracted riding
- Make sure your child always wears a properly fitted helmet and bright clothing

BUS RIDERS

Teach your children school bus safety rules and practice with them.

- Go to the bus stop with your child to teach them the proper way to get on and off the bus
- Teach your children to stand 6 feet (or three giant steps) away from the curb
- If your child must cross the street in front of the bus, teach him or her to walk on the side of the road until they are 10 feet ahead of the bus; your child and the bus driver should always be able to see each other
- Get the facts on bus safety from Injury Facts

DRIVING YOUR CHILD TO SCHOOL

Stay alert and avoid distracted driving.

- Obey school zone speed limits and follow your school's drop-off procedure
- Make eye contact with children who are crossing the street
- Never pass a bus loading or unloading children
- The area 10 feet around a school bus is the most dangerous for children; stop far enough back to allow them to safely enter and exit the bus

TEEN DRIVERS

Car crashes are the No. 1 cause of death for teens. Fortunately, we can do something.

- Teens crash because they are inexperienced; practice with new drivers every week, before and after they get their license
- Set a good example; drive the way you want your teen to drive
- Sign the New Driver Deal, an agreement that helps define expectations for parents and teens

NEWS FROM THE SHERIFF'S OFFICE

Unit Highlight
Special Victims Unit (SVU)

Since 2017, the Bernalillo County Sheriff's Office Special Victims Unit has been dedicated to working a backlog of 544 cold case sexual assaults.

This backlog occurred because past policy by many laboratories was that only Sexual Assault Kits with a known offender were tested. Recent changes to law and policy now require all kits to be tested, regardless if there is a known offender.

These cases may have evidence that has not been forensically examined for DNA, some even stretching to the late 1980's. As of this year, all cases have been identified and submitted for testing to either the New Mexico Department of Public Safety Forensic Laboratory or has been outsourced for DNA testing to private laboratories by the Metropolitan Forensic Science Center (APD Crime Lab).

As with many cold case investigations, it can be difficult to locate victims, especially after many years. If you, or someone you know, was a victim of a sexual assault before March 2, 2017, your evidence kit may have been identified in the backlog. Please feel free to reach out to the Special Victims Unit at (505)975-9588.

PROMOTIONS

Please join us in congratulating the following personnel whom were promoted to the following ranks by Sheriff Manuel Gonzales III on July 30, 2020.

Sergeant Matthew Rael	Promoted to the rank of Lieutenant
Deputy Luke Edwards	Promoted to the rank of Sergeant
Deputy Donald Hix	Promoted to the rank of Sergeant
Deputy Matthew Volk	Promoted to the rank of Sergeant
Deputy Ryan Zamora	Promoted to the rank of Sergeant

NEWS FROM BERNALILLO COUNTY

BERNCO PUBLIC ART ANNOUNCES CALL FOR PHOTOGRAPHS FOR ALVARADO SQUARE ART

DEADLINE AUGUST 31, 2020

Bernalillo County – The Bernalillo County Public Art program is announcing a call for artists to submit photographs for use in the building design of the new county headquarters at Alvarado Square.

Photographs chosen will help create a welcoming environment for customers, county employees and the public. The photographs will be printed in a large scale and used on the walls of Alvarado Square's elevator lobbies, and additional photographs may be used on the windows of the new Bernalillo County Sheriff's Office suite.

The public art program is seeking photographs that represent the story and character of Bernalillo County, including the people, places, landscapes and events of the county.

Chosen photographers will receive $1,500, with a limit of one photograph per artist. Copies of the winning photographs will also be framed and added to the public art program's permanent collection.

The deadline for submissions is Aug. 31, 2020 by mail or email. Complete submission guidelines are available online at bernco.gov/community-services/current-call-for-entries.aspx. There is no fee to submit a proposal.

Emailed submissions must be received by Aug. 31 (11:59 p.m. Mountain Standard Time) and mailed submissions must be postmarked before Aug. 31. Photographers submitting proposals must reside in New Mexico.
Alvarado Square is the new headquarters of Bernalillo County and the site of the new Bernalillo County Commission chambers. Alvarado Square will bring many county services into a single location for easier access by residents. The

RECRUITING OFFICE

NEWS FROM BCSO RECRUITER
DEPUTY ANTON MALTBY

In 2012, I was given a great opportunity to become one of two Recruiters for the Sheriff's Office. At that time, when my partner and I were selected, our department had been without any recruiters for approximately six months, and we were given the opportunity to start with a clean slate. It was, to say the least, a substantial learning curve, and it took me a couple of years to become comfortable with what I was doing. We had no prior recruiting knowledge, very little training, and no mentor to point us in the right direction. It was a tough road to travel, with a lot of mishaps and missed opportunities along the way. However, we were able to be creative and progressive in trying new ways to recruit applicants. Since the time I joined the Recruiting Unit, our department, like many others across the country, has seen its fair share of ups and downs, but we are still able to recruit very qualified individuals to become Sheriff Deputies. People would ask us what our secret was, how we were different from other agencies, and why we were not struggling for applicants like other departments around us. I started to ask myself these questions as well. That is when it came to me, that there are a few important reasons why our department is different from the other law enforcement agencies around us. These differences are time, investment, culture and authenticity.

Through reflection and analysis, I realized that we would take as much time as needed to identify the skills and talents each individual could bring to our department, and not always disqualify them immediately because of their past mistakes that others may think would keep them from becoming a great Sheriff's Deputy. Additionally, we show the applicants how invested we are in recruiting, hiring, training, and retaining them. We make it clear to the applicant that our Sheriff's Office policing culture is different from all of the other Law Enforcement agencies in the Metro Area, and possibly the State. Finally, we work to make sure we are authentic in the way we recruit for our department.

TIME

Time needs to be your friend in the recruiting business. You will always get a lot of pressure to move applicants through the process as quickly as possible, pressure to seat academies, pressure to seek out and find the most highly qualified candidates from your community, and pressure to do it all on an extremely truncated timeline. Do not let these pressures get to you or slow things down. Let your recruiting and hiring process work for you the way that it is supposed to. Take your time to look at each applicant for who they are and what talents or skills they can bring to your agency.

Do not be afraid to look at individuals that may not have had a stellar past, and on the contrary, look to see if they have matured, changed and learned from their mistakes. Individuals who come to you with more life experience and have learned from past mistakes tend to be a more rounded applicants and will have the grit to endure, adapt, and overcome the trials and tribulations that accompany a career in Law Enforcement. Let me be clear, EVERY Law Enforcement Agency in the country needs to have a well-defined group of automatic disqualifiers that are in place to prevent dangerous, manipulative and corrupt individuals from dishonoring the badge and everything we stand for. We cannot just open the doors and let everyone in, but time, which equals distance from an event or events, growth through maturity and changes in lifestyle need to be taken into consideration when recruiting individuals for your agency. Discovering the traits and values that each applicant possesses takes time.

INVESTMENT

I realized that one of the changes I needed to make as a recruiter was to show each individual applicant and potential future member of the Sheriff's Office that we are invested in them to successfully submit an application, make it through the hiring process, obtain a seat in the academy, and most importantly, have a great career serving their community. In order to do this, I made sure that I had some good one-on-one time with each candidate, whether it be at a career fair, on a military installation, at a University, over the phone, or by inviting them into the office to speak to me about some of their concerns. I would talk to them about how I or the other Recruiter would be there with them through every step of the process, right up to the time they get selected to join the Sheriff's Office. Not only will I work my hardest to champion each and every one of them as they work their way through our long and extensive hiring process, but I would make sure that I checked on their wellbeing as they make that transition from civilian to deputy going through the Academy. The investment doesn't stop there. I explain to the applicants that the Drill Instructors (DI's) are hand-picked for each class and how this practice ensures the DI's are invested in mentoring and teaching each Cadet as they work towards becoming deputies because the DI's names are tied to all of those individuals in that cadet class, for better or worse. This investment gets transferred to the Field Training Officers, and then to the Sergeants, Lieutenants and so on up the Chain of Command, but it always starts with me. I make sure that the applicant feels my commitment and support for them from the very beginning, and it makes a world of difference.

CULTURE

As I thought about the first two reasons just mentioned, I realized that our culture is what makes my department different. We are different from many other agencies around us, and it shows. Our culture is different because we work very hard building trusting teams and units under the umbrella of the Sheriff's Office, which then creates a trusting department as a whole. A trusting team is one in which the supervisors create an environment where their people are able to work at their natural best, and work without a fear of humiliation or retribution. Because our department is built on trust, our leaders make more of an investment in our people, which then allows our deputies to make more of an investment in their community. The difference is that our leaders create a circle of safety where the deputies feel free to be themselves, feel that they can admit to mistakes they make and feel like their bosses are there to see them succeed. We hire individuals that have a servant's heart, those who want to give back to their community, and leave people better than when they found them. Our department promotes this compassion and empathy from applicants, cadets and deputies. We want our deputies to be forward thinking individuals who are not afraid to let their compassion and empathy show to all of the individuals they come in contact with. As a department we supplement these wonderful traits of our deputies with the training needed to safely and effectively help our citizens, while still enforcing the laws. This is reflected in the way our deputies respond and treat the members of our community. So, when I go out and look for individuals to join the Sheriff's Office, I tell them all about our policing culture and why we are different from the other agencies around us. I also show them how we will champion our Deputies to use their skills and talents to better the lives of the people they serve, their fellow co-workers, and themselves. I tell the potential new member of our team that if they apply and make it through our hiring process, we will champion them also.

AUTHENTICITY

I once heard that "authenticity was the ability to stand within your own truth." I took this to heart in my life, my career and in my position as a recruiter for my department. Being authentic means that we take our values and beliefs and use them through words, thought and behaviors, putting them into action. When a person is looking for a career, especially one in law enforcement, whose values and beliefs are to serve and give back, they want to find a department that is authentic and holds the same values and beliefs that they hold. When I am able to authentically convey our department's values and that they hold. When I am able to authentically convey our department's values and they align with the applicant's, they are more likely to join our department. I also believe that in order to be authentic, one has to be vulnerable. Let me explain what I mean by being vulnerable. It is not about showing weakness or breaking down into an emotional mess every time someone shows you videos of cute puppies or babies. Being vulnerable as a recruiter is being able to talk to an applicant about the not so glamorous aspects of police work, such as the extreme long hours of shift work, the mental and emotional strain that this job places on the applicant and their family, the hours and hours of paperwork that accompany a call or the long days in court after working a graveyard shift. Being vulnerable as a recruiter is also about being willing to talk to the applicant about all of the quote-unquote non-police work tasks that we perform on a routine basis, like changing tires, searching for lost family pets, buying shoes or bicycles for children of the poorest families in your patrol area, helping an 80-year-old widower get her heat on in the winter time. I truly believe that this is what being authentic is all about and I have seen it first hand from deputies throughout my department. When I talk about these things to someone who may be interested in joining the Sheriff's Office, I am showing them the vulnerabilities of the men and women that work here and how that has become the strength and foundation of our police culture. Applicants that connect with the truths that I tell them and see that I am authentic and vulnerable, usually choose our department over some of the other larger, well-known agencies, regardless of how many more incentives those departments may offer them.

CONCLUSION

Once I thoughtfully reflected about the time, investment, culture and authenticity that makes the Bernalillo County Sheriff's Office different, I stopped recruiting individuals who only look amazing on paper, with no faults, failures or obstacles in their life. I started to recruit individuals who may have some mistakes in their past, but have matured and learned from their mistakes over time. I started to show applicants how If, my fellow Deputies, the Sheriff and his Command Staff, really take it upon ourselves to be invested in each member of our department, and help them harness their full potential. I made sure that the applicants were able to see how our policing culture is different from other departments around us and I am authentic when I speak to applicants about the career, lifestyle and family that they were looking to join. When I applied these concepts to my recruiting efforts, it expanded my recruiting capabilities and made me unafraid to recruit differently!