

# ATTACHMENT

For Item

#32

Tuesday, December  
5, 2023

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**From:** [henkinp@earthlink.net](mailto:henkinp@earthlink.net)  
**To:** [Council District 4 - Monica Montgomery Steppe](#); [Desmond, Jim](#); [Anderson, Joel](#); [Vargas, Nora \(BOS\)](#); [Lawson-Remer, Terra](#)  
**Cc:** [FGG, Public Comment](#)  
**Subject:** [External] STUDY TO IMPROVE RETENTION AND RECRUITMENT OF SHERIFF DEPUTIES (please include with agenda item 32)  
**Date:** Thursday, November 30, 2023 9:33:51 AM

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Hi Supervisors,

So you are being asked to fund a study for \$250 thou on just one option to increase retention. First, I'd think the Sheriff, or someone in the Department, would know more about how to attract new hires. Second, we should be doing a broad based survey, especially at this price, to consider all options for recruitment and retention. Third, you might even want to ask around, questions like 'why did you join the police as opposed to...' or 'If you were fired by the Police, what would get you to come back,' That sort of thing. Be creative. You'll probably find alot of different motives.

Do not waste our money on a limited wild goose chase!

Regards,

Paul Henkin