

DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY



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Honorable Nora Vargas
Chair, San Diego County Board of Supervisors
1600 Pacific Highway
San Diego, CA 92101

January 31, 2024

REF: February 6, 2024, Board Letter from Supervisor Anderson and Sheriff Martinez

Dear Chairwoman Vargas and Members of the Board:

On behalf of the 2,291 sworn members of the Deputy Sheriffs' Association of San Diego County ("DSA"), I am writing to urge your support for a proposal by Supervisor Joel Anderson and Sheriff Kelly Martinez to explore the feasibility of childcare services for the San Diego County Sheriff's Department.

Despite increased recruitment efforts, the San Diego County Sheriff's Department is grappling with personnel shortages, impacting both sworn deputies and specialized professional positions. Mandatory overtime has adversely affected morale and the well-being of deputies and staff, resulting in a monthly loss of approximately 20 deputies. To counter this challenge, the Board of Supervisors has previously taken steps to support recruitment and retention efforts, including hiring incentives and family care support through the Wellness Unit.

A proactive program to alleviate the tremendous costs and difficulties encountered by deputy sheriffs in obtaining quality, safe childcare could improve recruitment and retention. This will enhance morale by reducing the stress and worry that many deputies carry as both parents and sworn officers charged with important public safety responsibilities to our community.

Specifically, we believe the scope of this study should include on-site childcare where appropriate, reimbursement for deputies working overtime, and other financial support to reduce the impact of rising childcare costs for deputies' families.

The DSA urges a "YES" vote on this proposal.

Michael O'Deane
President