

# DEPUTY SHERIFFS' ASSOCIATION OF SAN DIEGO COUNTY



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Ryan Smith  
Christopher Allen

*The Strength Behind the Badge*

13881 DANIELSON STREET  
POWAY, CA 92064-6891  
PH (858) 486-9009  
INFO@DSASD.ORG  
www.dsasd.org

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Board of Supervisors,

The Deputy Sheriffs' Association has been advocating for the 2387 members for years on the recruitment and retention of our Sheriff Deputies. We have met on several occasions to explore ways to attract new deputies and to retain the deputies we still have. One significant shortfall that was discussed and identified as a serious recruitment and retention tool is Tier D.

University of California, San Diego	3% @ 50
San Diego Police Department	3% @ 55
Escondido Police Department	2.7% @ 57
Chula Vista Police Department	2.7% @ 57
Coronado Police Department	2.7% @ 57
National City Police Department	2.7% @ 57
El Cajon Police Department	2.7% @ 57
La Mesa Police Department	2.7% @ 57
Oceanside Police Department	2.7% @ 57
Riverside Police Department	2.7% @ 57
Murrieta Police Department	2.7% @ 57
Riverside Sheriff's Department	2.7% @ 57
<b>San Diego Sheriffs' Office</b>	<b>2.5% @ 57</b>



I believe the true impact of lowering the formula is now being felt, as the county of San Diego has become the least attractive agency for the current generation of applicants to consider as a long-term employer.

We continue to lose deputies to other law enforcement agencies. Over the past three years, the Sheriff's Office lost 176 of the deputies they hired within the first five years of service. This loss represents 21,120,000 million in lost county investment,

Recruitment efforts are simply unable to hire deputies at a rate fast enough to replenish the loss. At the same time, morale continues to drop leading to more resignations and retirements. The cost of replacing these deputies is astounding, not to mention the time it takes to train an independent deputy.

While the Office of the Sheriff background investigators work hard to hire the best and brightest applicants, their hard work is negated by the continued exodus of our newly hired deputies.

We ask for support in reversing Tier D to ensure that San Diego County can compete with every other Law Enforcement agency.

Sincerely,

Michael O'Deane  
President