

CALIFORNIA Sheriff

CALIFORNIA STATE SHERIFFS' ASSOCIATION

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Telephone 916-375-8000; 1-800-761-CSSA (2772)

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CALIFORNIA Sheriff
CALIFORNIA STATE SHERIFFS' ASSOCIATION

1231 I Street, Suite 200, Sacramento, CA 95814

Telephone 800-761-2772 • Fax 916-375-8017

Website calsheriffs.org • e-mail members@calsheriffs.org

STAFF

M. Carmen Green, Executive Director

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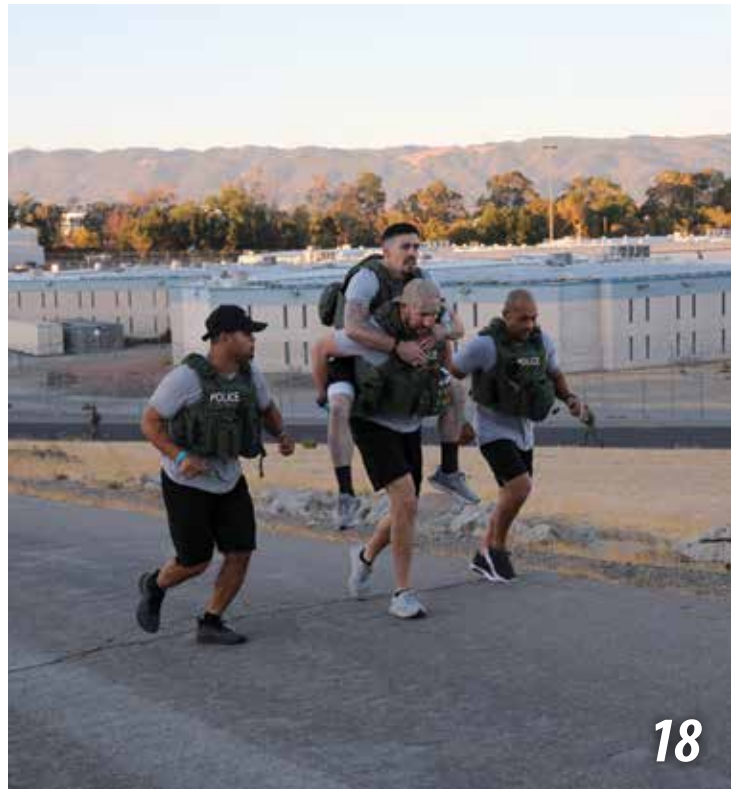
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Association Mission Statement: To support the role of Sheriff as the Chief Law Enforcement Officer in each county and to speak as a collective statewide voice on matters of public safety.

Foundation Mission Statement: To provide education and training services to the 58 Elected Sheriffs of California, their departmental employees and other members of the California State Sheriffs' Association.



- SHERIFF KORY HONEA
- BUTTE COUNTY

Dear Friends,

Welcome to this edition of the *California Sheriff* magazine. I am writing this article, having recently returned from the California State Sheriffs' Association (CSSA) August Board of Directors meeting hosted by Sheriff Jeremiah LaRue in Siskiyou County. It was a very productive meeting and I want to thank Sheriff LaRue for his hospitality. During the training that was held in conjunction with the meeting, sheriffs in attendance spent time reviewing how Texas law enforcement authorities communicated with the media and the community in the aftermath of the tragic school shooting that occurred in Uvalde, TX on May 24, 2022. Regrettably, there were a number of mis-steps by Texas authorities and numerous lessons to be learned. The training was very worthwhile and I would like to thank Laura Cole and Joe Vazquez of Cole Pro Media for putting the training together.

The sheriffs also received training from the Commission on Peace Officers Standards and Training (POST) on the new employment standards for peace officers and the process POST will use to determine if peace officers accused of serious misconduct should be prohibited from working as law enforcement officers, a process known as "decertification." The training was provided by POST's Executive Director Manny Alvarez and Bureau Chief Jackie Nelson. They did a great job explaining the requirements of California Senate Bill 2, which is the new law that brought about these changes.

During the remainder of the meeting, the sheriffs met with state and federal law enforcement officials to discuss issues of mutual concern. The sheriffs also received updates on recent case law and pending legislation impacting California's sheriffs and law enforcement in general.

One piece of legislation that CSSA was opposed to was Assembly Bill 1608, which would have eliminated the ability of California's counties to combine the offices of sheriff and coroner. In forty-eight of California's fifty-eight counties, the sheriff also serves as the coroner.

For those counties this system has worked well for many decades and a change in the law would have cost taxpayers millions of dollars. The author of this bill asserted that sheriff-coroners have a conflict of interest when their agencies investigate deaths involving the actions of law enforcement officers. CSSA proposed amendments to the bill that would have alleviated the perceived conflict of interest without completely dismantling the system of sheriff-coroners. The author rejected the amendment and the bill went to a vote on the Senate floor. Fortunately, it did not receive enough votes to pass. I want to thank CSSA's Legislative Director, Cory Salzillo, for all the great work he did to stop this really "bad bill."

CSSA was also opposed to Senate Bill 918, which would create a burdensome and complicated process for issuing CCW permits to law abiding citizens. The requirements in the bill would increase the workload for sheriff's offices and there is no funding to offset the costs incurred by the additional work. It also significantly limits the places where law abiding citizens with CCW permits can carry a firearm for self-protection. In a nail biter last session, the bill went down in defeat by 1 vote. Thank you again to Cory Salzillo and all of his tremendous efforts on getting this bill defeated.

What also might be of interest to CCW holders is that CSSA has also recently engaged the California Department of Justice (DOJ) in an effort to get information about the cause and scope of the June 27, 2022 data breach which resulted in the release of personal information pertaining to thousands of CCW permit holders throughout California. According to DOJ, other firearms related databases were "impacted," including the Dealer Record of Sale (DROS), Assault Weapons Registry and information about Gun Violence Restraining Orders. DOJ has informed CSSA that an independent law firm has been retained to investigate the cause and scope of the breach and we await an update from them.

I also have some good news to report on since the last edition of the *California Sheriff* magazine (July 2022) came out. In that issue, I wrote about a proposed \$25 million dollar fund to assist California's law enforcement agencies to cover the costs incurred when there is a mutual-aid response to a natural disaster or significant incident. I am pleased to report that the proposal was passed by the California legislature and signed into law by Governor Newsom. I want to thank Cal-OES Director Mark Ghilarducci and Chief Don O'Keefe for their efforts in getting this fund established.

And finally, congratulations are in order for Ms. Brooke Jenkins, who was recently appointed to the position of District Attorney for San Francisco County. As you may recall, I asked Ms. Jenkins to swear-in the 2022-2023 slate of CSSA officers during the annual conference in April. At that time, Ms. Jenkins was actively involved in the effort to recall the former district attorney. That recall was successful and Ms. Jenkins was appointed District Attorney by the mayor of San Francisco shortly after. District Attorney Jenkins hit the ground running and has sought to improve public safety in her community by advocating for victims and holding criminals accountable.

Sheriff Kory Honea, *Butte County*
CSSA President ✨



- M. CARMEN GREEN
- EXECUTIVE DIRECTOR

Welcome to the latest edition of the *California Sheriff Magazine.*

The California State Sheriffs' Association would like to thank you for your support, we would also like to express our thanks and grateful appreciation to the CSSA Corporate 100 Partners, Associate, Business and Lifetime Members for their continued support. Your generous contributions allow us to continue to offer valuable continuing education and training services to employees of the Sheriff 's Office and provide them with the necessary resources and tools to perform their jobs, fight for public safety, and make a difference.

If you are interested in supporting CSSA please feel free to contact Executive Director Carmen Green at cgreen@calsheriffs.org, or Chelsea Weathers, Member Services Coordinator at cweathers@calsheriffs.org, or at 916.375.8000 or visit our website at www.calsheriffs.org.

Thank you for your great support and we look forward to your continued partnership!

Red Ribbon Week is October 23 - 31, 2022. During Red Ribbon week the California State Sheriffs' Association Foundation (CSSAF) will unite with over 100 statewide organizations for this crucial seven-day campaign to help build drug-free communities and to raise awareness of the destructive consequences of drug abuse. See page 7 for more details.

October is Domestic Violence Awareness Month. Domestic violence is a major concern for all of law enforcement.

To register against an offender be sure to do so on the VINE (Victim Information and Notification Everyday) Program.

VINE is a statewide service sponsored by the California State Sheriffs' Association. **VINE is free of charge, available 24/7/365 and is completely confidential.**

VINE offers peace of mind to victims of crime by providing access to timely and reliable offender information. Victims have the ability to call a toll-free number 877.411.5588, visit www.vinelink.com, or use the VINELink mobile app to anonymously check on an offender's custody status.

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For more information, please contact Meeting and Events Planner Alexandria Macdonald at amacdonald@calsheriffs.org or Executive Director Carmen Green at cgreen@calsheriffs.org

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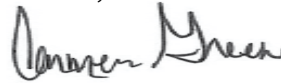
For the week of **October 23rd through October 31st**, the California State Sheriffs' Association Foundation (CSSAF), will join over 100 statewide organizations in sponsoring **"Red Ribbon Week,"** a seven-day campaign to raise awareness of the destructive consequences of drug abuse and to help build drug-free communities. The **Red Ribbon Week** Campaign is the oldest and largest drug prevention program in the nation, reaching millions of young people. This campaign provides communities with a forum to bring together parents, schools, and businesses as we look for new and innovative ways to keep kids drug free.

Your investment in CSSAF assists your local Sheriff in continuing the fight against the devastating drug epidemic that is plaguing California. Not only by continuing to educate people about the harm of both illegal and prescription drug use through campaigns such as **"Red Ribbon Week,"** but also by working together on programs and services that would provide law enforcement the necessary tools to effectively stop the spread of drugs at their source.

Today, we hope you will help by sending a positive message to the children within your community that they should "Celebrate Life. Live Drug Free." Enclosed with this letter is a set of personalized address labels that include **Red Ribbon Week** stickers. Please use your labels the week of October 23rd to help spread the word that it is okay to do the right thing and say **NO** to drugs.

Thank you for your support.
It is genuinely appreciated!

Sincerely,



M. Carmen Green
Executive Director



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▪ **CORY SALZILLO**
▪ **LEGISLATIVE DIRECTOR**

At the time of this writing, autumn is approaching, and the California Legislature is nearing the end of its session. The time remaining to act on the thousands of bills introduced is growing short. Twice each year, the Appropriations Committees in the Senate and Assembly, which examine and vote on bills based on their fiscal impact, hold what are known as Suspense File hearings. These committee meetings are used to send hundreds of bills to the floors of the Senate and Assembly and to serve as the final resting place of some bills that will not ultimately proceed toward passage. This year was no exception and many bills impacting public safety and the law enforcement profession were either approved, amended and allowed to move forward, or held in committee meaning their progress was stopped for the year. Below is a selection of bills that CSSA is engaged with that were subject to the Suspense File process in the lead-up to the end of the 2021-22 session of the California State Legislature:

AB 1608 (Gipson, D – Carson) would require the offices of sheriff and coroner to be separated. Under current law, county boards of supervisors are permitted to combine county offices and 48 of 58 of California's counties have merged the offices of the sheriff and coroner over time. This bill was approved by the Senate Appropriations Committee over CSSA objection and without amendments and now moves to the Senate Floor. Current law allows for operational and financial efficiencies and this bill is a significant limitation on local control.

AB 2343 (Weber, D – San Diego) would add two members to the Board of State and Community Corrections (BSCC) and would require the BSCC to develop and adopt regulations pertaining to standards of mental health care for incarcerated persons. CSSA historically has been weary of adding members to the BSCC and we are concerned with not only that part of the bill but also the setting of particular standards relating to correctional facilities and operations in statute as opposed to using the regulatory process that the BSCC oversees.

AB 2632 (Holden, D – Pasadena) would severely limit the use of solitary confinement in jails and prisons, even to protect the safety of inmates. This would increase danger in the facilities and complicate

classification decisions. Despite the huge price tag put on this bill by the Department of Finance (over \$1 billion to CDCR and additional similar costs to counties), the bill was sent to the floor without amendment.

AB 2761 (McCarty, D – Sacramento) was amended to remove the requirement that a death certificate indicate if the decedent died through a use of force by a peace officer or while in law enforcement custody and the death was precipitated by law enforcement conduct. This is a substantial improvement over the previous version. However, the bill still requires a state or local correctional agency to post specified information about a death in custody on the agency's website, but this information is already reported to the California Department of Justice (DOJ), so the imposition is now a duplicative burden to post information that is already available to the public.

AB 2791 (Bloom, D – Santa Monica) would require a sheriff's office to accept an electronically signed notice or other process issued by superior courts in civil actions or proceedings. The CSSA Civil Committee has been meeting with the author's staff and proponents to address the operational and fiscal concerns created by this bill.

SB 505 (Skinner, D – Berkeley) would provide that a person who owns a firearm shall be strictly civilly liable for each incidence of

property damage, bodily injury, or death resulting from the use of their firearm. The bill also requires a firearm owner to keep an insurance policy specifically covering losses or damages resulting from any negligent or accidental use of that firearm, including, but not limited to, death, injury, or property damage. This ill-conceived bill was held on the Suspend File and is dead for the year.

SB 918 (Portantino, D – La Canada Flintridge) puts further restrictions on the issuance of concealed weapons permits (CCW) in the wake of the United States Supreme Court ruling in the *Bruen* case. We have had several substantive conversations with DOJ about our concerns. The bill was approved by the Assembly Appropriations Committee with some amendments, but the final language is not yet available at the time of this writing. Work continues on this measure as we approach the end of session.

SB 1000 (Becker, D – Menlo Park) generally requires law enforcement agencies to ensure that all radio communications are accessible to the public. Law enforcement was very concerned about the financial burden that would fall on agencies that had encrypted their radios and based on our opposition, this bill was also held on the Suspend File and is dead for the year.

SB 1008 (Becker, D – Menlo Park) initially would have required state and local detention facilities to provide voice communication services to incarcerated persons free of charge to the person initiating and the person receiving the communication. The bill was amended to remove the mandate to provide at least 60 minutes of calling time per day and to exempt county jails from its reach. As a result, CSSA has removed its opposition.

As the Legislature approached its August 31 deadline to send all bills to the Governor's desk, CSSA remained hard at work and fully engaged on dozens of bills that would impact law enforcement and public safety. Our continuing goal is to serve as the unified voice for the state's elected county sheriffs as they remain the protectors of our communities. ✨

Cory Salzillo, CSSA's Legislative Director, is a partner of the firm WPSS Group, a pre-eminent team of advisors on matters involving state and local government. The firm effectively influences public policy in a broad spectrum of public sector issues.

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▪ JIM TOUCHSTONE
▪ GENERAL COUNSEL

“A New Paradigm for Second Amendment Cases”

As any reader is undoubtedly aware, the Supreme Court has issued several significant decisions during this term. One case that is of particular importance to law enforcement is the Court’s decision in *New York State Rifle & Pistol Association, Inc., et al., v. Bruen*.¹ In *Bruen*, the Court determined that the State of New York’s requirement that applicants for concealed carry weapons permits must establish “proper cause” for issuance of the permit was unconstitutional under the Second and Fourteenth Amendments because historical analogs for such a requirement did not exist.

The *Bruen* decision has created a completely new paradigm for consideration and decision making in Second Amendment cases challenging gun ownership laws in the United States. Specifically, the Court struck down the two-step process involving tiered scrutiny employed by the Courts of Appeals in analyzing Second Amendment claims since *District of Columbia v. Heller*² and *McDonald v. Chicago*³ noting that it “was one step to many.” In setting forth the Court’s Opinion, Justice Thomas stated, “In *Heller* and *McDonald*, we held that the Second and Fourteenth Amendments protect an individual right to keep and bear arms for self-defense. In doing so, we held unconstitutional two laws that prohibited the possession and use of handguns *in the home*. In the years since, the Courts of Appeals have coalesced around a ‘two-step’ framework for analyzing Second Amendment challenges that combines history with means-end scrutiny. Today, we decline to adopt that two-part approach.”

Justice Thomas further observed, “In keeping with *Heller*, we hold that when the Second Amendment’s plain text covers an individual’s conduct, the Constitution presumptively protects that conduct. To justify its regulation, the government may not simply posit that the regulation promotes an important interest. *Rather, the government must demonstrate that the regulation is consistent with this Nation’s historical tradition of firearm regulation.* Only if a firearm regulation is consistent with this Nation’s historical tradition may a court conclude that the individual’s conduct falls outside the Second Amendment’s ‘unqualified command.’ *Konigsberg v. State Bar of Cal.*, 366 U. S. 36, 50, n. 10 (1961).” (Emphasis added.)

Justice Thomas concluded his analysis on this issue by stating, “We reiterate that the standard for applying the Second Amendment is as follows: When the Second Amendment’s plain text covers an individual’s conduct, the Constitution presumptively protects that conduct. The government must then justify its regulation by demonstrating that it is consistent with the Nation’s historical tradition of firearm regulation.” He further noted, “The test that we set forth in *Heller* and apply today

requires courts to assess whether modern firearms regulations are consistent with the Second Amendment’s text and historical understanding.”

In addressing some of the arguments made by the dissent, Justice Alito observed in his concurring opinion, “Why, for example, does the dissent think it is relevant to recount the mass shootings that have occurred in recent years? *Post*, at 4–5. Does the dissent think that laws like New York’s prevent or deter such atrocities? Will a person bent on carrying out a mass shooting be stopped if he knows that it is illegal to carry a handgun outside the home? And how does the dissent account for the fact that one of the mass shootings near the top of its list took place in Buffalo? The New York law at issue in this case obviously did not stop that perpetrator.”

Subsequent to the Court’s decision in *Bruen*, the Supreme Court issued orders vacating and remanding previously decided cases on a variety of Second Amendment issues, requiring that they be reconsidered in light of its new test for examining Second Amendment claims. These cases include:

1. *Bianchi v. Frosh* (21-902)

Maryland’s Firearm Safety Act of 2013 (the “FSA”), banned the AR-15 and other “military-style” rifles and shotguns (referred to as “assault weapons”) with detachable large-capacity magazines. In *Bianchi v. Frosh*⁴, the Fourth Circuit Court of Appeals denied plaintiffs’ challenge of the FSA ban as squarely foreclosed by the Fourth Circuit’s prior decision in *Kolbe v. Hogan*⁵, which held that because the banned assault weapons and large-capacity magazines “were like M-16 rifles”—weapons that were most useful in military service—they were among those arms that the Second Amendment did not protect.

2. *Duncan v. Bonta* (21-1194)

Amended after the passage of Proposition 63, California Penal Code section 32310 banned possession of large-capacity magazines, defined as those that can hold more than ten rounds of ammunition. An *en banc* Ninth Circuit Court of Appeals applied the tiered-scrutiny

framework, found that intermediate scrutiny applied, and determined that the ban was a reasonable fit for the California's compelling goal of reducing gun violence.

3. *Young v. Hawaii* (20-1639)

Hawaii's firearm licensing law requires that residents seeking a license to openly carry a firearm in public must demonstrate "the urgency or the need" to carry a firearm, must be of good moral character, and must be "engaged in the protection of life and property."

4. *Ass'n. of N.J. Rifle & Pistol Clubs, Inc. v. Bruck* (20-1507)

New Jersey plaintiffs had challenged a New Jersey statute which, like California's Penal Code section 32310, banned possession of magazines capable of holding more than ten rounds of ammunition.

It will be up to the Courts of Appeals for these various circuits to apply *Bruen's* new test for Second Amendment challenges to these state laws restricting certain aspects of gun ownership. Under *Bruen*, these laws may only stand if "the government must demonstrate that the regulation is consistent with this Nation's historical tradition of firearm regulation." It remains to be seen how the Courts of Appeals will apply the new test in re-examining their prior decisions. This author anticipates that many of these laws will not withstand constitutional scrutiny following *Bruen*. ✨

Information contained in this article is for general use and does not constitute legal advice. This article is not intended to create, and receipt and review of it does not constitute, an attorney-client-relationship with the author.

James R. Touchstone is a partner with the public sector law firm of Jones Mayer. He serves as General Counsel to CSSA. Information on www.jones-mayer.com and in this article is for general use and does not constitute legal advice. This information is not intended to create, and receipt of it does not constitute, an attorney-client relationship.

SOURCES

- ¹ *New York State Rifle & Amp v. Bruen, Superintendent of N.Y. State Police*, 2022 U.S. LEXIS 3055.
- ² 554 U. S. 570 (2008).
- ³ 561 U. S. 742 (2010).
- ⁴ 858 F. App'x 645 (4th Cir. 2021).
- ⁵ 849 F.3d 114 (4th Cir. 2017) (*en banc*).
- ⁶ *Duncan v. Bonta*, 19 F.4th 1087 (U.S. 9th Cir. 2021).
- ⁷ Hawaii Revised Statutes § 134-9(a).
- ⁸ The New Jersey statute is known as Assembly Bill No. 2761 and codified at N.J. Stat. Ann. § 2C:39-1.



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Slow down, give space, calm the situation as much as possible. As these de-escalation techniques continue to be emphasized to peace officers, sheriffs' offices are finding it valuable to let the public know more about their de-escalation training by inviting the public in to experience it firsthand.

At the Marin County Sheriff's Office in San Rafael, deputies host occasional open house events to allow the public to experience training on the Force Option Simulator, a computer training program that projects scenarios on a large video screen.

The scenarios are based on real-life law enforcement situations. They require the trainees to think quickly to determine whether use of force is necessary and if so, how to use that force appropriately. Elements of de-escalation are incorporated into the training.

"There is no better way to show the public both the benefits and the challenges we face in de-escalation than to provide a hands-on user experience, said Marin County Sheriff Jamie Scardina. "Showcasing the tools we have at our disposal through a hands-on experience is a win for both transparency and community relations."

De-escalation training has become a bigger priority in recent years as law enforcement agencies have endeavored to find ways to reduce use-of-force incidents while keeping their front-line personnel safe. In recent years, the training has become increasingly reliant on software programs like the Force Option Simulator. The programs cost between \$30,000 and \$80,000 and can allow the trainers to choose from thousands of different scenarios to display to the trainee. They can be tailored to show a specific kind of scenario depending on the training needs of the agency.

As more members of the public get a chance to participate in the training, they usually see immediate benefits, said Alameda County Sheriff's Office Lieutenant Ray Kelly.

"Anyone who does it, regardless of their politics, comes away from the training with their eyes open and a better understanding of the challenges that we face doing our jobs," Kelly said.

Allowing people from all parts of the community to interact with the training allows for the possibility that even harsh critics

of law enforcement will experience those challenges for themselves and acknowledge that there are limits to de-escalation. It doesn't always work, but it is an important tool in the toolbox.

"When a use-of-force incident happens, the activists who have taken the training are more likely to recognize good police work and good tactics," Lt. Kelly said. "And so they might not be as quick to judge." ✨

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TRANSPARENCY IN POLICING: HOW TO ADOPT NEW TECHNOLOGY WITHOUT COMPROMISING TRUST

From aerial surveillance drones to high-tech facial recognition software, it's no secret that technology is continuously advancing the law enforcement world. Although many of these innovations work to prevent crime and increase investigative efficiency, they can also raise ethical concerns in your community.

But as Chief Jeremy Bowers of Piedmont Police Department says, "trust is built. It's built over time, it's built by how you demonstrate your professionalism, and how you demonstrate your competencies."

So how can you adopt new crime solving technology without compromising the trust of your community? Here are a few strategies that help law enforcement agencies, like Piedmont PD, maintain strong community connectivity while bolstering their fleet of technology.



UNDERSTAND THE TECHNOLOGY YOURSELF

Ask the vendors you're considering about their data policies, security, privacy features, partners, and understand their mission as a company. If you feel completely confident in the technology and vendor you have chosen, you will be much more assured when speaking to the community.



EXPLAIN THE TECHNOLOGY TO THE COMMUNITY

Host online and in-person meetings to ensure your residents understand why you would like to implement the technology, what it does, and how it will be used to benefit their own personal safety.



CREATE A PLATFORM FOR OPEN DISCUSSION

Encourage stakeholders to ask questions and voice their concerns from the beginning to help prevent problems later on and provide them the opportunity to collaborate on establishing policies that they are comfortable with.



REMAIN TRANSPARENT THROUGHOUT THE PROCESS

Transparency is the key to maintaining community trust. As Chief Bowers says, “You have to remain transparent, and not just with the good things that happen. This means creating processes like producing quarterly reports to update the public on technology usage and results. Some companies, like Flock Safety, even offer tools to help streamline the process. ⭐

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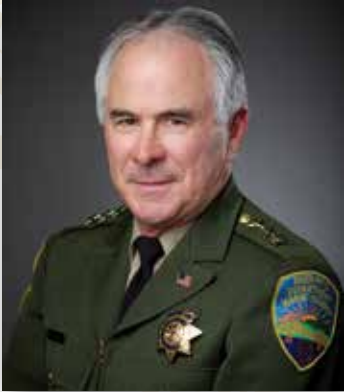

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Recently Retired Sheriffs



Sheriff Robert T. Doyle, Marin County

On June 30, 2022, Sheriff Robert T. Doyle retired from the Marin County Sheriff's Office after 53 year career in law enforcement, serving the last 26 years as Sheriff.

Sheriff Doyle was an active member of CSSA's Board of Directors as a past president, as well as served as the chair of CSSA's Legislative Committee.



Sheriff Rick Stephens, Alpine County

On June 21, 2022, Sheriff Rick Stephens retired from the Alpine County Sheriff's Office after a 37-year career at the Sheriff's Office, serving 8 of those years as Sheriff.



Sheriff Devon Bell, Placer County

On July 6, 2022, Sheriff Devon Bell retired from the Placer County Sheriff's Office after a 30-year career at the Sheriff's Office, serving 5 of those years as Sheriff.

Sheriff Bell was an active member of CSSA's Board of Directors as well as served as the chair of CSSA's Seconds Committee.

*Congratulations on your well-deserved retirements.
We sincerely thank you for your contributions to CSSA and wish you all the best! ✨*

CSSA WELCOMES OUR NEWEST SHERIFFS



SHERIFF JAMIE SCARDINA, *Marin County*

As a native of Marin County, Jamie grew up in Corte Madera. He attended Marin Catholic High School, and he received an Associate of Arts degree from College of Marin as well as a Bachelor of Arts degree in Sociology with an emphasis in Criminology from the University of Montana, Missoula.

For more than 23 years, Jamie has dedicated himself to keeping the people of Marin County safe. In 1998, Jamie joined the Tiburon Police Department as a police officer before joining the Marin County Sheriff's Office in 2000. He steadily worked his way up through the ranks from Deputy to Sergeant to Lieutenant to Captain. In December 2018, Jamie was promoted to Undersheriff — the second in command in the office. Jamie also recently served as the Interim Chief of Police for the Tiburon Police Department from September 2020 to April 2021. Jamie was appointed to Sheriff in July 2022.

Jamie has graduated from the following Police Officer Standards and Training leadership courses: Sherman

Block Supervisor Leadership Institute, 2012 P.O.S.T. Executive Development program and the 2015 P.O.S.T. Command College, Class 57.

Jamie currently serves as a board member of the Marin County Public Safety Officers Association for Widows and Orphans. Jamie has led fundraising activities to provide survivor benefits to the families of fallen Marin County public safety officers (police and fire).

Jamie has been married for more than 21 years to his wife, Ronelle. They are the proud parents of two adult children – Julia and Joseph. Jamie has spent many years volunteering and coaching youth athletics in Marin County, including CYO basketball for St. Isabella's, Las Gallinas Valley Little League, San Rafael Girls Softball and Smackers softball. Jamie is a member of the Italian Athletic Club of Marin. ★



SHERIFF WAYNE WOO, *Placer County*

Born and raised in the Sacramento area, Wayne Woo began his career in law enforcement in 1990 with the Lake County Sheriff's Office. In 1994, Wayne joined the Placer County Sheriff's Office as a deputy.

As Wayne rose through the ranks, he served in many units, including Investigations, where he worked as a Detective in Property Crimes and Special Investigations, rising to Sergeant in the Special Operations Unit. He also served for over 18 years on the Special Enforcement Team (S.E.T.), where he worked as an operator, team leader, and eventually team commander. He is considered an extraordinary tactical leader throughout the region.

He has also served in the Training Division as a use of force instructor, teaching defensive tactics, impact weapons, and firearms training. He's spent over 1,000 hours teaching at the Sheriff's Office and Sierra College.

As a Lieutenant, Wayne served as the station commander for the South Placer Substation in Loomis. In 2012 Wayne was promoted to Captain as the Corrections Division Commander, where he worked to fund, staff, and open the South Placer Jail.

In 2013 he transferred to the Field Operations Division, where he served until February of 2017, when Sheriff

Devon Bell appointed him to Undersheriff. As Undersheriff, he managed the Sheriff's Office's budget and the day-to-day operations of the entire multi-faceted agency.

Wayne had spent over five years at every level of the Placer County Sheriff's Office, and when Sheriff Devon Bell announced his impending retirement, Wayne felt called to lead the agency. Wayne was elected the 29th Sheriff of Placer County in June 2022.

In addition to his duties at the Sheriff's office, Wayne currently serves as a general board member of the Placer Sheriff's Activities League, PSAL, a non-profit organization dedicated to ending child abuse and neglect. Wayne is a past board member of KidsFirst and the Child Abuse Prevention Council of Placer Count. These organizations support his keen interest in early childhood intervention.

Wayne resides in Newcastle with his wife and three children and is a graduate of Bella Vista High School in Fair Oaks, CA. He received his master's degree in Criminal Justice Management from the University of Nevada, Reno. A lover of the outdoors, Wayne can often be found mountain biking, trail running, or teeing off on the golf course. ★



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When I started in this great profession a little over 20 years ago, I never imagined how quickly the time would go by. I also never imagined how much our profession would change from technological advances, criminal sophistication, recruitment struggles, an increase in violent crime, criticism of the profession, and demands for increased police training. Many will agree that it has never been a more difficult time to be in the field of law enforcement.

Being in our profession, we all have a front row seat to the changes and challenges our agencies and communities face, both locally and nationwide. It doesn't seem like a day goes by when we are not reminded, either through first hand experience or media reports that evil does exist in this world and at times we are at the mercy of Mother Nature. On the same token, we are also reminded that when we perform our duties, we are expected to do them to the best of our capabilities, and to be prepared for the worst-case scenario. We not only owe that to ourselves, but the communities we honorably serve. Despite the changes we have experienced, our overall mission has not changed. We are expected to answer the call, and to do it well. In the face of difficult times, the importance of relevant and realistic training for the law enforcement community is more important than ever.

Since taking office, Alameda County Sheriff Gregory J. Ahern has always placed a priority on training, preparation, and readiness for the worst-case scenario. He realizes that the time to train for critical incidents does not occur when we get the call. When lives are at stake, preparation is key and will ultimately lead to a more favorable outcome to our citizens and law enforcement professionals. As the old saying goes, when the going gets tough we will always fall back to our lowest level of training.

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**IT IS ALSO
A SOBERING
REMINDER OF
THE NEED TO BE
PREPARED AND
REINFORCES THE
EVENT'S ONGOING
MOTTO OF
"WHY WE TRAIN."**

In California, we are certainly not immune to large-scale incidents and disasters we often witness on a national scale. In the last several years, we have experienced an unfortunate share of tragic incidents, the deadly COVID -19 pandemic, civil unrest, and devastating wildfires. At the same time, we are also left wondering when the next major earthquake will occur as it did when the Loma Prieta hit the Bay area in 1989. These incidents are all devastating to our communities and reinforces the need to be prepared at a moments notice for an emergency or a rapidly unfolding event.

I would like to share one of Sheriff Ahern's long-time sayings which has always resonated with me and many of my colleagues. It's very simple and can be summed up in three words, "Make it Count." This applies to not only our personal, but our professional lives. For example, if you make the effort to go in the gym, make your time count. Don't just go through the motions and chit-chat, but make the most of your time. If you are going to spend time with your family, be present and make your time count. On a professional level, when we train our personnel, especially for the worst-case scenario, make it count by providing an environment which mimics real world situations. The reality-based training model which Sheriff Ahern developed incorporates critical incident problem solving, teamwork, communication, all while testing mental fortitude and physical fitness which is crucial in protracted events which are

rapidly evolving and uncertain. In short, we want our line staff to be comfortable being uncomfortable in stressful conditions.

For several years, Sheriff Ahern has been committed to expanding and improving the training and operational readiness of our first responders, including our tactical teams, emergency medical services, and emergency management personnel. Continuing with this tradition, Sheriff Ahern presented the 2021 SWAT Fitness Challenge as an opportunity for tactical teams and other first responders to test their level of readiness through a series of real-world scenarios, marksmanship events, and physical fitness challenges.

The 3rd Annual SWAT Fitness Challenge was held in the cities of Dublin, Pleasanton, and Livermore on September 11 and 12, 2021. As in years past, the event is purposely scheduled on or around September 11th in remembrance of the tragic loss of life to our citizens and first



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MAKE IT COUNT.

responders who lost their lives on one of the darkest days in American history. It is also a sobering reminder of the need to be prepared and reinforces the event's ongoing motto of "Why We Train."

The 2021 SWAT Fitness Challenge included 12 tactical teams from five different Bay Area Counties. Participating teams included the Alameda County Sheriff's Office, Berkeley Police Department, Contra Costa County Sheriff's Office, East County Tactical Team, Fremont Police Department, Hayward Police Department, Milpitas Police Department, Oakland Police Department, Redwood City Police Department, San Francisco County Sheriff's Office, San Leandro Police Department, and the San Mateo County Sheriff's Office.

This two-day event provided valuable reality-based training for tactical teams, emergency medical services staff, emergency management personnel, and volunteers from several public and private disciplines. As in years past, the 2021 event sought to improve operational readiness through 10 real world scenarios



TACTICAL TEAMS WERE CHALLENGED PHYSICALLY THROUGH A SERIES OF GRUELING MARKSMANSHIP AND PHYSICAL FITNESS EVENTS WHICH MEASURED TEAMWORK, STRATEGY, AND OVERALL PERSEVERANCE.

which mimicked real world events. These sites included an elementary school, residential dwellings, a public works facility, commercial buildings, and an active military base. The scenarios are structured to give teams an opportunity to receive a brief of the incident, ask relevant questions to gain intelligence, and to quickly develop a tactical plan to accomplish the mission goals. To add realism, most scenarios utilized marking cartridges, a variety of role players, and introduced props such as smoke, blank rounds, amplified noise, and moulage make-up to create a sense of chaos.

The tactical teams were also able to test and train with new and emerging technologies including interior Unmanned Aerial Vehicles (UAV), breaching equipment, rescue saws, and armored vehicles. They were also able to use canines to conduct an open area search for suspects in a tactical environment.

Teams were evaluated on their performance during each scenario by expert evaluators who give them points based on predetermined criteria. While some grading points are site specific, they are mainly evaluated by achieving the mission goals, tactics, discipline, and command and control of the assigned team leader. At the conclusion of each scenario, teams participate in an incident debrief with the evaluators about their performance. The evaluation process and personal interaction with subject matter experts allows each team to benchmark their abilities against other teams, identify training gaps, and validate their current training and operating procedures.

Aside from scenario-based training, tactical teams were challenged physically through a series of grueling marksmanship and physical fitness events which measured teamwork, strategy, and overall perseverance. The marksmanship events incorporated physical evolutions such as team carries and distance running before shooting courses of fire for pistol, rifle, shoot and move, and a sniper course. The physical fitness events included a team CrossFit style workout and a 14-stage obstacle course followed by a 3-mile hill run.

Aside from the participating tactical teams, the 2021 SWAT Fitness Challenge utilized over 800 volunteers and staff members to prepare, manage, and execute the training event. Managed through the Office of

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THE SWAT FITNESS CHALLENGE PROVIDES A PLATFORM FOR PROFESSIONAL AND SWORN STAFF, AS WELL AS DIFFERENT ENTITIES, TO THE MAGNITUDE AND SCOPE OF WHAT NEEDS TO BE ACCOMPLISHED TO SAVE LIVES DURING TIMES OF CRISIS.

Emergency Services, the event allows our volunteers and staff to comprehend and participate in the variety of area commands and subsequent branches of the Incident Command System. The SWAT Fitness Challenge provides a platform for professional and sworn staff, as well as different entities, to the magnitude and scope of what needs to be accomplished to save lives during times of crisis.

The Alameda County Sheriff's Office was proud to host the 2021 SWAT Fitness Challenge in partnership with the George Mark Children's House, to raise awareness and funds for this amazing non-profit organization. The George Mark Children's House is based in San Leandro, California, and provides pediatric palliative care to families and children who have serious, often life limiting medical illnesses. They provide family-centered medical care that emphasizes quality of life in a compassionate and supportive atmosphere. In support of the George Mark Children's House, each

participating team was required to raise at least \$1,000.00. Coupled with donations garnered throughout the event, we were able to raise \$58,000 for this worthy cause.

Since the events of September 11th, the Alameda County Sheriff's Office and law enforcement professionals across this country have taken great measures through realistic training, equipment, and procedures to be prepared for the worst-case scenario. Tragically, these events have become all too common, and each is equally heartbreaking. Now, more than ever, our level of training has never been more critical. We will always answer the call. And when it comes, we will be ready, and will do it well. Make it count! ✨

Written by Captain Victor Fox, a 20 year veteran of the Alameda County Sheriff's Office and Commanding Officer of the Alameda County Sheriff's Office Regional Training Center.



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