



TEHAMA COUNTY SHERIFF'S OFFICE

Dave Hencratt, Sheriff-Coroner

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August 18, 2020

Dear Friends and Supporters,

It is with great concern and sadness that I am writing you for notification of a significant change to services provided to you and our good citizens. For now, the changes mainly effect our patrol division.

Some of you may remember when I was elected in 2010, I promised to streamline the Tehama County Sheriff's Office by reorganizing and restructuring our organization. I kept this promise. I reduced the number of administrators and mid-level managers, redistributed the responsibilities of the positions to existing administrators and mid-level managers and by doing so I increased the number of Patrol Deputies on our streets.

For about the past four years, your Sheriff's Office has experienced a large employee turnover. We have lost numerous, very well-trained law enforcement professionals to surrounding state and local law enforcement agencies. Our people are simply going to work for counties and cities that pay more.

Some will say "today's young people generally don't want to pursue a law enforcement job because of the increased danger to personal safety and overall poor opinion of law enforcement officers, therefore the candidate pool is ever decreasing".

However, law enforcement academy's overall are running full. Applicants are simply applying elsewhere because of better pay and benefits. Why would a potential applicant apply in Tehama County when they can travel 15-30 minutes in any direction to another agency which pays more and has better benefits?

The total number of employees allocated to your Sheriff's Office is 127. As of August 16, 2020, your Tehama County Sheriff's Office has 24 vacant positions. Of the 24 allocated positions to our Patrol and Investigations/Major Crimes Divisions, 12 are vacant. This includes 7 vacancies in our patrol division, 3 vacancies in our Major Crimes Division and both positions allocated to marijuana investigations are vacant.

For the past four years, our entire organization, especially the patrol division, has implemented the "rob Peter to pay Paul" process and by doing so we have been able to maintain services to our good citizens with little impact. We have temporarily reassigned and shuffled Detectives from investigations to patrol, Major Crimes investigators to patrol, Administrators to patrol, etc., etc.

However, at this time we are at the point where no temporary process or method can be implemented to fill vacant shifts and the safety and well-being of our staff is in jeopardy.

Therefore, the list below consists of services to the public, in which we can no longer respond to:

- Child custody court order violations
- Incurable juveniles, unless there is associated violence
- Extra patrols

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- Found property with a value of less than \$250.00, unless it contains dangerous items and ID's such as driver's license, credit cards, etc.
- Civil advice on non-criminal matters
- Civil standbys, without threat of violence
- Alarm calls, without a responsible party or repeated alarms
- Response to care homes, without violence
- Not in progress thefts or burglaries with no suspects and no leads
- Shoplifting calls
- Vandalisms
- Public nuisance complaints, such as barking dogs and loud music
- Annoying or harassing phone calls
- Trespassing calls without entry
- Stray dog pickups, unless dog is aggressive

For those calls for service that are criminal in nature and that we do not respond to in person, you will have the opportunity to document these cases with a "Citizen Report Form", that is available on our website at <https://tehamaso.org/report-a-crime>. We will generate an incident number for your report for historical documentation.

The decision to suspend service for the list above is necessary so we can continue to provide staffing for moderate and high priority calls for service. Once our staffing levels return to normal, we will revisit how we address the list above.

I will also let you know that we have an operational plan to continue to be proactive with our patrol division. While we are generally cutting services to our public, we will utilize our emaciated patrol division to be visible and aggressive in our work, in every effort to either prevent crime from happening or investigate and prosecute criminals.

The employees who remain with us are dedicated to our community and rural law enforcement. They are hardworking, professionals who work relentlessly to support our organization and good citizens. During the past 10 years, I have asked a lot of these employees and they have positively responded to each and every task or duty asked of them.

Thank you for your strong support of myself, our law enforcement professionals, and the good citizens of Tehama County!

If you have any questions or wish to discuss the state of the Tehama County Sheriff's Office, please call me at 530-529-7950.

Sincerely,



Dave Hencratt
Sheriff-Coroner