



SAN MATEO COUNTY SHERIFF'S OFFICE
A TRADITION OF SERVICE SINCE 1856

NEWS RELEASE

Incident Date and Time: 04/05/2022

Location: San Mateo County Board of Supervisors Chambers

Incident: Hiring and Retention

Summary:

Today, Sheriff Carlos G. Bolanos addressed the San Mateo County Board of Supervisors regarding the current staffing levels and contract negotiations between the County and the Unions that represent the Deputy Sheriffs, Correctional Officers, and Sheriff's Sergeants.

Sheriff Bolanos said "The staffing situation today is the worst I have experienced in my entire forty-plus years of law enforcement. Today, I am approximately 100 deputies short when we include vacancies, disability leave, and other types of leave. This creates safety concerns for my personnel; it affects their morale when they are being mandated to work overtime. While we are working with Human Resources to recruit personnel, we are losing 2-3 deputies for each one we hire. We have not seen these numbers before, and this is unsustainable. It leaves me very concerned not only for the safety of my personnel but for public safety in general. My deputies, correctional officers, and sergeants have remained on the front lines during the pandemic, risking their health and their families to keep our County safe. They have not had a pay raise since January of 2020, and they are hurting. I urge you to take action today and not just approve the proposed package before you but make it competitive and give me a chance to compete for the personnel we desperately need."

These staffing concerns are not limited to San Mateo County. Most law enforcement agencies around the country are facing unprecedented challenges in hiring and retention. The San Mateo County Sheriff's Office continues to seek new and innovative ways to strengthen recruiting efforts and further expand qualified candidates' hiring.

On March 8, 2022, the San Mateo County Board of Supervisors approved a resolution to implement a pilot program to recruit more Sheriff's Deputies and Sheriff's Correctional Officers to the San Mateo County Sheriff's Office. The resolution included a hiring bonus of \$30,000 for promotions from Correctional Officer to Deputy Sheriff and Lateral Deputy Sheriffs and \$15,000



for Deputy Sheriff Trainees and Correctional Officers. The bonuses will be spread out over the course of three years.

Sheriff's Office applicants are now able to utilize emerging technology, including a text message-based service that uses artificial intelligence to interact with applicants. Applicants can text the number, and from there, job candidates will text with a chatbot that personalizes replies based on the recruit's responses.

"While interest in a career in law enforcement has declined nationwide in recent years, I believe that a career with the San Mateo County Sheriff's Office has endless opportunities for growth and excellent benefits. The San Mateo County Sheriff's Office offers a variety of specialties with our Patrol Services, Corrections, Investigations Bureau, Homeland Security, Support Services Division, and Multi-Jurisdictional Bureaus. We continue to take good care of our employees whether they are at the start or end of their careers. Apply with us and come see everything the San Mateo County Sheriff's Office has to offer."

Sheriff Carlos G. Bolanos

Written by: Detective Javier Acosta

Release Date: 04/05/2022

