

# Clark County Sheriff's Office

Action Plan  
Quarter 1 Update  
2024



# Strategic Priority 1: Community Safety

Goal: CCSO will improve community safety by continuously evaluating crime trends and reallocating resources when necessary.

## 01 Obtain Full Staffing

Clark County Council approved adding seven deputy positions by April 1st. Support Branch reduced current vacancies to eight positions. In Q1 2024, CCSO hired five deputies and six support specialists.

## 03 Work with State Legislators

Sheriff Horch lobbied for public safety bills including I-2113 (Pursuits) and HB-2311 (First Responder Wellness).

## 05 Reinstate School Resource Officer Program

CCSO has offered to provide two School Resource Deputies to Clark County School Districts beginning fall 2024.

## 07 Add Additional Traffic and K9 Positions

Three K9s have been purchased and are completing their training. Their anticipated deployment date is April 2024.

## 02 Establish Co-Responder Program

CCSO launched the Co-Responder Program in December 2023 and expanded hours during Q1 2024. Deputies are averaging 16 calls per month to co-responders. This program is a partnership with Sea Mar Community Health Centers and Carelon.

## 04 Implement Body-Worn Camera Program

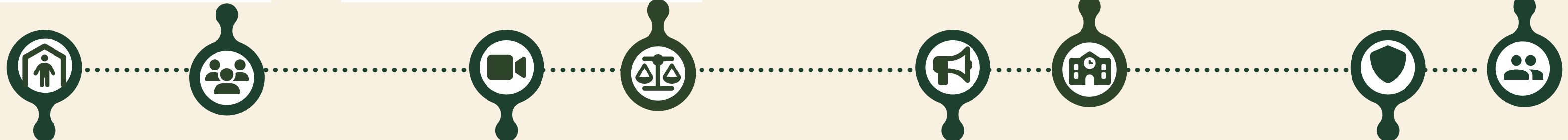
98% BWC deployed across Patrol and Specialty Units. Interview Room recording systems deployed. Vehicle cameras 50% installed.

## 06 Solicit Community Feedback

CCSO is researching My90, an Axon-based survey for citizens regarding calls for service. It gives feedback to 911 callers and provides information regarding online reporting and how to prepare for the deputy's arrival.

## 08 Offer Contract Law Enforcement Services

Contract with City of La Center is in process. Temporary MOU goes before Council on April 2. Working on long term contract with City of La Center for police services.



# Strategic Priority 2: Employee Retention, Wellness and Development

Goal: Enhance employee retention and recruitment by fostering a healthy and supportive work environment, offering comprehensive wellness programs and promoting career development and mentorship.

01

## Recruitment Strategies

Increased involvement in local events and contact with job candidates. Improving brand awareness to showcase the agency. Added oral boards to civil service hiring process and working towards applicant tracking system options with Workday and/or external vendors. Grew recruitment team by five people.



02

## Compensation and Benefits Packages

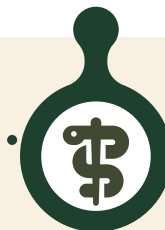
Presenting lateral/entry sign-on bonus proposal to Clark County Council in April. Baker Tilly compensation MOU implemented for Support and Commander Guilds.



03

## Wellness and Mental Health Resources

Training Unit is coordinating Resiliency Training with Dr. Stephanie Conn. Training is tentatively scheduled for Summer 2024.



04

## Implement Hybrid Work Plans

Hybrid work program slated to begin Q1 2024 for certain professional support staff functions



05

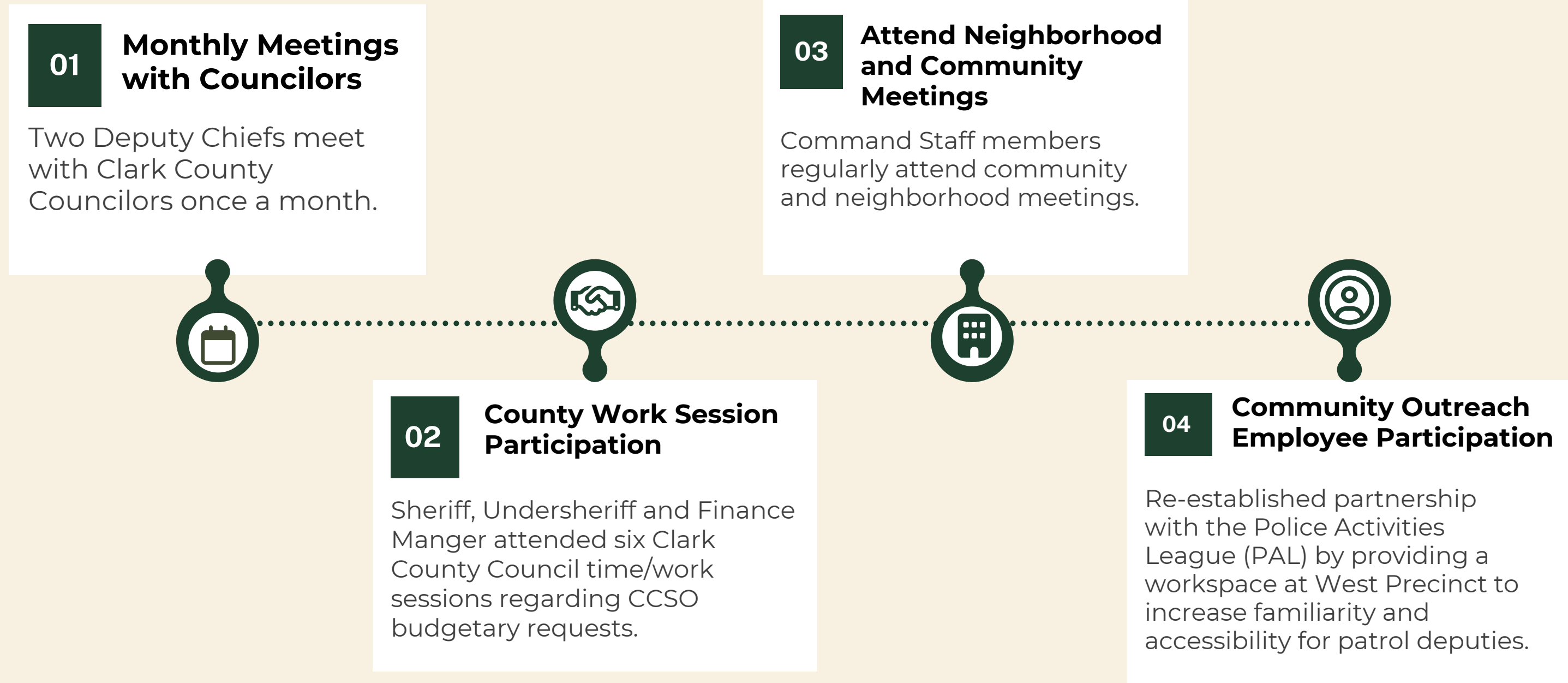
## Alleviate Workload for Supervisory Positions

Special Victims Sergeant implemented in January 2024 to help redistribute some responsibilities in Detective Unit. Campus deputies moved under different Sergeant.



# Strategic Priority 3: Community & Govt. Stakeholder Engagement

Goal: Strengthen working relationships with county leaders, elected officials and the community.



# Strategic Priority 4: Communications

Goal: Increase transparency, improve trust and establish a consistent form of communication between the agency, the media and the public.

01

## Hire Communications Manager

Communications Manager hired in December, 2023.



02

## Monthly Newsletters

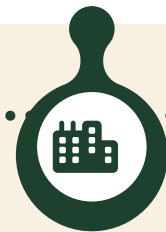
Transitioned to quarterly employee and community newsletter. Published latest versions February 1st, 2024.



03

## Community Town Hall Meetings

Sheriff Community Forum scheduled for April 25th, 2024 at CCSO's West Precinct.



04

## Survey Feedback

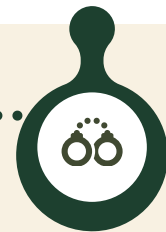
Drafting surveys to solicit feedback from the community and employees to ensure agency performance and accountability.



05

## Online Crime Reporting System

Reviewing contract with Cop Logic to improve online reporting system.



# Strategic Priority 5: New CCSO Headquarters Facility

Goal: Acquire a new CCSO Headquarters facility that creates an exceptional work environment for employees and offers a welcoming space for our community.

01

## Temporary Office Space

Internal Affairs and Backgrounds Units are now located at the Public Service Center as a temporary solution. Training Unit relocated within HQ building.



02

## Permanent CCSO Location

Sheriff Horch has met with Clark County Management and Councilors to assess long term needs for CCSO facilities. Temporary relocation solutions are being discussed.

# Strategic Priority 6: SW WA Regional Police Academy

Goal: Establish a regional law enforcement academy in Southwest Washington.

**01 Develop Regional Police Academy**

Partnered with regional law enforcement agencies, lawmakers, and the Washington Criminal Justice Training Commission to develop a regional police academy. The academy opened in January 2024. Working with legislators to secure additional funding for future classes.



**02 Select Interim Police Academy Location**

The academy is located at the site of former Image Elementary School in Northeast Vancouver.



**03 Academy Instruction**

CCSO TAC officer has provided info to CCSO employees for a cadre of instructors. Discussions are underway regarding providing a full-time Defensive Tactics Instructor.

