



- The Office of Sheriff is a unique position within the Commonwealth – we are tasked with entry security, court room security, prisoner transport, to include extraditions, service of the civil process, warrant service, licensing to include LTCF, LTSF, LTSPM and Sheriff Sales. Many Sheriff's also participate in several task forces to include County Drug Task Force, USMS, HSI, FBI and others. Additionally some do patrol and have other services.
- Deputies must attend a 19-week Academy within one year of employment unless previously certified under Act 120 or other out of state Academy.
- Almost all Offices struggle with recruitment and retention for many different reasons.
- I'm happy that this issue is being looked at.
- I recently participated in a Committee headed by Attorney General Sunday with 20 plus other agencies. A common theme amongst the group is that we all struggle with these issues but in different ways. A report was generated by the group.

Recruitment:

- County budgets are set by the Board or Commissioners or County Council and the County Executive in Home Rule Charter counties. Not all are supportive of Law Enforcement or the Sheriff's.
- Sheriff's have no ability to control this budget, merely make requests.
- Pay and working hour disparity exists from County to County.
- Sheriff's don't possess full authority which makes it a challenge to recruit and retain.
- Many Deputies are a part of Unions and their contracts are with the County not the Sheriff. Wages and other stipulations are pre-set and a Sheriff has no ability to negotiate these contracts or their terms.
- The pool of candidates has changed. In the past Law Enforcement officers would join a Sheriff's Office after they retired. This is no longer the case. Candidates would apply after they obtain their degree, no longer the case.

Retention:

- When vacancies exist it puts more stress and pressure on existing personnel therefore increasing turn over
- Like all Law Enforcement positions the job is challenging and possesses tremendous risks and liability which contributes to turnover.

- Deputies quickly realize that they can work in another industry for more money and less risk like a warehouse.

Potential Solutions:

- Set a minimum pay standard
- Provide Commonwealth funds for sign on bonuses
- Provide PCCD grant funding to offer longevity bonuses similar to what Probation does
- Support/Create bills that make it worth becoming and remaining a Law Enforcement Officer like the Fuel the Force bill
- Educational and Health Care incentives for Deputies and their families
- Suggestions from the report generated by the AG Committee
- Access to Act 13 funds – Commissioners hold the purse strings on these funds