

PSC Meeting

July 10, 2025

Desk Items

Item #3

Public Safety Subcommittee

Update

# Findings on What Needs are Felt at the Sheriff's Dept.

Cupertino Public Safety Commission

# Findings/Learnings from Ride-along

- ALPR is a high-frequency help
- Tackling retention
- In the long run, low staffing inevitably will lead to sacrifices of time or standards.
- Always on the look out for the RIGHT people (recruiting)
- Shoutout to Deputy Justin Christian

# Conversation with Sgt. Davis

- Hiring **process** is a bottleneck
  - Diligence is required, but the time from application submission to becoming a deputy can take **a year**.
  - Not a competitive timeline compared to other jobs
- Procurement is quite slow
  - To a degree, it's for a reason, but still...
  - ALPR approval took a LONG time in Cupertino.
  - Needed tools prove their worth quickly (first success story of Cupertino ALPR was yesterday, catching a stolen car)

# Staffing

- In Cupertino (contract city), patrol minimums are maintained
  - But having more deputies on patrol always helps.
- Low county-wide staffing affects the community though
  - e.g. court officers, back-office tasks.
  - The work still gets done regardless, but it inevitably eats into time still (e.g. mandatory OT for court officer shortage)
- Why?
  - Popularity / Scrutiny
  - Perceived competitiveness against other jobs/careers
  - Still a challenge to find the RIGHT candidates

# How can Cupertino help?

- Streamlining procurement process for needed tools like ALPR
- Promoting the Sheriff's Academy and law enforcement careers