

Johnson County Sheriff's Office



Policy Overview

1. Racial or Biased-Based Policing ; Policy #220

a. Rescinds policy # **2005-04**

- Rescinded this policy because formatting was changed
- Annual training on this policy

2. Productive Work Environment ; Policy #109

a. Rescinds policy **#2005-20** (Sexual harassment, discrimination and other forms of discrimination policy)

- Rescinds this policy because formatting was changed.
- Per JOCO Government Policy, training on Productive Work environment is completed every two years.

Policy Overview, cont'd.

3. Policies that show transparency within the JCSO:

a. Promotion Policy ; Policy # 510

i. The Sheriff's Office has a promotion process that identifies the skills, experience, education and ability of candidates to perform effectively as supervisors and managers. The goal is to be fair, transparent and objective in the assessment of candidates. Promotions shall only be made from established eligibility lists.

- This policy in no way limits, and is not to be construed as limiting, any rights of promotional applicants under any provision of the Americans with Disabilities Act, the Age Discrimination in Employment Act, Family Medical Leave Act, the Fair Labor Standards Act or any other Federal or State Law. This policy shall comply with the Civil Service Charter.

Policy Overview, cont'd.

b. Reassignment Process ; Policy # 511

i. The Sheriff's Office has established and utilizes a race and gender-neutral reassignment/ transfer practice employing an objective, rational, fair and reasonable selection process. There are no employee entitlements to any position within the Sheriff's Office.

c. Equal Opportunity in Employment ; Policy # 508

i. No employee shall aid, abet, compel, coerce, or conspire to discriminate or harass another employee because of race, color, sex, gender, gender identification, sexual orientation, religion or creed, age, disability, pregnancy, ancestry, national origin, genetic information, military status, membership or service in the military or political affiliation or belief. Each supervisor/manager has a responsibility to keep the workplace free of harassment and discrimination. The Sheriff's Office will use, for job referral purposes, only those agencies which do not discriminate.

Policy Overview, cont'd.

4. Body-worn Camera's ; Policy # 300 (Rescinds Policy #2011-04, Taser Axon Video Recording System)

a. Body-worn cameras will be used to record evidentiary data to assist in the enforcement and prosecution of federal law, state statues, local ordinances and codes. They will be use: (1) to provide an accurate record of an incident for administrative inquiry; (2) for performance improvement and training ; (3)in defense of civil claims and lawsuits; and (4) for enhancement of officer safety. Deputies shall activate their body-worn cameras to record official, or duty-related contacts with citizens and inmates, as consistent with this policy and law.

b. Body-worn cameras implemented at the JCSO since 2011

i. Worn by all deputies in the Operations Division when interacting with the public; Worn by all deputies and civilian specialist staff in the Detention Centers when interacting with the inmates.

Policy Overview, cont'd.

- 5. Crowd Management & Control ; Policy # 223 (Issued 08/30/2018 – revised 09/01/2020)
 - a. Rescinds policy # **2016-06**, Crowd Management and Control

Staffing Numbers

- Staffing numbers (2017-2021)
 - December 2016 – **594** FTE's
 - **659** FTE's allocated
 - May 2021 – **677.95** FTE's
 - **685** FTE's allocated
 - New Hiring group scheduled for June 4, 2021; 11 new deputies scheduled for hire
 - Attrition Rate:
 - 2016
 - 49 Sworn staff separated (11.19%)
 - 29 Civilian staff separated (18.59%)
 - 2020
 - 59 Sworn staff separated (12.16%)
 - 6 Civilian staff separated (3.51%)

Additional Information Attrition Rate

- In 2016 of those that separated 17 of the 49 sworn were retirements (35%)
 - 9 of the 29 civilian separations were retirements: (31%)
- In 2020 of those that separated 12 of the 59 sworn were retirements: 20%.
 - 2 of the 6 civilian separations were retirements : 33%

Employee Statistics

- Sworn Deputies – May 2021
 - 492 Sworn Deputies
 - 406 Male (82%)
 - 86 Female (18%)
 - 31 Hispanic (6%)
 - 27 African American (6%)
 - 6 Asian (1%)
 - 3 Other(1%)
 - 426 White (87%)

Population of Johnson County, July 2019

- Population Estimate : 602,401

- Race Breakdown

- White – 79%
- Hispanic – 8%
- African American - 5%
- Asian – 5%
- Mixed Race – 3%

www.census.gov/quickfacts/fact/table/johnsoncountykansas/PST045219