

COUNTY OF SACRAMENTO
CALIFORNIA

For the Agenda of:
January 31, 2006

To: Board of Supervisors

From: Department of Compliance
Sheriff's Department

Subject: Approve The Recommendation To Extend And Amend The Contract With Brann And Associates And The Public Strategies Group, Inc. And Approve Appropriation Adjustment Request No. 26-047 In The Amount Of \$206,843

Contact: Judy McGarry, 874-9062; George Anderson, 874-8426

Overview

On April 5, 2005, the Board of Supervisors approved the recommendation of Joseph Brann & Associates and the Public Strategies Group, Inc. to perform a comprehensive review of the Sheriff's Department. The scope of work included an overview of the Sheriff's Department operations and how the Sheriff's Department benchmarked to comparable sized law enforcement agencies. Subsequently, on November 22, 2005, the Sheriff responded to allegations of inmate abuse within the Main Jail. At the conclusion of the workshop, the Board directed staff to negotiate with the existing consultants to amend their existing contract, to include a review of the handling, processing and treatment of individuals in custody, current internal controls/systems; assess line staff, supervisors and management training, review the role of the Sheriff's Citizen Advisory Board, and meet with key stakeholders directly related to recent allegations of the mistreatment of individuals in custody.

Recommendations

1. Approve the attached Resolution authorizing the Chair to execute the attached First Amendment to the Agreement with Brann and Associates, LLC and The Public Strategies Group, Inc.
2. Approve the scope of services in the First Amendment.
3. Approve the request to extend the contract from January 30 2006, to June 30, 2006, to include the amended scope of services.
4. Approve the Appropriation Adjustment Request (AAR) transferring \$206,843 from Contingencies to Non-Departmental Revenues/General Fund (Budget Unit 5701000).

Measures/Evaluation

The primary objective of this request is to extend and amend the existing contract to include the review of the handling, processing and treatment of individuals in custody, current internal controls/systems; use of force policy, training of custodial staff, the role of the Sheriff's Citizen Advisory Board, and meet with key stakeholders directly related to recent allegations of the mistreatment of individuals in custody.

Fiscal Impact

The original contract price for the review was \$385,895. If the amended scope (\$206,843) is approved by the Board of Supervisors, the total amount of the contract will be \$592,738. The attached AAR will transfer funds (\$206,843) from Contingencies to Non-Departmental Revenues/General Fund (Budget Unit 5701000) to fund the amended contract.

BACKGROUND:

On December 2004, the Board authorized the issuance of a RFP for the review of all the Sheriff's Department programs, except contract cities and the Court. The contract was approved in May 2005, and the term of the agreement expires on January 30, 2006. The scope of work included the following:

- Identify and examine core functions/services of the Sheriff's Department
- Review current span of control (management and supervisors)
- Review current deployment of sworn personnel
- Review Department's criteria for deployment of sworn personnel, and assess effectiveness of current practices
- Review management/staff ratios
- Review current Sheriff's Department personnel practices with cost implications (such as use of overtime, holiday-in-lieu, management time off, and off-duty program)
- Review current use of specialized units and if appropriate, recommend optimal staffing patterns
- Assess current practice for home-retention of county vehicles
- Conduct internal and external interviews, including key stakeholders and community members
- Assess the current operational practices of Sheriff's Department units included in the review

Additionally, the consultant was requested to conduct an organizational/jurisdictional review of comparable size urban law enforcement agencies to determine best practices, including these tasks:

- Identify key benchmark data points to use in comparison with other jurisdictions, including services provided and staffing levels
- Develop key indicators for measuring success of the services provided by the Department
- Compare current operational practices with models of "best practices" performed in comparable urban law enforcement agencies
- Assess if current operational practices are conducted efficiently and cost effectively
- Identify key industry standards related to staffing and service delivery for Correctional Services and Field Services (patrol and investigations).
- Lastly, the consultant was to document recommendations for program and practice improvement, with the following elements:
 - Recommend program and practice improvements and suggest organizational modifications that could assist in carrying out such recommendations
 - Provide specific recommendations for staffing improvements in Correctional and Field Services, including cost implications

The term of the current contract expired on January 30, 2006. The consultants were scheduled to present their findings and recommendations to the Board of Supervisors on February 7, 2006 at 3:30 p.m. However, in a memo dated December 28, 2005, the Sheriff requested that this presentation be rescheduled. The request to reschedule the February 7, 2006 presentation was necessary because of numerous scheduling conflicts and unexpected personal issues. The presentation is now scheduled for February 28, 2006, at 10:30 a.m.

DISCUSSION:

On November 22, 2005, the Board of Supervisors received a presentation from the Sheriff's Department on operations at the Sacramento County Main Jail. Sheriff Blanas requested to make a presentation to the Board in response to a series of newspaper articles alleging excessive force at the Main Jail.

The Sheriff provided an overview of the booking process, use of force policy and procedure, and statistical information regarding the number of individuals booked annually into the jail, including the percentage of individuals booked under the influence of drug and/or alcohol. The Sheriff's Department also outlined steps that were being taken to address community concerns.

Following the Sheriff's Department's presentation, a number of citizens addressed the Board. Comments included both criticisms/allegations of excessive force and support for the Sheriff's Department and its Main Jail operations. Members of the Board of Supervisors and the Sheriff expressed a desire to expand the scope of the existing agreement with the consultants (Joe Brann and Associates and The Public Strategies Group, Inc.) to include an examination of current jail practices. Specifically, the additional scope would include a review of the handling, processing and treatment of individuals in custody, review of internal controls/systems; assess line staff, supervisors and management training, review the role and mission of the Sheriff's Citizen Advisory Board, Use Of Force policy, the complaint review process, reporting systems used at the Main Jail, and meet with key stakeholders directly related to recent allegations of the mistreatment of individuals in custody

Based on Joseph Brann's extensive law enforcement background, both the Sheriff and the Board of Supervisors stated that he was the most qualified for the assignment. Further, under the current contract, Mr. Brann has already spent considerable time assessing and understanding the entire Sheriff's Department. Prior to establishing Joseph Brann and Associates, Mr. Brann served in the Clinton administration as the first Director of the Office of Community Oriented Policing Services (COPS), in the Department of Justice. He served as the Chief of Police in Hayward, California, and he has had extensive consulting experience with major city and county law enforcement agencies throughout the country. Mr. Brann will subcontract with other individuals that have been identified as thoroughly knowledgeable and experts in the field of corrections.

The maximum cost of the amended scope work is \$592,738 . The term of the existing contract expired on January 30, 2006. This request is to extend the contract to June 30, 2006 and amend the scope of work.

Findings and recommendations of the original scope of the performance review will be presented to the Board on February 28, 2006 at 10:30 a.m.

MEASURES/EVAULATIONS:

The primary objective of the first amendment is to conduct an in-depth review of the Sacramento County Main Jail operations, including a review of policies and procedures for booking prisoners, use of force, staffing, the complaint review process and reporting systems used at the Main Jail, and the contacting and following up on allegations made at the public hearing.

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FINANCIAL ANALYSIS:

The original contract price for the programmatic review was \$385,895. If approved by the Board, this amendment will increase the contract by \$206,843, for a total of \$592,738.

The attached AAR will transfer funds (\$206,843) from Contingencies to Non-Departmental Revenues/General Fund (Budget Unit 5701000) to fund the balance of the cost.

Respectfully submitted,

Concur:

JUDY MCGARRY, Director
Department of Compliance

GEORGE ANDERSON, Chief Deputy
Sheriff's Department

APPROVED:

TERRY SCHUTTEN
County Executive

Attachments Resolution
 First Amendment to Agreement
 AAR No. 26-047

cc: Joseph Brann, Brann and Associates, LLC
 Jeff Zlonis, Public Strategies Group, Inc.