

The Grand Jury Report, released on March 21, 2018 regarding Complaint #5- Concerning Douglas County Sheriff's Department "Performance Standards" was accurate in my opinion, as they identified and addressed legitimate concerns brought before them.

I have nothing but the utmost respect and admiration for the men and women of the Douglas County Sheriff's Office who put on the uniform each and every day. These men and women work hard to keep the citizens safe, and at times put themselves in harm's way to protect our communities. I believe we have a strong presence and play a vital role in keeping Douglas County safe. We do this within our budget and with the personnel we are allotted to employ.

The responsibilities our officers are sworn to perform come with high standards. Expectations for job performance should be driven with positive leadership, education and training. Discipline is one of the important responsibilities of management. Guidelines, corrective action and discipline should be handled firmly but with respect. High morale is critical to retaining our committed and dedicated deputies.

I believe the Grand Jury was correct in their recommendations that are listed below:

1. The deputies should be evaluated on their individual performance, training received and special assignments and not solely on the metrics of a spreadsheet.
2. All new management staff in the DCSO, either hired outside or within the department be required to complete training on staff management and ethics.
3. A deputy's performance should not be publicly posted for all staff to see. It is recommended all personnel matters related to job performance be handled privately between the Sergeant or Captain and the Deputy.
4. The chronic "underperforming" deputies be reevaluated, retrained or reassigned to take advantage of their individual strengths.

Sheriff Pierini has developed strong, honest, and hardworking personnel during his 21 years as Sheriff. He has dedicated that time to keeping Douglas County significantly free from gang and drug problems, which we see in other communities. We have put the safety of our schools and children as a top priority by working closely with the school district and ensuring that officers are assigned to our schools daily.

I am committed and have the ability and knowledge to continue what has been put in place. I will enhance the careers of the deputies and staff who work for the Sheriff's Office by providing training and a positive work environment, where they will know they are valued as individuals and employees. I will continue to enhance the relationship with the public, who we depend upon for help and support. A safe environment is a collaborative effort of law enforcement, government and community. I have built those relationships as a member of our community and a member of our Sheriff's Office for 20 plus years.