



KEEPING THE PEACE SINCE 1850

Welcome to Sheriff's Orientation



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Sheriff's 101

Presented By:
Sheriff's Professional Staff Training Unit



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Housekeeping

Parking

Rest rooms

Water fountain

Snacks

Building Doors



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Schedule

0730 – 0800	Sheriff 101
0800 – 0900	Rules of Conduct
0900 – 0915	Command Welcome
0915 – 0930	Break
0930 – 1030	Jail and Inmate Orientation
1030 – 1130	Social Media
1130 – 1230	Lunch
1230 – 1400	Run Hide Fight
1400 – 1415	Break
1415 – 1630	IT Orientation



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San Diego Sheriff's Department

“We provide the highest quality public safety services in an effort to make San Diego the safest urban county in the nation.”



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Facts

Budget	\$1,058,000,000
Employees	4,636
Jobs Classifications	150+
Work Locations	60+



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Organizational Vision

“We earn the respect and the confidence of the public as a professional public safety organization. We are innovative and responsive to the needs of those we serve and work in partnership with our communities. We attract and retain highly competent and diverse employees.”



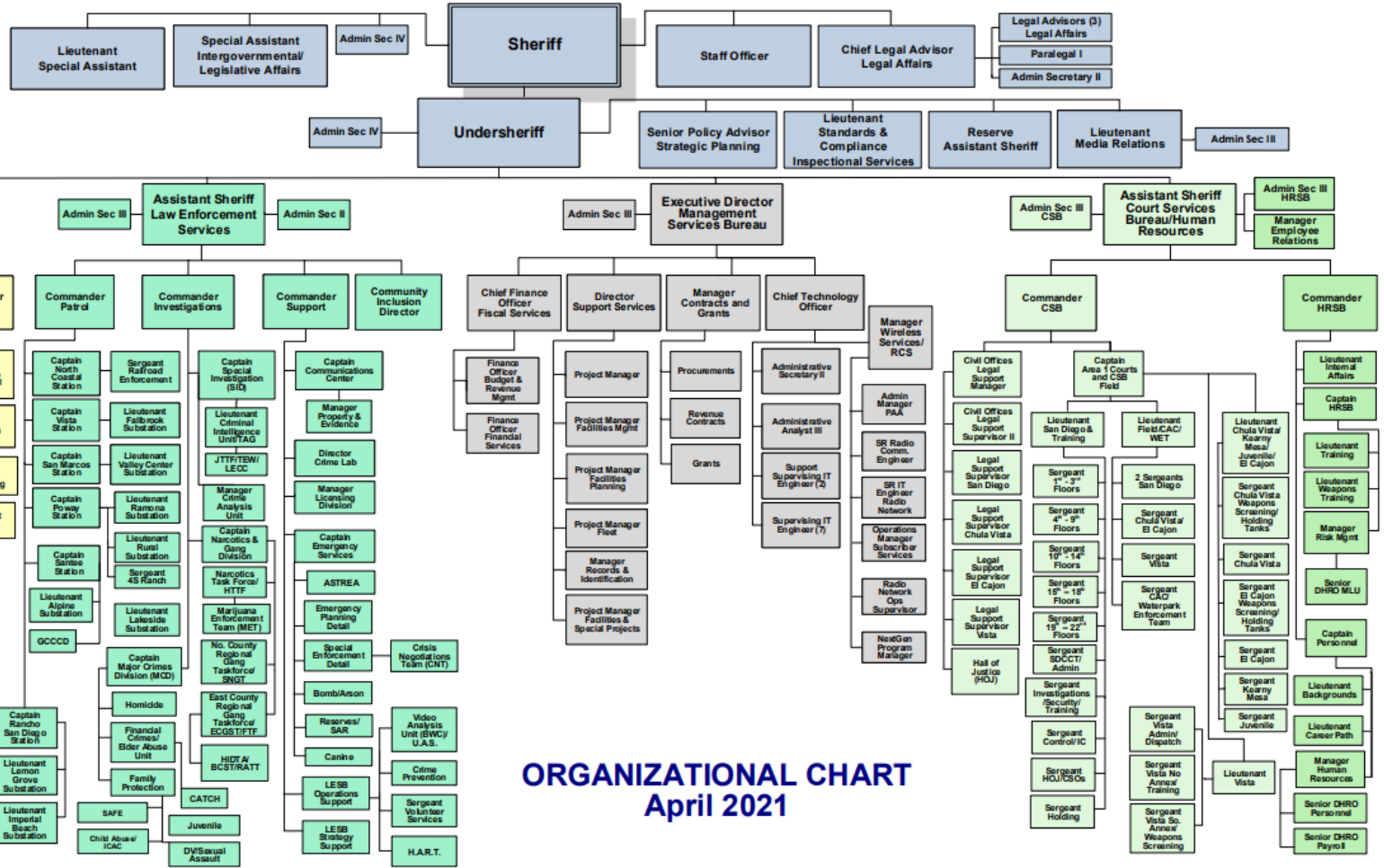
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Core Values

Honesty – Integrity – Loyalty – Trust –
Respect - Fairness - Dignity



SAN DIEGO COUNTY SHERIFF'S DEPARTMENT



ORGANIZATIONAL CHART
April 2021

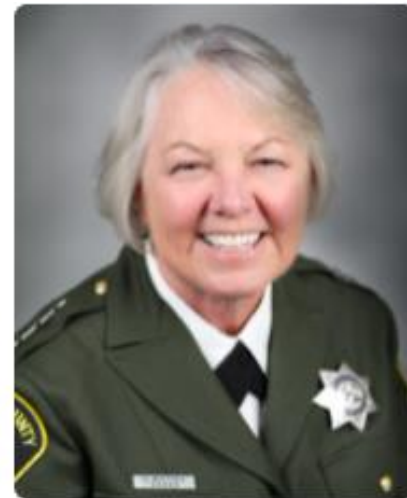


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Office of the Sheriff



Bill Gore
Sheriff



Kelly Martinez
Undersheriff



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Court Services Bureau

“Our mission is to provide a safe and secure environment that enables the judicial system to serve the community effectively.”



Anthony Ray

Assistant Sheriff



Hank Turner

Commander



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Court Services Bureau





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Detention Services Bureau

“Working together, we provide professional detention services in a safe and humane environment.”



Erika Frierson
Assistant Sheriff

*Photo
Coming
Soon!*

**Cmdr. Christopher
Buchanan**
Detention Operations
Area 1

*Photo
Coming
Soon!*

Cmdr. Rich Williams
Detention Operations
Area 2



Cmdr. Dan Brislin
Detention Operations
Area 3



Cmdr. Billy Duke
Detention Operations
Area 4



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Detention Services Bureau





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Human Resource Services Bureau

“The Human Resource Services Bureau manages the most valuable assets of the Sheriff’s Department: our employees. HRB’s sworn and professional staff looks after both the interests of the Department and the interests of the employees who comprise the Department.”



Anthony Ray

Assistant Sheriff



Greg Rylaarsdam

Commander



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Human Resource Services Bureau





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Law Enforcement Services Bureau

“Our objectives and focus: Our People, Our Youth, and Crime in our Communities.”



David Brown
Assistant Sheriff



Cmdr. Charles Cinnamo
Investigations Commander



Cmdr. Theresa Adams-Hydar
Support Commander



Cmdr. Robert Smith
Patrol Commander



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Law Enforcement Services Bureau





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Management Services Bureau

"The Management Services Bureau is committed to provide exceptional service and responsive business expertise to best support Department operations and the public we serve."



Frank Motley
Executive Director



Eunice Ramos
Chief Finance Officer



Chris Thibodeaux
Support Services Director



KEEPING THE PEACE SINCE 1850

Management Services Bureau



Ashish Kakkad
Chief Technology Officer



David Brooks
Wireless Services Manager



Keith Spears
Contract Manager



Internal Affairs

Why do we have Internal Affairs?

Our Mission Statement:

To enhance the confidence of the public and our department employees, we provide thorough and impartial administrative investigative services

- Mandated by law
 - PC 832.5
- Department Mission, Vision, Values, Goals and Objectives
- Employee rights
- 14th Amendment (Due Process)
- Public Trust

About the unit

- Human Resources Command
- 1 Lieutenant
- 6 Sergeants
 - 4 Law Enforcement/2 Detentions
- 3 Professional Staff

What we DO Investigate

- On-duty misconduct allegations
- Off-duty criminal allegations
- Off-duty, non-criminal conduct with a nexus to the department

What we do NOT Investigate

- Complaints with no nexus to the department
- Complaints not involving department members
- Matters with more appropriate methods of resolution
- Complaints that are not timely
 - 30 days

How are complaints handled?

- Per Department Policy 2.21,
All supervisors should attempt to resolve at the lowest level
- Complaint received in IA
 - Verbal or written, command generated
- IA Lieutenant review and assignment
 - IA Investigation or Command
 - No Violation: Correspondence Letter

Statistics: 2020

- 541 Complaints
 - 460 resolved with correspondence letter
- 81 IA cases opened
 - Policy or law violations
 - IA Investigations vs Command – 53 / 28
 - 4000+ employees

What to expect if you are an accused employee

- Command notified immediately
- Investigator notifies accused at their discretion
- Use IA webpage as resource
- Seek out employee representation
- Public Safety Officers Procedural Bill of Rights Act (POBAR)/Weingarten Rights
- Contact investigator with questions
- Confidentiality
- Conduct

Investigation

- Thorough, Fair and Unbiased Investigation
- Goal of investigation
 - Fact finding vs discipline
- Witnesses
- Evidence

Investigation Continued

- Interviews
- Investigative Report
- Synopsis, Analysis, Conclusions and Findings
- Hold members of the Department to a high standard
- Clear those wrongly accused

Burden of Proof

"Preponderance of evidence" which is defined as "such evidence, when weighed with that opposed to it, has more convincing force and the greater probability of truth."

- 51%

Findings

- Sustained
- Unfounded
- Not Sustained
- Exonerated
- Resolved
- Prove it happened
- Prove it did not happen
- Cannot prove either way
- Prove it happened, but within policy/law
- Other

Now what?

- Disciplinary Hearing (2nd level supervisor)
- Discipline
 - Written Reprimand
 - Disciplinary Re-assignment
 - Pay-Step Reduction
 - Suspension without pay
 - Demotion
 - Termination
- Appeal Process
 - Skelly Hearing / Civil Service Commission

Internal Affairs Files

- Case Files vs. Discipline Files (Forever)
- Who has access?
 - You
 - Commander and Above
 - Confidentiality Waiver
- When are IA files reviewed?
 - Pitchess Motions
 - Senate Bill 1421
 - SUSTAINED: UOF (GBI), Truthfulness, Sexual Assault

Avoiding an IA?

- Do the right thing, all the time
- Be professional, all the time
- Be truthful, all the time

- Investigate to Exonerate



Rules of Conduct

2.4 Unbecoming Conduct

- **Employees shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on this Department.**
- Unbecoming conduct shall include that which tends to bring this Department into disrepute or reflects discredit upon the employee as a member of this Department, or that which tends to impair the operation and efficiency of this Department or employee.

2.6 Conformance to Laws

- **Employees shall obey all laws of the United States, of this state, and of local jurisdictions.**
- The acts of employees giving rise to an indictment, information or complaint, filed against an employee, or a conviction for violating any law, including a conviction following a plea of nolo contendere, may be cause for disciplinary action, temporary or permanent reassignment (excluding minor traffic).

2.6 Conformance to Laws, *continued*

- **Employees shall immediately inform their immediate supervisor of any and all circumstances where non-conformance to laws has been, or may be, alleged by any law enforcement agency.**
- **The supervisor receiving such notification shall immediately notify Internal Affairs.**

2.7 Seeking or Accepting Gifts, Gratuities, Bribes, or Rewards

- It is prohibited for employees to directly or indirectly solicit or accept from any person, business, or organization any gift, gratuity, bribe, or reward for the benefit of the employee, if it may reasonably be inferred that the person, business, or organization:
 - Seeks to **influence** action of an official nature or seeks to affect the performance or non-performance of an official duty, or
 - Has an interest which may be substantially affected directly or indirectly by the performance or non-performance of an official duty.

2.7 - Gifts/Bribes - *continued*

- Food and Other Services: When making purchases, whether on or off duty, employees shall pay the posted price(s) for food, services or any other consideration. Discounts will not be accepted nor solicited where the employee's official position is used to effect same, or the discount can be reasonably shown to be as a result of any official position.
 - **A discount may be accepted where it has been negotiated by a recognized employee group sanctioned by the Sheriff.**
- For the purpose of this rule, the words "gifts", "gratuity", "bribe", and "reward", shall include money, food, tangible or intangible personal property, loan, promise, service, entertainment, or any other consideration.

2.9 Associations

- Employees shall not associate on either a personal or business basis or have dealings with persons whom they know, or should know, or have reason to believe are, or have been racketeers, sexual offenders, drug dealers, illegal drug users, illegal gamblers, persons whom the employee suspects, or should suspect, are involved in felonious activities, convicted felons, persons held in county custody, felons serving or who have served time in custody, or persons under criminal investigation or indictment, except as necessary to the performance of official duties, or where unavoidable because of other personal relationships.

2.15 Insubordination

- Insubordination is the willful refusal to obey a reasonable and lawful order given and understood.
- A reasonable and lawful order given to a subordinate shall be followed regardless of the method of conveyance. The willful failure to obey orders constitutes grounds for discipline (including termination).

2.22 Courtesy

- Employees shall be courteous to the public and fellow employees. They shall be tactful in the performance of their duties, shall control their tempers, exercise patience and discretion and shall not engage in argumentative discussions even in the face of extreme provocation. In the performance of their duties, employees shall not use coarse, violent, profane or insolent language or gestures.

2.35 Operation of Vehicles

- Employees shall operate all county owned or maintained vehicles, or any vehicle being operated in the performance of their official duties, in a careful and prudent manner, and shall obey all laws of the state and all Departmental orders pertaining to such operation. Employees shall set a proper example for other persons by the manner in which they operate all vehicles in an official capacity.
- Loss or suspension of an employee's driver's license shall be reported to the Department immediately and may be cause for reassignment, suspension, or termination. When employees drive any vehicle requiring other than a regular driver's license (Class C) they shall possess the required endorsement.

2.36 Use of Department Equipment

Employees shall utilize Department equipment only for its intended purpose, in accordance with established Departmental procedures and shall not abuse, damage or lose Department equipment. All Department equipment issued to employees, including manuals, shall be maintained in proper order.

2.37 Dissemination of Information

- Employees shall treat the official business of this Department as confidential.
- Information regarding official business shall be disseminated only to those for whom it is intended, in accordance with established Departmental procedures.
- Employees may remove or copy official records or reports from any law enforcement installation only in accordance with established Departmental procedures. Employees shall not divulge the identity of persons giving confidential information, except to their supervisors.

2.30 Failure to Meet Standards

- Employees shall properly perform their duties and assume the responsibilities of their positions.
- Employees shall perform their duties in a manner which will tend to establish and maintain the highest standards of efficiency in carrying out the mission, functions, and objectives of this Department.

2.30 FTMS continued

- Failure to meet standards may be demonstrated by lack of knowledge, and unwillingness or inability to perform assigned tasks, failure to take appropriate action and absence without leave.

2.46 Truthfulness

When asked by the Sheriff, the Sheriff's designee or any supervisor, employees will always answer questions, whether orally or in writing, truthfully and to the fullest extent of their knowledge. All written and verbal reports shall be truthful and complete.



Questions?

Main Office Line
(858) 974-2065



SAN DIEGO SHERIFF'S DEPARTMENT

Social Media in Law Enforcement Agencies

Amber Baggs

Media Relations Director







Welcome New Employees

Where will you be working?





Objectives of this training:

- 1 - Sheriff's Department use of Social Media
- 2 - Dangers of Social Media for Employees
- 3 - Sheriff's Department Policies & Procedures





- What is Social Media?
- How many of you use Social Media?
- Which ones do you use?



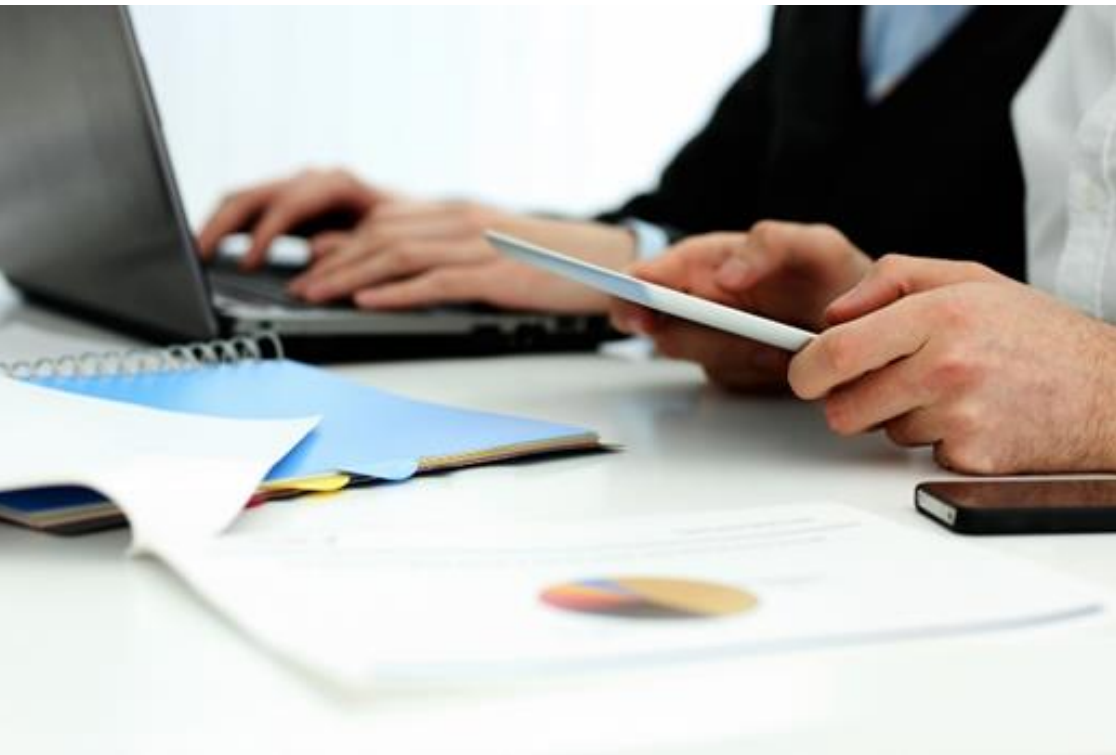


How has social media affected society this past year?
What are your thoughts on social media?





Employee and Employer Relationship?



- At previous job, did they have rules about the use of Social Media?
- If so what were they?



Employee and Employer Relationship with Sheriff's Department?





- Instagram
- YouTube
- Vimeo
- Twitter
- Nixle
- Next Door





Public Notification- Twitter



Twitter



San Diego Sheriff  12.9K Tweets



San Diego Sheriff  @SDSheriff

Sheriff Bill Gore - Official San Diego County Sheriff's Department - This is a non-emergency communications tool. In an emergency dial 9-1-1.

📍 9621 Ridgehaven Ct., San Diego sdsheriff.net 📅 Joined September 2009

739 Following 57.7K Followers

Tweets Tweets & replies Media Likes

 Pinned Tweet

 **San Diego Sheriff**  @SDSheriff · 16h

As we prepare to celebrate [#HispanicHeritageMonth](#), we spotlight [@SDSheriff](#) Deputy Garcia. He was raised in [@sanmarcoscity](#) and served his country in the [@USMC](#). Now, Deputy Garcia proudly represents [@SDSOSanMarcos](#) and gives back to the community he grew up in. [#KeepingYouSafe](#)



San Diego Sheriff  12.1K Tweets Follow

 **San Diego Sheriff**  @SDSheriff · 1h

A virtual public hearing for the proposed placement of Sexually Violent Predator Merle Wakefield in Unincorporated El Cajon will be held on May 10. For more info, visit: bit.ly/3uQ9mBs. Process/approval is responsibility of Dept. of State Hospitals & [@SDSuperiorCourt](#).



1 7 4

 **San Diego Sheriff Retweeted**

 **Vista Station** @SDSOVista · 5h

Last night, Vista Deputies responded to a call of trespassing on S Santa Fe Ave. Deputies contacted a known gang member who was in possession of approximately 161.19 grams of methamphetamine. The suspect, who was currently on Parole, was booked into the Vista Detention Facility.





Crime Prevention



sdsheriff



sdsheriff Package Safety

The #HolidaySeason is here and so are porch pirates. Don't let your #gifts and online purchases become a steal for someone else. @SDSheriff Deputy Pele is here with #safety tips. #Grinch #PorchPirate #shipping #Sheriff #deputy #SanDiego #Christmas #KeepingYouSafe

20w



boomboxsd619 @ernstagram10



👍👍 @tito_left

20w 3 likes Reply



snowkiwi2013 Thank you for the advise sheriff 🙏



5,582 views

DECEMBER 18, 2020



Add a comment...

Post



Instagram



ASIAN-AMERICAN
& Pacific Islander
Heritage
MONTH



“
My family is from Ewa Beach, Oahu.
Growing up in a Polynesian household, I was raised on respect, hard work and a “family-first” mentality. Being a Deputy Sheriff only strengthens those life morals as I get to put them to use on a daily basis. I am the first law enforcement member in my family and I am proud to represent the San Diego County Sheriff's Department.”

- Keeki Cavaco
Deputy Sheriff

JOINSDSHERIFF.NET



Instagram



sdsheriff

Follow

2,610 posts

17.9k followers

1,092 following

sdsheriff

Law Enforcement Agency

Keeping the Peace Since 1850

Passion for community connection

Diverse people dedicated to keeping you safe

www.sdsheriff.gov

Twitter: @SDSheriff



joinsdsheff.net



JoinSDSher...

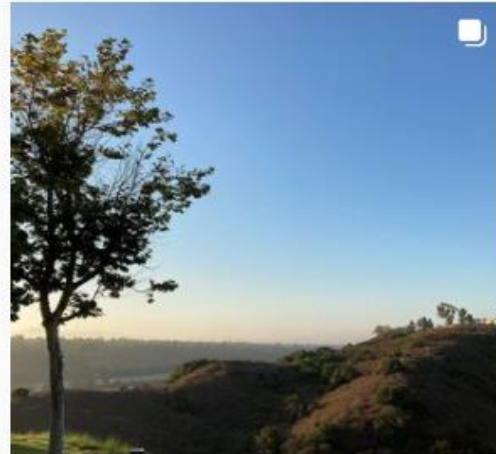


Honor Guard

POSTS

IGTV

TAGGED



- Home
- Explore
- Subscriptions
- Library
- History

Sign in to like videos, comment, and subscribe.

SIGN IN

BEST OF YOUTUBE

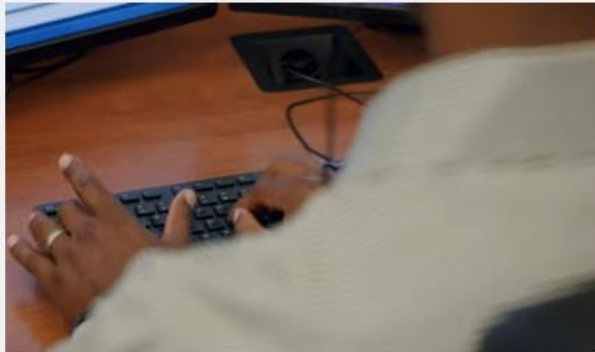
- Music
- Sports
- Gaming
- Movies & Shows
- News
- Live
- Fashion & Beauty
- Learning
- Spotlight
- 360° Video
- Browse channels



sdsheriff
17.6K subscribers

SUBSCRIBE

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One Agency - Multiple Career Possibilities - San Diego Coun...

32,075 views • 3 months ago

The San Diego County Sheriff's Department is hiring!

You can have a fulfilling career of helping people and doing what you love, whatever your interest or passion may be. By working for us, you'll be in a position to make a profound difference in the communities we serve.

Watch our new recruitment video to see some of the many...
READ MORE

Uploads ▶ PLAY ALL

San Diego Sheriff

Numero general: 858-565-5200

Emergencias: 9-1-1

Solicitar reportes de delitos, preguntas general.

Delitos ocurriendo en el momento, incendios, y problemas n

19:28

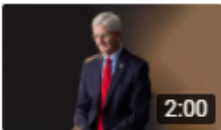















34:07











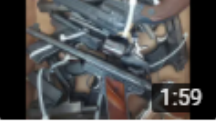





2:00

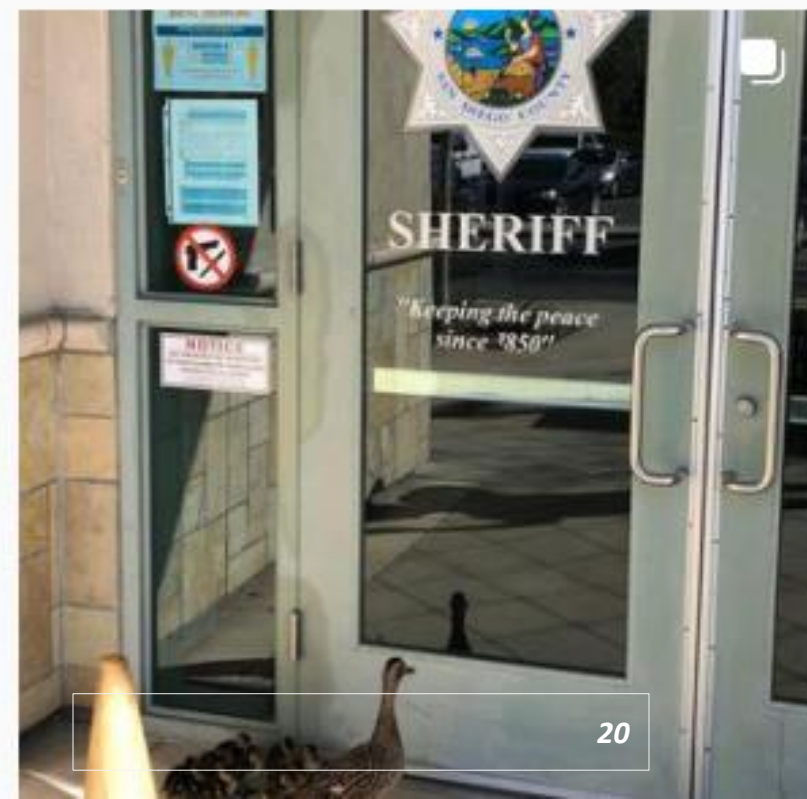
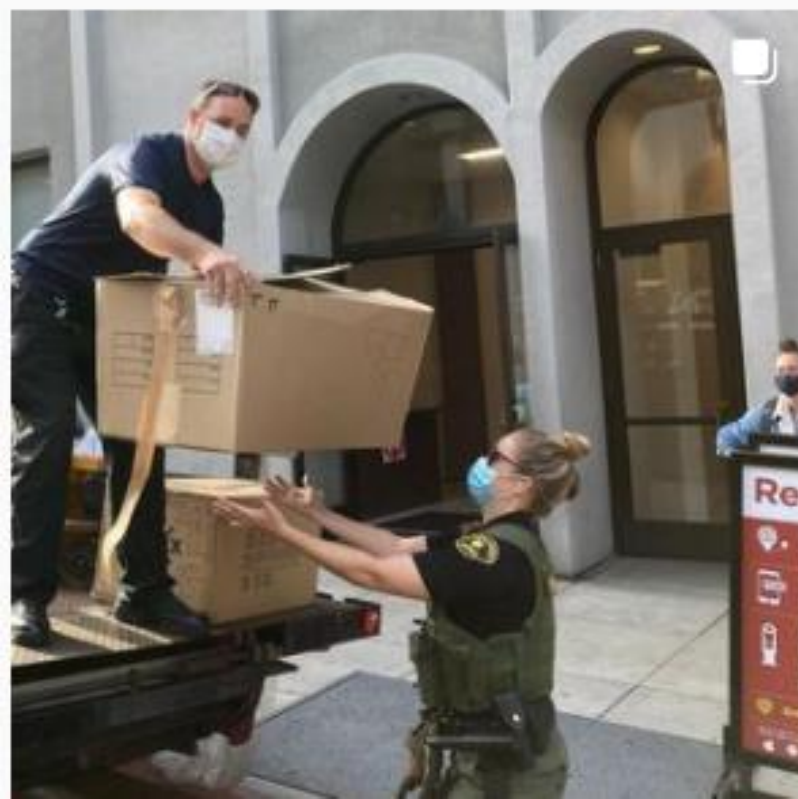
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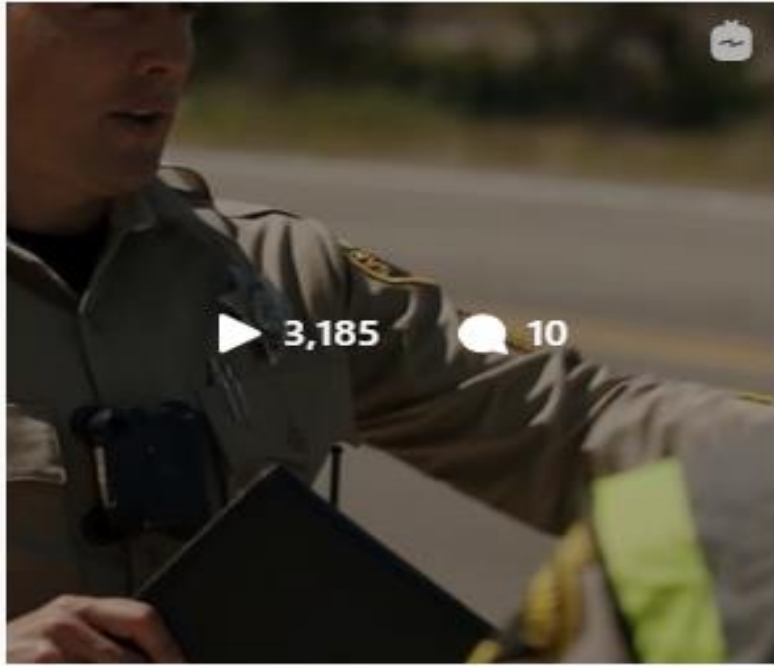
0:48

1:26

<input type="checkbox"/>	 2:00	Never Forget - San Diego County Sheriff's Department On September 11, 2001, under a clear blue sky, millions of people witnessed an unspeakable tragedy and watched in...	 Public	None	Sep 11, 2021 Published	234	0	90.0% 27 likes
<input type="checkbox"/>	 3:34	Remembering 9/11 - San Diego County Sheriff's Depart... We all remember that awful Tuesday morning. We watched in horror as passenger planes turned into weapons on...	 Public	None	Sep 9, 2021 Published	451	0	96.0% 48 likes
<input type="checkbox"/>	 0:48	K-9 Water Training - San Diego County Sheriff's Departm... Regular training is essential for deputies to provide the highest quality of public safety services to the people we...	 Public	None	Aug 31, 2021 Published	656	0	97.2% 35 likes
<input type="checkbox"/>	 1:26	COVID-19 Vaccine Jail Education Campaign - San Diego... The San Diego County Sheriff's Department continues to offer the COVID-19 vaccination to the population in our jails...	 Public	None	Aug 26, 2021 Published	893	0	65.0% 13 likes
<input type="checkbox"/>	 6-YEAR-OLD 2:08	6-Year-Old Hero - San Diego County Sheriff's Department She's only six years old, but when she heard the Sheriff's Department helicopter making announcements for a missi...	 Public	None	Aug 23, 2021 Published	1,373	0	100.0% 98 likes
<input type="checkbox"/>	 0:40	Hoist Rescue - San Diego County Sheriff's Department We have the range, mobility, precision and hoisting capabilities to perform lifesaving search and rescue...	 Public	None	Aug 19, 2021 Published	851	0	97.4% 38 likes
<input type="checkbox"/>	 2:18	04 Kory Russell v3 4K Add description	 Unlisted	None	Aug 19, 2021 Uploaded	0	0	-
<input type="checkbox"/>	 53:23	Deputy Crane Body Camera Video - San Diego County S... In response to numerous requests regarding an incident in San Marcos on July 3, 2021, here's footage from the body-...	 Public	None	Aug 12, 2021 Published	9,013	0	96.2% 275 likes

<input type="checkbox"/>		Deputy Crane Body Camera Video - San Diego County S... In response to numerous requests regarding an incident in San Marcos on July 3, 2021, here's footage from the body-...	 Public	None	Aug 12, 2021 Published	9,013	0	96.2% 275 likes
<input type="checkbox"/>		Deputy Faiivae Body Camera Video - San Diego County ... In response to numerous requests regarding an incident in San Marcos on July 3, 2021, here's footage from the body-...	 Public	None	Aug 12, 2021 Published	40,161	0	92.4% 327 likes
<input type="checkbox"/>		Thank You, Kallie! - San Diego County Sheriff's Departm... Anyone can be a hero. On Memorial Day 2021, six-year-old Kallie was at her grandmother's house in Ramona when sh...	 Public	None	Aug 6, 2021 Published	2,897	0	94.1% 112 likes
<input type="checkbox"/>		The Dangers of Fentanyl - San Diego County Sheriff's De... On July 3, 2021, Deputy David Faiivae from the San Marcos Sheriff's Station put on his uniform and badge for his patrol...	 Public	None	Aug 5, 2021 Published	4,714,642	0	95.6% 141,424 likes
<input type="checkbox"/>		Acompáñanos Al National Night Out - San Diego County... Acompáñanos este martes, 3 de agosto para National Night Out Against Crime. El Departamento del Alguacil del...	 Public	None	Aug 2, 2021 Published	1,458	0	80.0% 24 likes
<input type="checkbox"/>		Guns For Gift Cards A Success - San Diego County Sheri... Nearly 300 weapons were collected during a recent Guns For Gift Cards event hosted by the San Diego County Sheriff's...	 Public	None	Aug 2, 2021 Published	3,320	0	46.8% 66 likes
<input type="checkbox"/>		Join Us For National Night Out - San Diego County Sheri... The San Diego County Sheriff's Department invites the community to join us for National Night Out Against Crime...	 Public	None	Aug 2, 2021 Published	430	0	80.0% 8 likes
<input type="checkbox"/>		Why We Wear The Badge - San Diego County Sheriff's D... Behind the badge and uniform is a mum, dad, son, daughter, granny, pops, sister or brother. San Diego County Sheriff's...	 Public	None	Aug 2, 2021 Published	767	0	81.5% 22 likes





NATIONAL

SIBLING

DAY







Social Media Used By:

- Investigative Units
- Crime Analysis Unit
- Detectives use Social Media in investigations and gathering intelligence on major events





- Potential dangers of social media for employees?



- What just happened and why?
- How can this be prevented?
- Could this happen to a Sheriff's Employee?

Security on Smart Phones



- Turn off Geotagging
- Privacy Settings
- Location Services Off
- Camera – set for “Never”
- Other apps leave on “While Using”



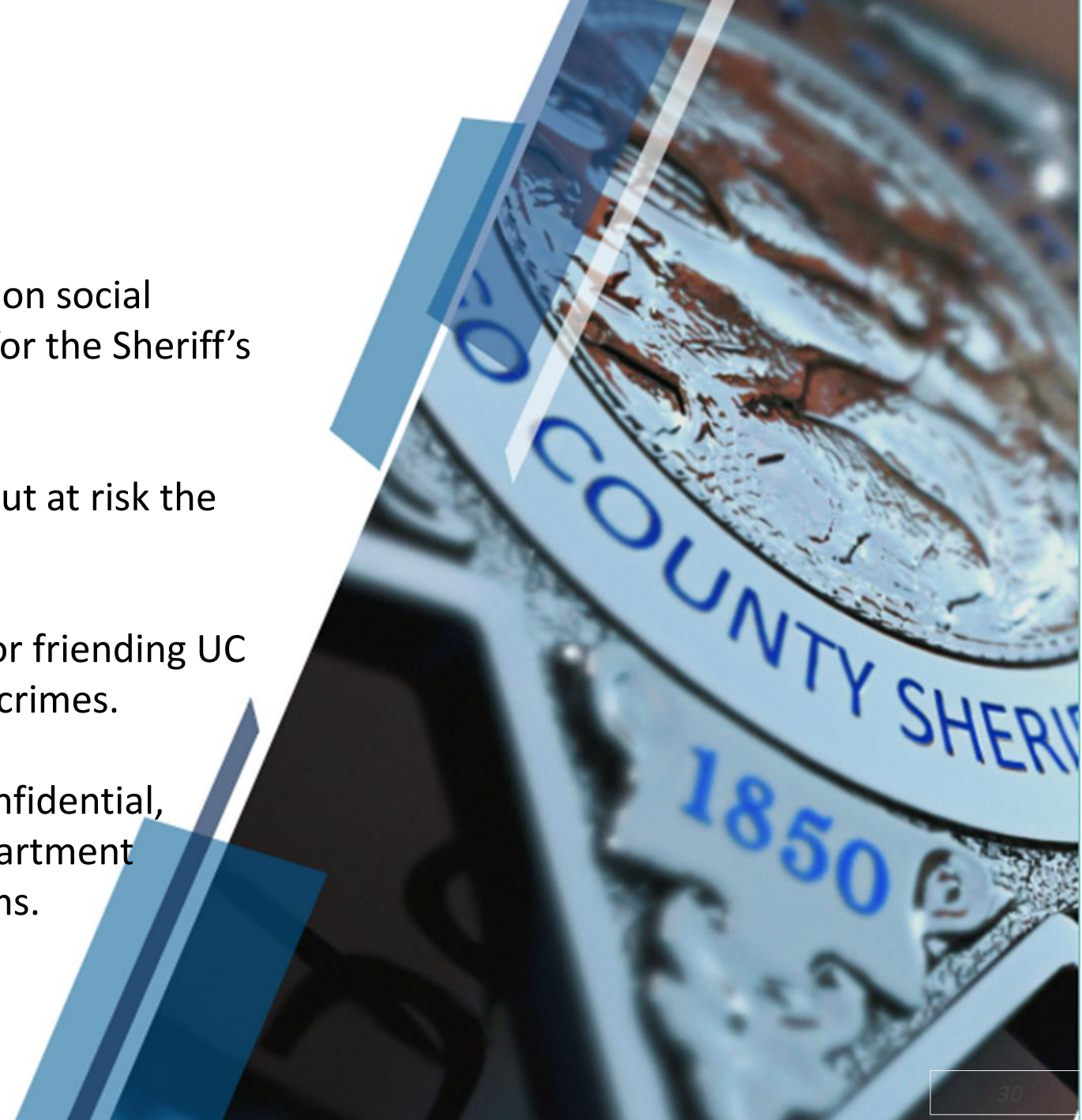
Things to avoid:

No photos of coworkers or deputies on social media that would reveal they work for the Sheriff's Department.

No photos or behaviors that might put at risk the safety of deputies or employees.

No photos of undercover deputies, or friending UC deputies, or witnesses or victims to crimes.

Keep all department information confidential, on or off duty. Including emails, department communications or data base systems.



Sheriff's Social Media Policy

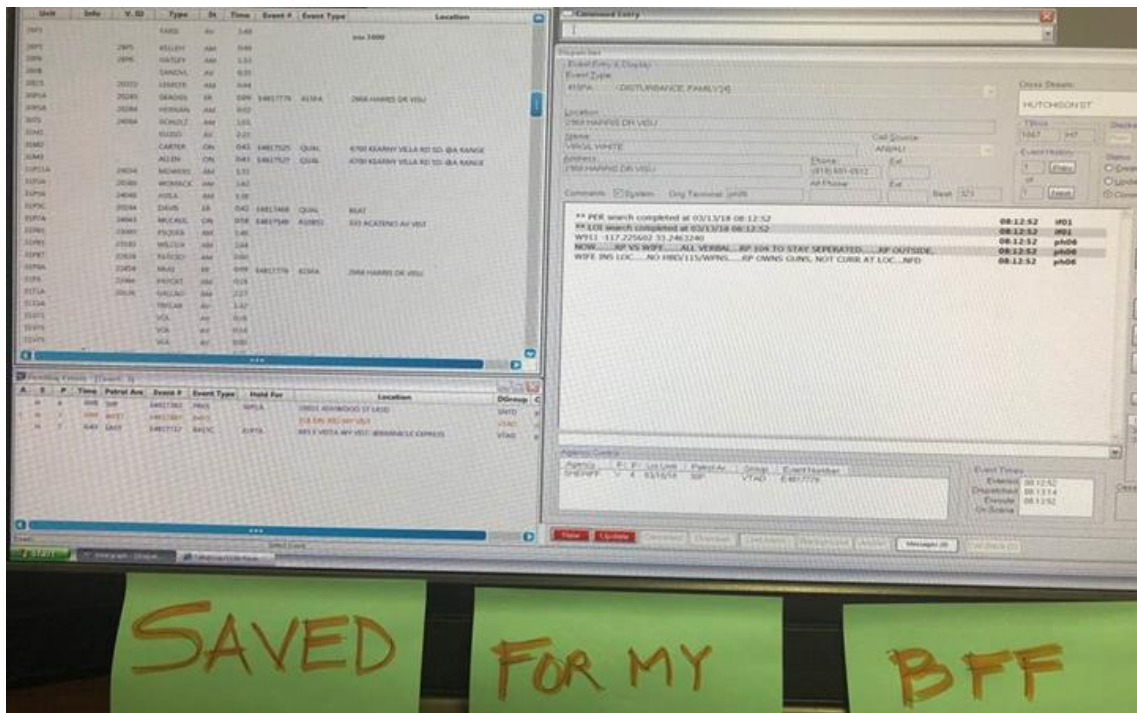


- 7.14-Employees are reminded that comments, photos and other postings to social media reflecting their nexus to the department may have the effect of diminishing the public's trust and confidence in the department. Accordingly, such postings may violate the Sheriff's Rules of Conduct. **Employee's personal use of social media should not be attributable to the County or the Sheriff's Department or to the employee's job function with the department.** Employees shall conduct their social media use in such a manner that a reasonable reader would not think that the employee is speaking for or on behalf of the County or Department unless having been designated as such.

Avoid

- Checking in on Facebook, develops “page”
- Limit joining groups
- Keep privacy codes strong
- Beware of “fake friends”
- Comments/Shares/Posts on Duty

Fired for Sharing on Social Media



COURTS & CRIME

Home / News / Local News / Courts & Crim

Norfolk 911 dispatcher fired after her Facebook post

Patrick Wilson
Aug 14, 2013



myFINANCE
Did you know?
Two Savings Accounts
That Pay 10x What
Your Bank Pays.
Save More >

LET'S TALK

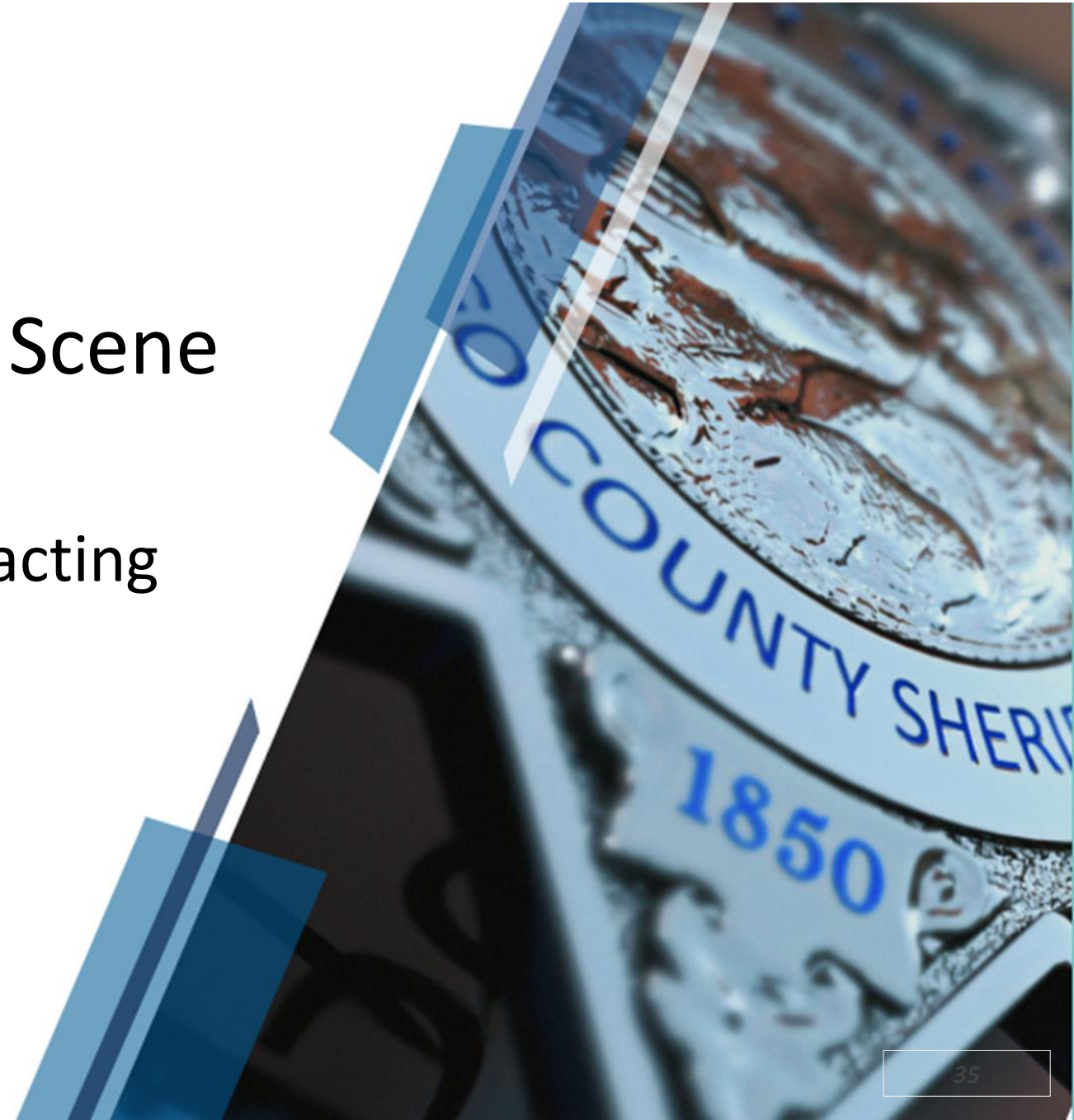


ICYMI: TOP STORIES



Contact with the Media on Scene

- These same rules apply to interacting with on-scene reporters
- Crime scenes or incidents can be a chaotic







- If approached by a reporter: “Talk to the Sergeant” or the on-scene supervisor
- Will be quoted in the media
- Don't take photos on your personal phones/cameras. Personal device can become evidence.





- Approved use of Social Media by employees
- Taking photos of non-enforcement activities & positive community events











H. KEESLING

KIWANIS

FIRE DEPARTMENT
SANTA FE

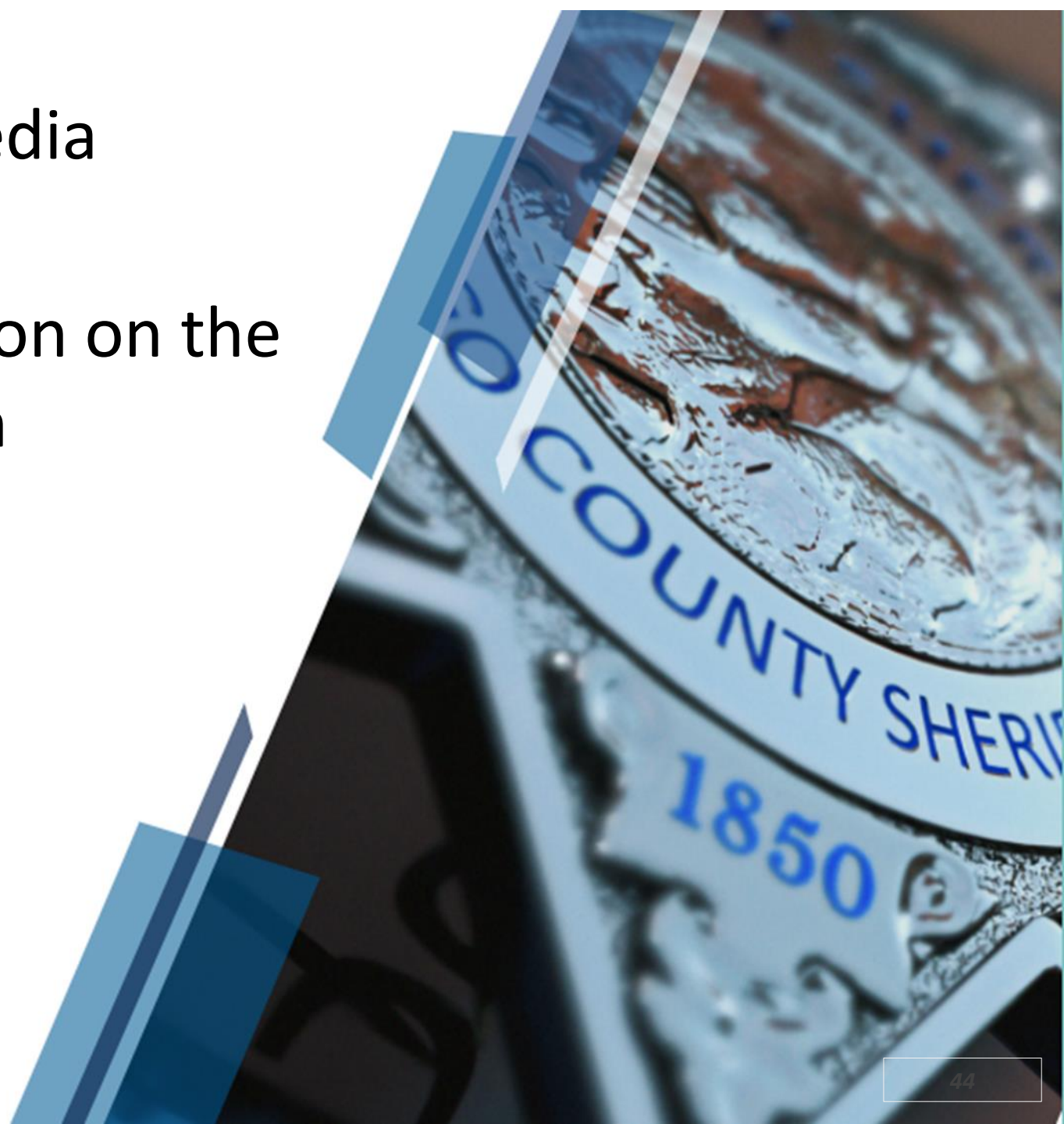
SAR

SAR



Email photos to Media Relations

- Include information on the photo and station







QUESTIONS

What are your biggest concerns and/or what makes you uncomfortable when dealing with the media?





JAIL & ARRESTEE SECURITY



SECURITY

WHAT COMES TO MIND WHEN
YOU THINK ABOUT SECURITY
AND KEY CONTROL?





SALLY PORTS

- WHAT IS A SALLY PORT?
 - ONLY ONE DOOR OPENED AT A TIME
 - VERIFYING AUTHORIZED PERSONNEL
 - NON-UNIFORMED STAFF MUST DISPLAY IDENTIFICATION.
 - NO FIREARMS, WEAPONS, OR EXPLOSIVE DEVICES.



MAINTAINING SECURITY OF KEYS

- ACCOUNTABILITY
 - EACH PERSON NEEDS TO CHECK OUT THEIR OWN SET OF KEYS.
- SETTING KEYS DOWN
 - ARRESTEE COULD TAKE KEYS.
 - KEYS COULD GET LOST.
- WHAT ARE PROPER PLACES TO STORE KEYS?
 - SECURED ON YOUR BELT.
 - IN A POCKET, OR A BAG, OR A BACKPACK
 - HOLDING IT IN YOUR HANDS.



MAINTAINING SECURITY OF KEYS

- ISSUES TO AVOID TO MAINTAIN KEY SECURITY
 - LEAVING KEYS IN LOCK.
 - TALKING ABOUT KEY NUMBERS IN FRONT OF Arrestees.
 - NUMBERING KEYS AND LOCKS.

Supervising Arrestees



In order to prevent:

1. Breaches of security.
2. Movement of contraband.
3. Communication distribution.

Appropriate or Inappropriate?



Serving food to staff?



Using large unsecured knives?



Playing in the kitchen?



Playing with knives, tools used as weapons?



Working in areas that require the Arrestees to deal with food or hazardous waste?

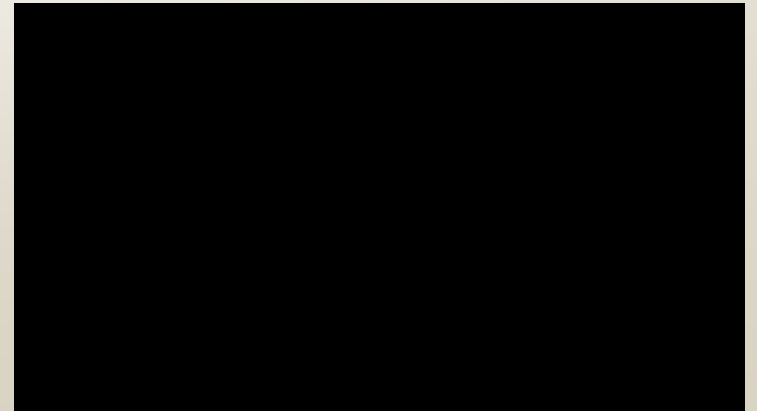


Working outside of the facility?



Arrestee & Staff Relations

- Keeping a professional working relationship.
- Decide now how you want to be addressed.
 - Your identification card and personal information.



Interventions of Arrestee Disputes

- NEVER attempt to physically intervene.
- ALWAYS call for deputy assistance.



Emergency Procedures

- If you see anything related to an emergency, then say something about it.
- Fire, Arrestee escape, unusual items, unusual behaviors, damaged areas of the facility, etc.
- It is better to be safe than sorry. If you think you have seen something report it immediately.

Emergency Procedures (cont.)

- **If an evacuation occurs stick together as a unit and respond to your immediate supervisor for accountability. They will be your first person to respond to unless other wise directed**
- **The Sworn Staff will be providing direction during these types of incidents**

The background features a large, faint watermark of the Sheriff's Office Seal of Alameda County, California. The seal is circular and contains the text "SHERIFF" at the top and "ALAMEDA COUNTY" at the bottom. In the center, it depicts a Native American figure holding a spear, with a ship and a bear also visible. The word "EUREKA" is written in a smaller arc above the central figure. The seal is surrounded by a decorative border. On the left side of the image, there are several overlapping diagonal stripes in shades of green and grey.

Questions?

DETENTION TRAINING UNIT

New Employee Information Technology Orientation

Welcome to the San Diego County Sheriff's
Department

Why are you here?

- **Required** training for new/recent employees
- **Provide** familiarization with the information technology systems used by the department
- **Common** to all employees
- **Focus**
 - Communication
 - Files and storage
 - Finding, navigating and using online resources
- This is not a computer training course

Agenda

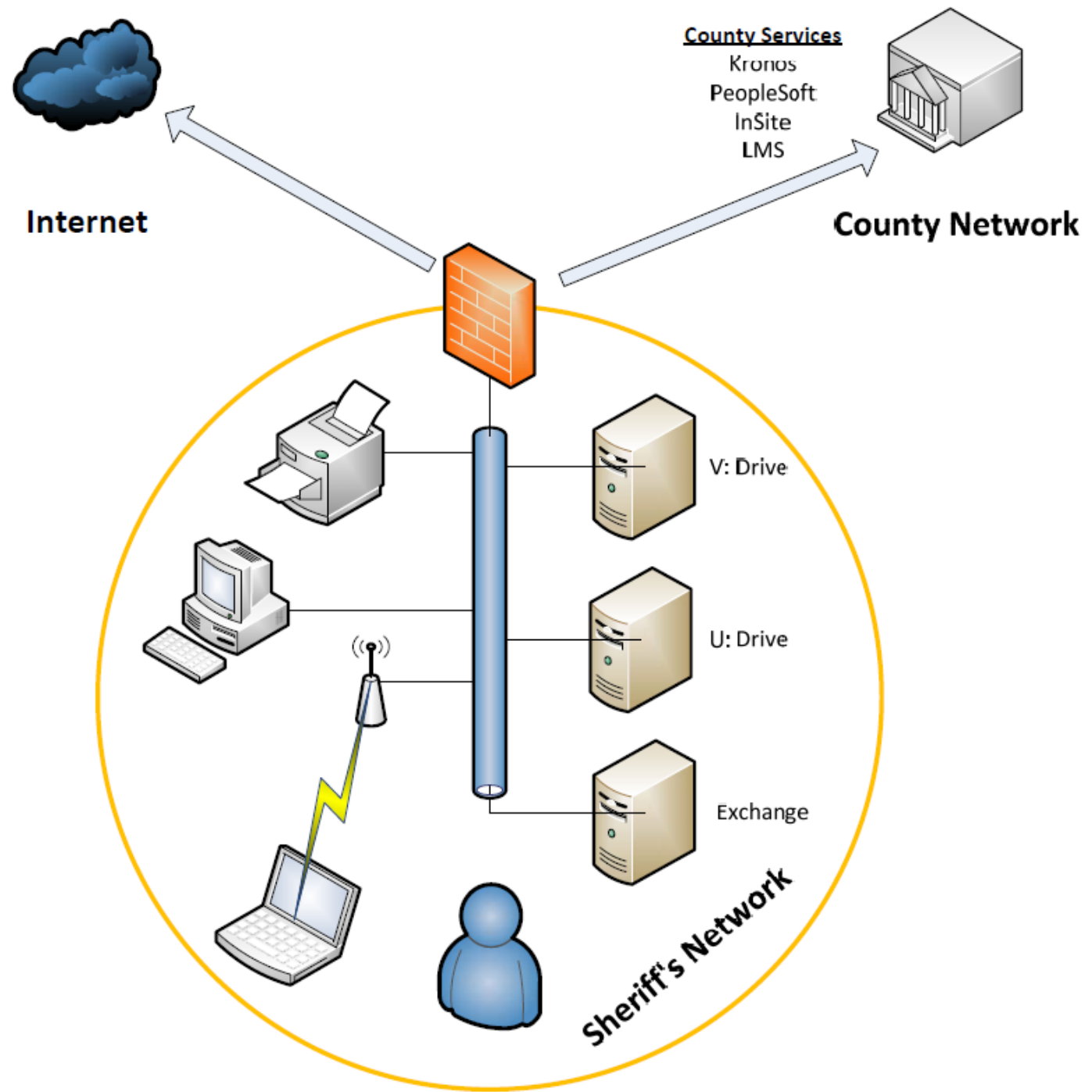
- DSD Overview
- Cyber Security
- Logging On
- Files and Storage
 - *Local (Desktop)*
 - *U Drive*
 - *V Drive*
- Outlook
- Microsoft Teams
- Remote Access
- Online resources
 - *Intranet/Internet*
 - *Kronos*
 - *PeopleSoft*
 - *Learning Management System (LMS)*
 - *Help Desk and Ticketing system*

Data Services Division

- 61 Full time employees
- 5-6 Student workers
- Help Desk (First level)
- Supports over 4,000 employees
- And over 3,100 hardware devices (Computers, Servers, Printers and Mobile Devices)
- Operating budget of over \$6 million

San Diego Sheriff's Department Cyber Security Presentation

Presented By:
Nick Meyers / Jacqui Riley

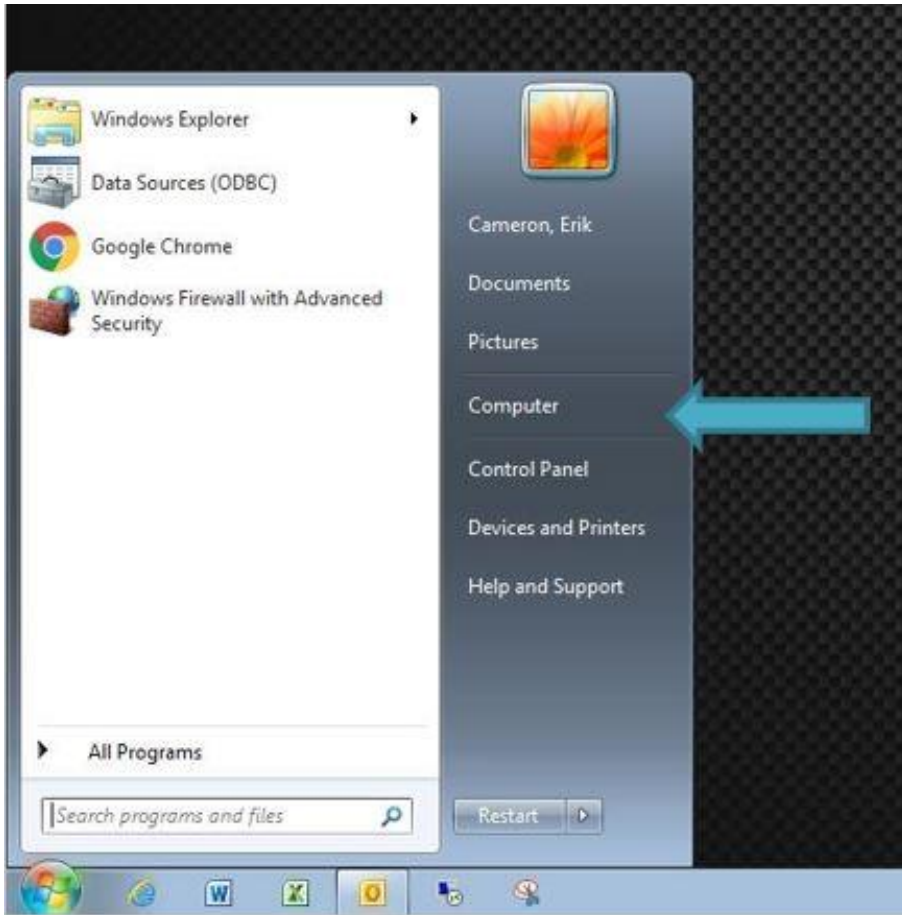


Windows Login

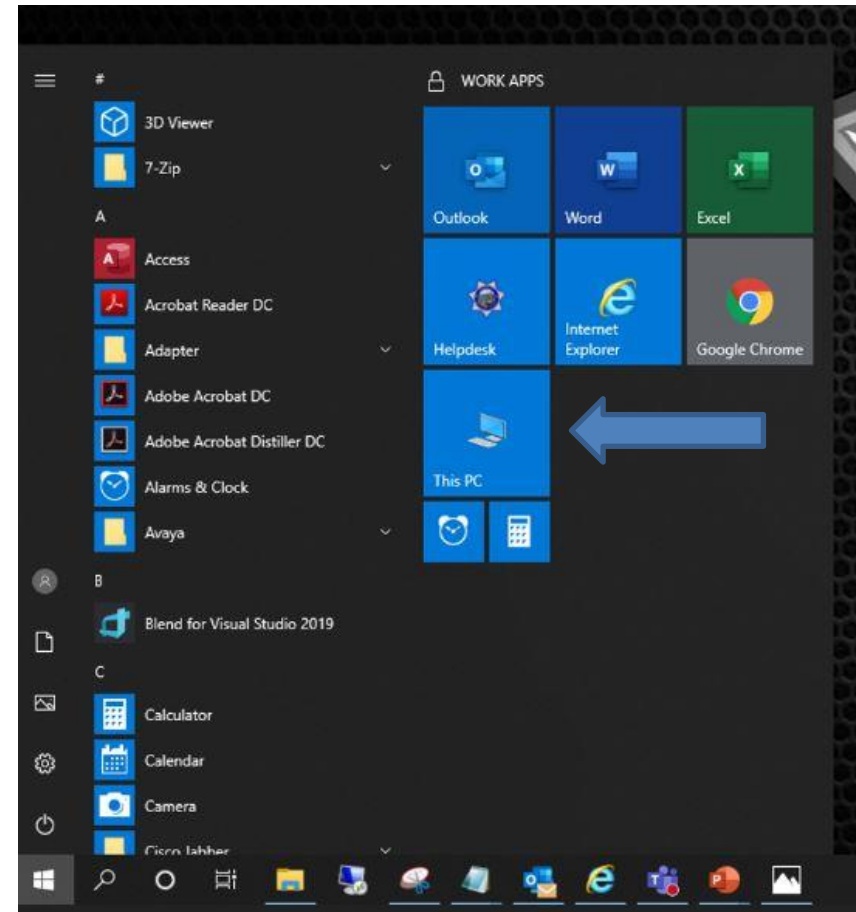
- Your username is your first initial + the first 5 letters of your last name + sh or ns.
- Your password must be 8 characters long, meet the complexity (upper, lower case and a number) requirements and will expire every 90 days.
- You are allowed three (3) attempts to enter your password. Reset after 30 minutes.
- Still can't login? Call the helpdesk.

Network Drives

Windows 7



Windows 10



U Drive

- Storage for work documents
- Only accessible by you
- Follows users to any PC in the Sheriff's network
- Backed up daily
- Deleted items are recoverable
- 5GB Limit
- Automatic email notices sent when size limit has exceeded

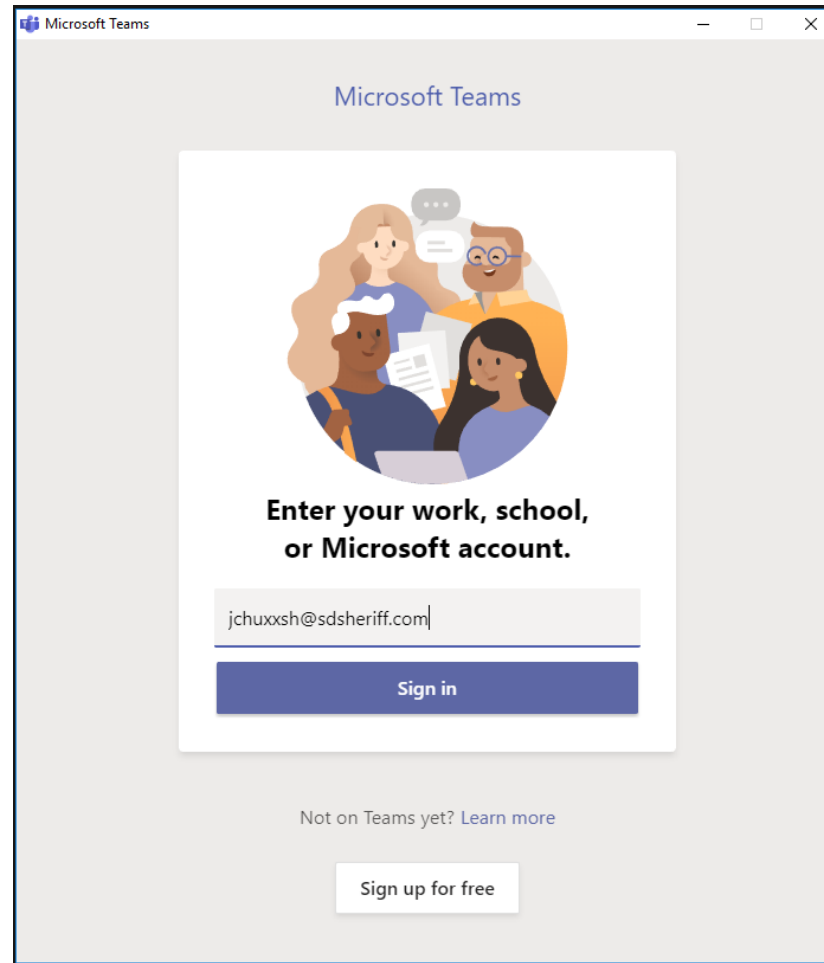
V Drive

- Accessible by entire Department
- Documents can be shared and edited by multiple users
- Backed up daily
- Deleted items are recoverable
- Certain folders require permission to access
- Permissions can be granted by some Supervisors or the Helpdesk

Microsoft Outlook

- Outlook Mailbox size limit is 5GB
- Email attachments can only be 15MB
- All messages are filtered through a Firewall
- .exe, .zip and password protected files are automatically blocked
- Update information through Outlook Profile Update
- Auto delete pass 90 days

Microsoft Teams



Use User Principal Name (UPN) to log in. Ex. jchuxxsh@sdsheriff.com

Remote Access - Working at Home

The screenshot shows the 'COVID Remote Access' portal. At the top left is a logo and the text 'COVID Remote Access' with a breadcrumb 'Data Services → COVID Remote Access'. A search bar is on the top right. Below is a navigation menu with items like 'Data Services', 'Sheriff Home', 'COVID Remote Access', 'Help Desk', 'Enterprise Applications Services', 'SAIS', 'DSD Internal', and 'Body Camera Working Group'. The main content area features the title 'COVID Remote Access' and contact information: 'COVID Remote Access phone number 858-285-2020' and 'COVID e-mail address COVID.HelpDesk@sdsheff.org'. Below this are two sections: 'COVID Documents' and 'News and Updates'. The 'COVID Documents' section contains a table of files and folders with their modification dates. The 'News and Updates' section is currently empty, displaying a message: 'There are no items to show in this view of the "Announcements" list.' A blue button labeled 'Sheriff Portal' is located at the bottom right of the page.

COVID Remote Access

COVID Remote Access phone number 858-285-2020

COVID e-mail address COVID.HelpDesk@sdsheff.org

COVID Documents

Name	Modified
Teams Training Documents	... April 10
01_Read First_Remote Work	... March 23
Access MyApps via Microsoft	... March 21
Accessing 'My Desktop' via Sheriff's portal	... March 24
Accessing Sheriff's portal	... March 24
Citrix Receiver	... April 10
Installing CrowdStrike_Mac	... March 16
Installing CrowdStrike_Windows PC	... March 16
KRONOS Iphone Employee Instructions	... March 16
KRONOS Iphone Supervisor Instructions	... March 16
Registering for Two Factor Authentication	... March 16

News and Updates

There are no items to show in this view of the "Announcements" list.

Sheriff Portal

<https://portal.sdsheff.net>

Internet/Intranet

<http://www.sdsheriff.net>

- Public facing
- Information okay for public viewing
- Can access from any computer

<https://ssp.sdsheriff.com>

- SharePoint
- Internal to Department
- Privileged information
- Not okay to share with public
- Access from Sheriff's computer/device

SharePoint - Intranet

Bureaus

- Office of the Sheriff
- Law Enforcement Services
- Court Services
- Detention Services
- Human Resources
- Management Services

Corporate Directory

Bureaus ▾ References ▾ Resources ▾ Sheriff Apps ▾ Regional Apps ▾ County Apps ▾ Help Desk

SHERIFF'S EMPLOYEES INTRANET PORTAL

Honesty, Integrity, Loyalty, Trust, Respect, Fairness, Diversity

Search...

Sheriff's Employee Search

Last

First

Go

Advanced

Encinitas Burglary Suspects

Be on the lookout for two women who walked out of a store with two big screen televisions.

Sheriff's Honor Guard

Sewing Program & HonorBands

Community Meetings

3/21/2017 9:30 AM	Coffee with the Community
3/22/2017 8:00 AM	Ramona Chamber of Commerce
3/23/2017 6:00 PM	Imperial Beach Coffee with The Community

Community outreach is a top priority of the San Diego County Sheriff's Department. The Imperial Beach Sheriff's Substation is holding a Coffee with the Community. This...

Most Recent News Releases

- [* Robbery Series Suspect - East County](#)
(Posted: 3/21/2017 9:38:24 AM)
- [* Vehicle versus Pedestrian Collision - Encinitas](#)
(Posted: 3/20/2017 3:36:51 PM)
- [* DUI Checkpoint Results](#)
(Posted: 3/18/2017 4:39:38 AM)
- [* Annoying a Child Arrest - Encinitas](#)
(Posted: 3/17/2017 2:55:27 PM)
- [* Traffic Advisory - Borrego Springs](#)
(Posted: 3/17/2017 10:13:00 AM)

County Applications

- [Kronos](#)
- [PeopleSoft](#)
- [Learning Management System](#)
- [County of San Diego Intranet](#)
- [Board of Supervisors Meeting](#)
- [ERP Updates](#)
- [General Management System](#)
- [My Requests](#)
- [WEB EOC](#)



SHERIFF'S EMPLOYEES INTRANET PORTAL

Honesty, Integrity, Loyalty, Trust, Respect, Fairness, Diversity

Search...
Sheriff's Employee Search
Last:
First: Go
[Advanced](#)

Encinitas Burglary Suspects

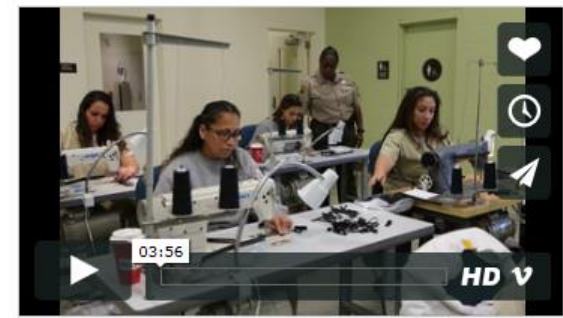


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Sheriff's Honor Guard



Sewing Program & HonorBands



Community Meetings

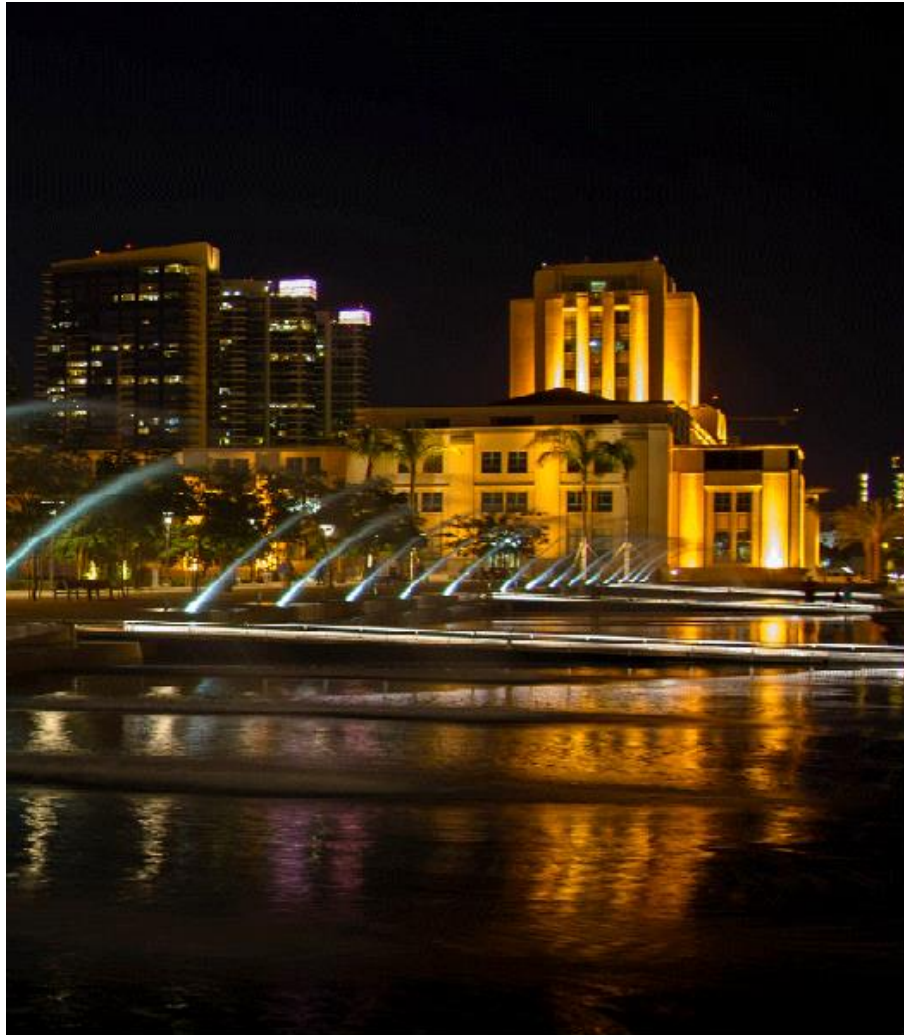
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The Imperial Beach Sheriff's

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- [ERP Updates](#)
- [General Management System](#)
- [My Requests](#)
- [WEB EOC](#)



County of San Diego

Sign in with one of these accounts



County of San Diego



SDCDA



SDCERA



SDCOURT



SDSHERIFF

County Apps

Kronos – Time Approval/Keeping

PeopleSoft – Employee Information

Learning Management System – Online Training

Kronos

- Must use Capital “E” when logging in (login ID is case sensitive)
- Password requires special character
- Password never expires
- Self-service means you can use ‘forgot password’ to reset your own password 24/7



Workforce Central[®] Version 7.0.12

User Name

Password



Welcome to Kronos v7.0
County of San Diego Time and Labor
Collection System

TIP: Use the Sign Out link (top left, under name) when ending your Kronos session.

[Forgot Your Password?](#)



Bureaus ▾

References ▾

Resources ▾

Sheriff Apps ▾

Regional Apps ▾

County Apps ▾

Help Desk



SHERIFF'S EMPLOYEES INTRANET PORTAL

Honesty, Integrity, Loyalty, Trust, Respect, Fairness, Diversity

Search... 🔍

Sheriff's Employee Search

Last

First

Go

[Advanced](#)

Encinitas Burglary Suspects



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Sheriff's Honor Guard



Sewing Program & HonorBands



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Most Recent News Releases

Click on "PeopleSoft"

- [Vehicle versus Pedestrian - Encinitas](#)
(Posted: 3/20/2017 3:36:51 PM)
- [DUI Checkpoint Results](#)
(Posted: 3/18/2017 4:39:38 AM)
- [Annoying a Child Arrest - Encinitas](#)
(Posted: 3/17/2017 2:55:27 PM)
- [Traffic Advisory - Borrego Springs](#)
(Posted: 3/17/2017 11:42:00 AM)

County Applications

- [Kronos](#)
- [PeopleSoft](#)
- [Learning Management System](#)
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- [General Management System](#)
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- [WEB EOC](#)



[Bureaus](#) ▾

[References](#) ▾

[Resources](#) ▾

[Sheriff Apps](#) ▾

[Regional Apps](#) ▾

[County Apps](#) ▾

[Help Desk](#)



SHERIFF'S EMPLOYEES INTRANET PORTAL

Honesty, Integrity, Loyalty, Trust, Respect, Fairness, Diversity

Search...

Sheriff's Employee Search

Last

First

[Advanced](#)

Recent

[Employee Count](#)

[Media and Events](#)

[Special Videos](#)

[Regional Applications](#)

[Sheriff News](#)

PRODUCTION

~~REPORTS~~



ORACLE

PEOPLESOFT ENTERPRISE

User ID: **012345**

Password: **pa\$sword**

Sign In

Select a Language

[English](#)

[Dansk](#)

[Français](#)

[Italiano](#)

[Nederlands](#)

[Polski](#)

[Română](#)

[Svenska](#)

[Čeština](#)

[한국어](#)

[ไทย](#)

[繁體中文](#)

[UK English](#)

[Español](#)

[Deutsch](#)

[Français du Canada](#)

[Magyar](#)

[Norsk](#)

[Português](#)

[Suomi](#)

[Türkçe](#)

[日本語](#)

[Русский](#)

[简体中文](#)

[العربية](#)

NOTE: PeopleSoft password MUST contain a special character

Main Menu ▾

Search Menu:



- Self Service
- Manager Self Service
- Change My Password

- Personal Information
- Payroll and Compensation
- Benefits
- Performance Management
- CoSD Helpdesk Password

- CECO/United Way Pledge
- Job Summary
- View Paycheck
- Direct Deposit
- W-4 Tax Information
- View W-2/W-2c Forms
- W-2 Reissue Request



Bureaus ▾

References ▾

Resources ▾

Sheriff Apps ▾

Regional Apps ▾

County Apps ▾

Help Desk



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- [Board of Supervisors Meeting](#)
- [ERP Updates](#)
- [General Management System](#)
- [My Requests](#)
- [WEB EOC](#)

Click on "Learning Management System" (LMS)

The site you are trying to access requires you to sign in.
Select your provider to login.



COUNTY OF SAN DIEGO



Remember my selection



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County of San Diego

Sign in with one of these accounts



County of San Diego



SDCDA



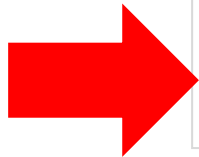
SDCERA



SDCOURT



SDSHERIFF





MY LEARNING

6

Training
Activities

- 0 Critical
- 6 Assigned
- 0 Current
- 0 Upcoming
- 0
- 0

Required Certifications

QUICK LINKS

- Getting Started
- Training Transcript
- Training Schedule
- Training Analysis

TIMELINE

ALL TASKS LEARN



Prison Rape Elimination Act (PREA) Training, 2013

REQUIRED

Due Date 09/15/2017

Delivery Method Classroom Training

START



New Employee Orientation Employee Handbook

REQUIRED

Due Date 09/16/2017

Priority High Delivery Method Objective

REGISTER



New Employee Orientation Policy Review

REQUIRED

Due Date 09/16/2017

Priority High Delivery Method Distance Learning

START

PROMOTED ACTIVITIES



How to Access your
Training Transcript

START



How to Cancel a
Training Registration

START



How to Find Assigned
Training

START

Create HelpDesk Ticket

Phone (8am – 5pm): 858-256-2100

Email: DSD.Helpdesk@sdsheriff.org

Online: <https://ssp.sdsheriff.com/DSD/HelpDesk>

Teams: Data Services Help Desk

HelpDesk Tickets

- Self-service means you can create ticket 24/7.
- Ticketing system uses Outlook Profile to know who you are. Please keep updated for location and phone # so Data Services can find you. Windows Start > Outlook Profile Update.
- If you already have a ticket, please 'Reply' to email. If you create new email and send to HelpDesk, it will create a separate ticket when received by ticketing system and not be attached to existing ticket which could delay your resolution.

QUESTIONS?

San Diego Sheriff's Department Cyber Security Presentation

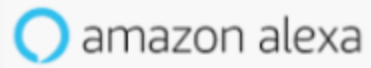
Presented By:

Nick Meyers / Jacqui Riley

What is in this
presentation for you?



IOT





Breach Scenario

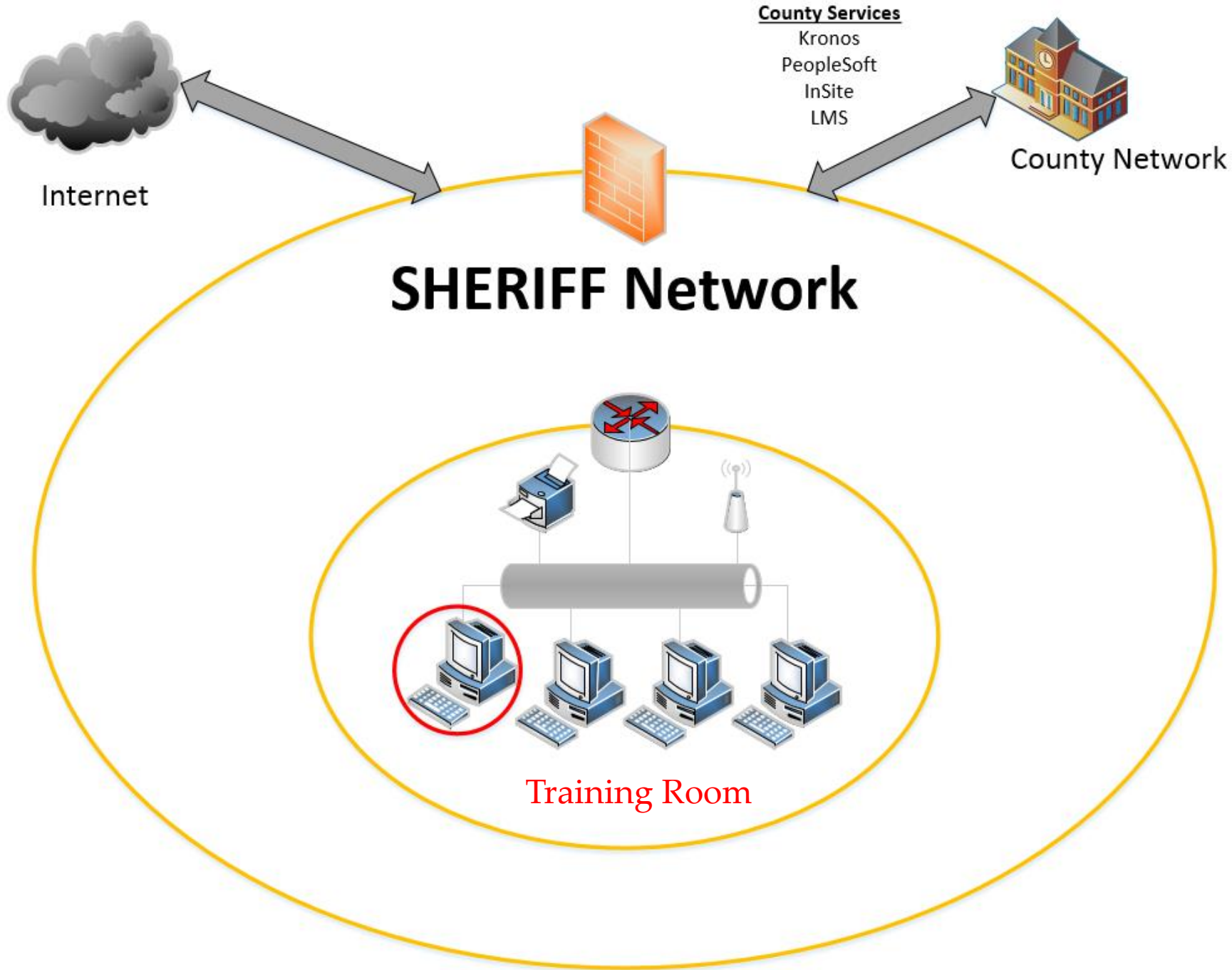
Sheriff Network

- 100+ Sheriff Network locations
- 800+ pieces of network equipment
- 150+ data circuits for Sheriff's network
- 3000 + pcs
- 1800+ mobile devices
- 500 MDCs
- 18 Cal-ID sites
- 16 Mugshot sites
- 89 SDLAW local/state/federal agencies, 11,246 non SDSO users
- SDLECC site design
- Palantir support and infrastructure
-

What systems do you have access to?

Some Examples:

- Email
- Shared Drives (U: & V: Drive)
- Physical Access (Badge Access)



County Services

- Kronos
- PeopleSoft
- InSite
- LMS



Internet

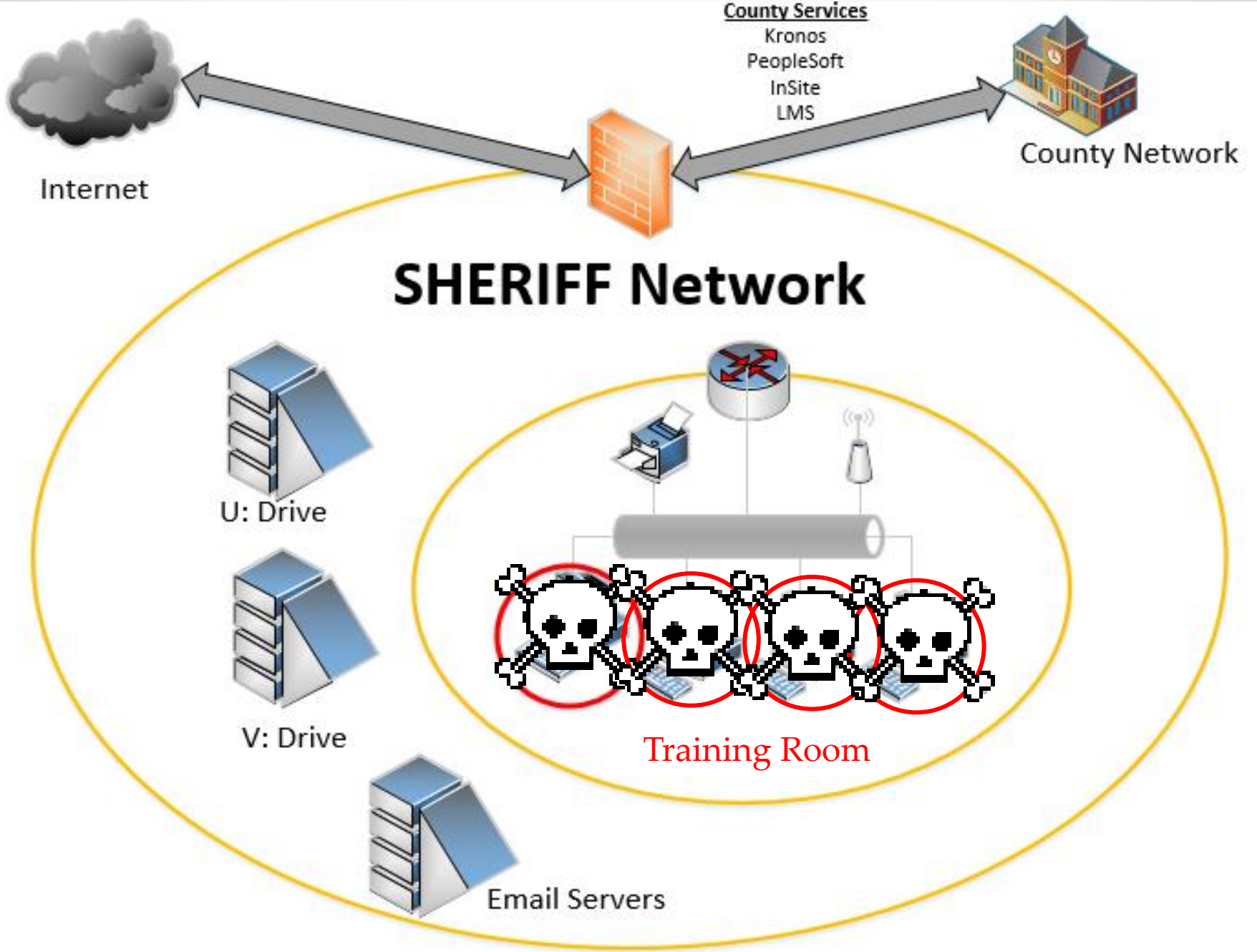


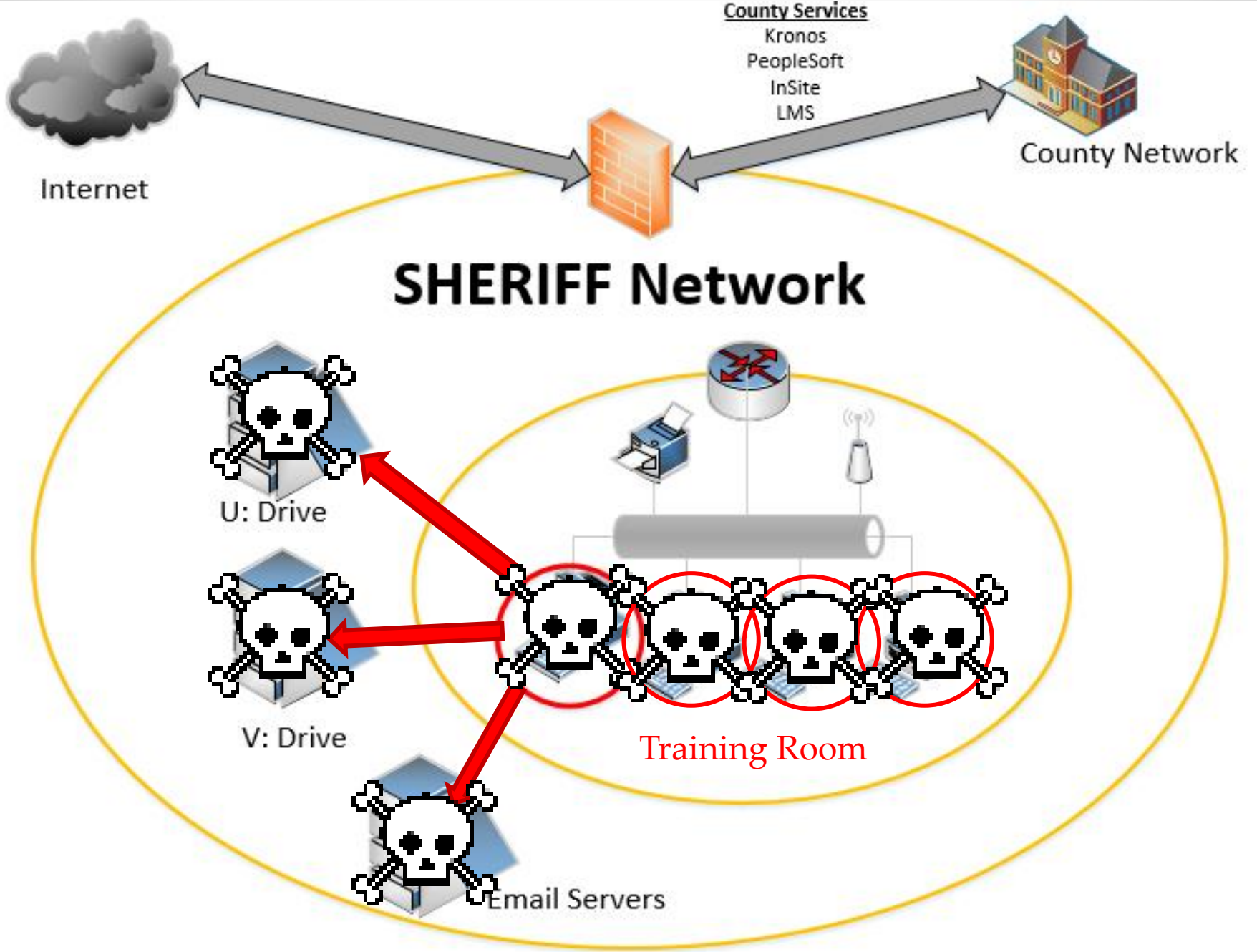
County Network

SHERIFF Network



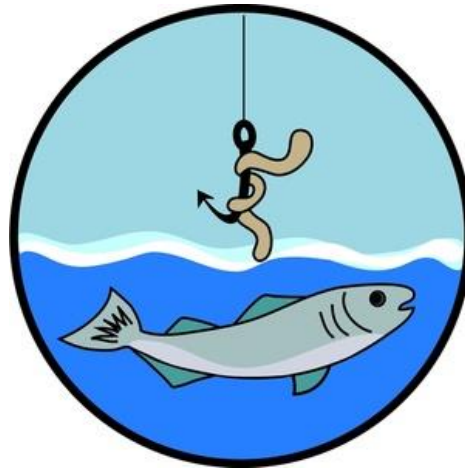
Training Room





Quick Review

What is Phishing?



Forms of Current Phishing Threats

- Phone Calls
- Videos & Pictures
- Apps
- Deceptive Web Pages / Web Links
- Word Documents
-



Ransomware


Simply:

Malware that locks your files and takes away the key!

Tue 5/30/2017 5:55 AM

Stephanie Brinn <mglazerman@sll-law.com>

Final HUD & Closing Contract 8443

 You replied to this message on 5/30/2017 5:58 AM.

 CD-HUD.pdf
178 KB

Hello,

Please take a moment to review the Closing CD and let me know of any changes and/or revisions needed.

Thanks!

Thank you,

Stephanie Brinn


American Title Service Agency

Ph:(623)334-3400 efax: (602)424-7331

Tue 5/30/2017 5:55 AM

Stephanie Brinn <mglazerman@sll-law.com>

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So What Can You Do?

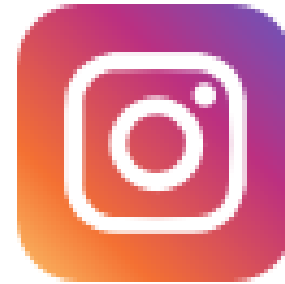
Does the Sheriff's Department have the
right to look at any of your work or
use of Sheriff equipment?

YES!!!!

County Admin Manual 0050-03-3

SDSO P/P 7.13

A password is like a toothbrush, you wouldn't share it with a friend



Passwords

- Should you reuse passwords?
- Should you “sticky note” passwords in open areas?
- Should you allow someone to login with your credentials?

PassPHRASE

How to make a strong passphrase?

- Mixture of 3 to 4 words

("eat pasta today")

- Split a word that is in the dictionary with symbols and numbers

("pasta" -> "p@stA")

- Try adding in prefixes or suffixes in front of or after your

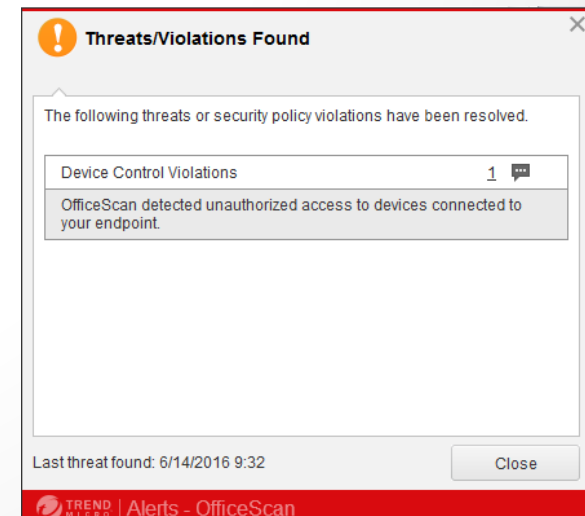
password ("yummy_3atp@stAt0day?")

- Length of the password is more important than a super complex one

- ("yummy_3atp@stAt0day?" vs ";fwejnfliwuf98f") 11/17/2021 • 31

Cyber Hygiene

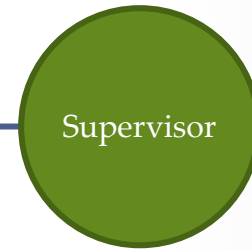
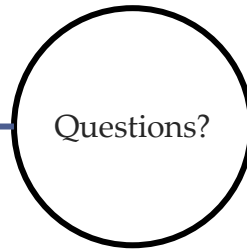
- Do not click on anything that you are not confident of
 - Email: No.Spam@sdsheriff.org if you receive anything suspicious
- Contact Sheriff's Help Desk for password resets
- Do not use un-verified Equipment on the Sheriff's Network
- Logging off at the end of the day
 - closing browsers, email, and files
- Do not ignore something suspicious



With Great Power comes
Great Responsibility

Questions?

Cyber Security or Policy Questions?



858-256-2100
HelpDesk@sdsheriff.org

Thank you!



RESPONSE TO TARGETED VIOLENCE

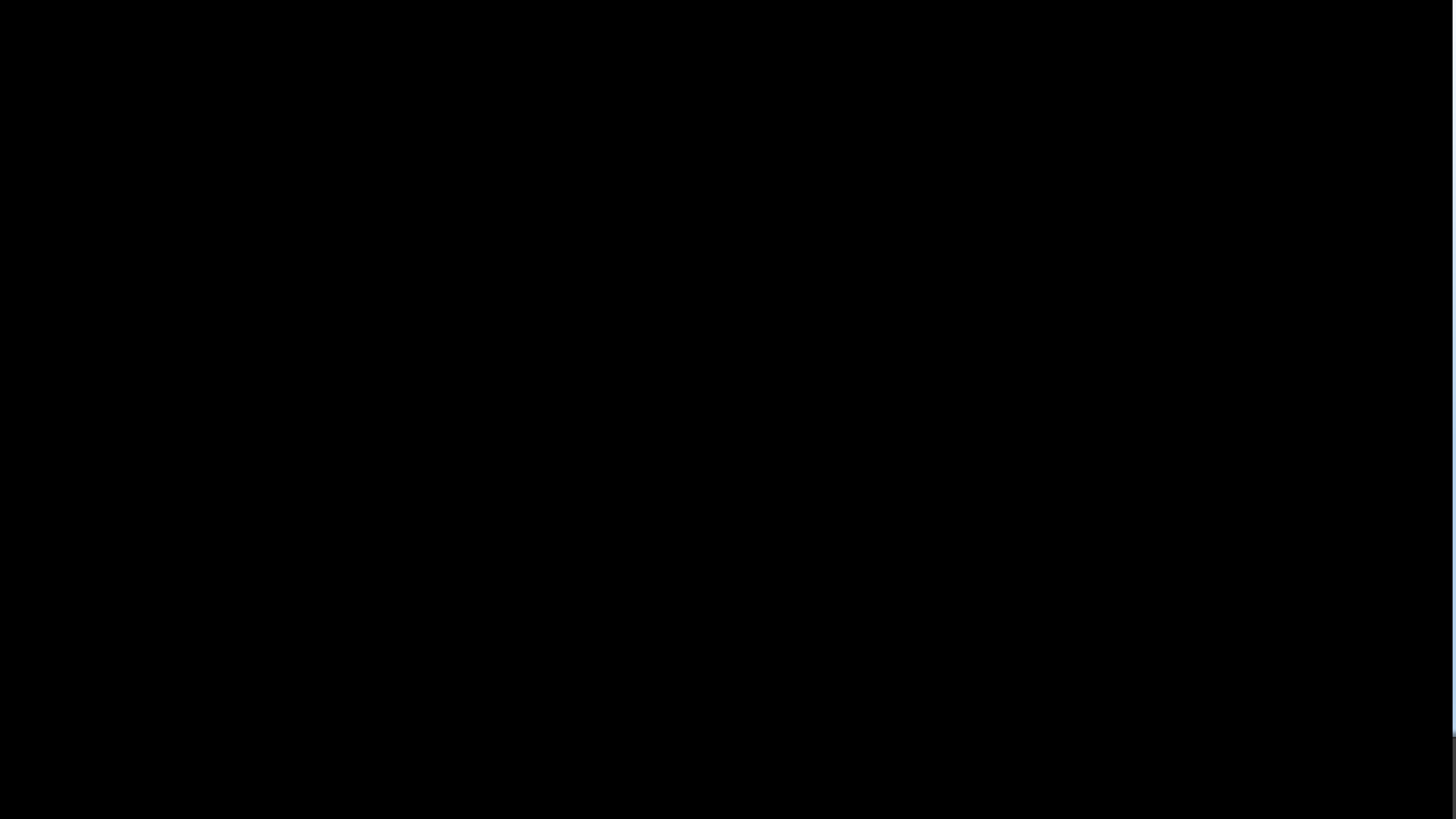
COUNTY SECURITY INITIATIVE

E. J. DAYRIT, SERGEANT (RET.)

SAN DIEGO COUNTY SHERIFF'S DEPARTMENT

11/22/2021







April 10, 2017 North Park Elementary School, San Bernardino CA





May 23, 2014 – Isla Vista, Santa Barbara, CA –6 killed, 14 injured





December 2, 2015 – San Bernardino CA Regional Center – 14 killed and 22 wounded



- Administrative Policy 0050-02-09

- In December 2015, the San Diego County Chief Administrative Officer authorized a comprehensive review of security protocols at all San Diego County owned and occupied facilities. The security initiative that emerged involves prevention, deterrence and mitigation

- Specific persons responsible for group security issues;
- Vulnerability assessments, review by departments and mitigate identified weaknesses and vulnerabilities;
- To protect County employees and the public;
- To protect County owned and County operated property from damage, loss or destruction;



• Example - Board of Supervisors Policy A-121

- No person shall engage in violent conduct or make threats of violence, implied or direct, at a County workplace or in connection with County business.
- All threats shall be taken seriously, not dismissed as harmless, joking, or just blowing off steam
- When an employee observes behavior that may violate this policy, the employee shall report it
- After receiving reports, management shall investigate immediately and respond with appropriate remedial action including discipline.
- No employee shall bring to the worksite, on their person, or in their belongings or vehicle, any non-job related weapons of any type, for example, firearms or knives

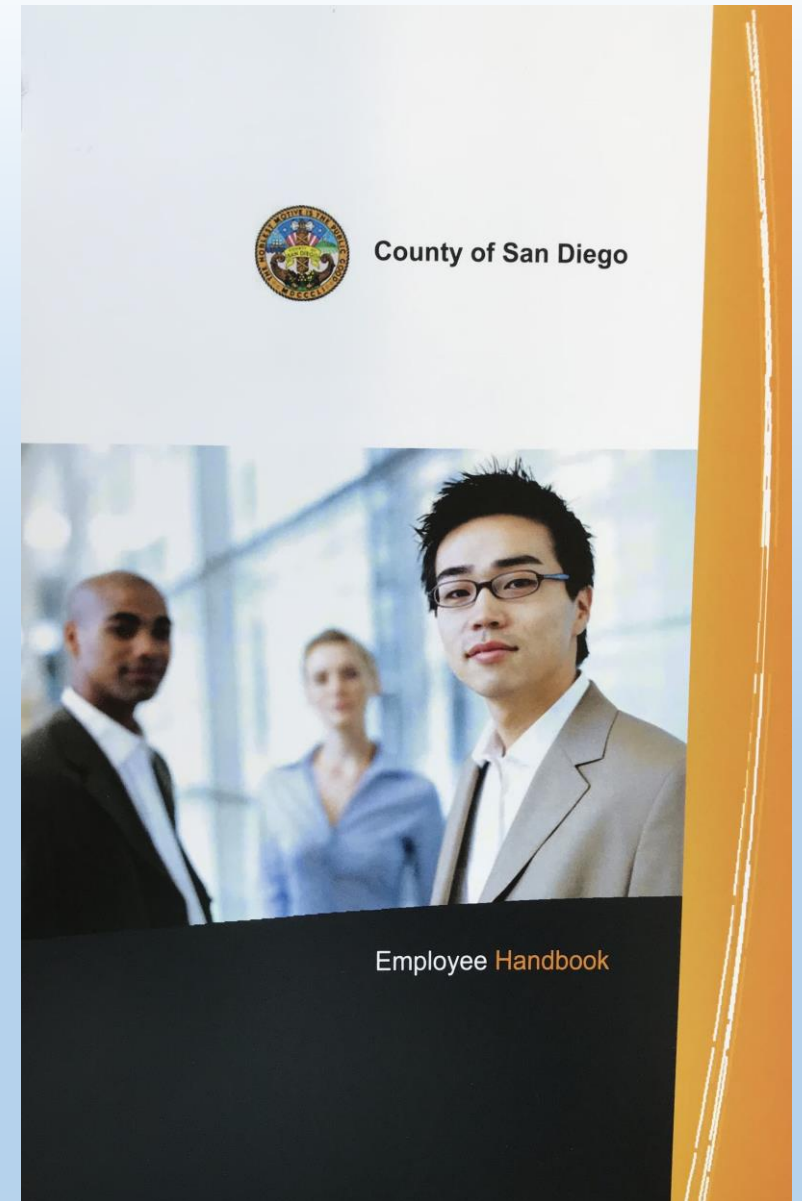


- Human Resources Policy #1104
 - All threats of violence shall be taken seriously. Department management shall take immediate action to investigate reports of threats or violence in the workplace; and take appropriate mitigation action, including discipline if warranted.
 - All legitimate threats must be forwarded to Human Resources



• County Employee Handbook – Violence and Threats in the Workplace

- Zero-tolerance for any threats, intimidation, or violent behavior, implied or actual, from employees or former employees that are directed at other employees, the public or property
- Every County employee is personally responsible for conducting himself or herself in a manner that meets with the intent of this policy.
- Violence or the threat of violence by any employee is unacceptable, must be immediately reported to a departmental supervisory employee when it occurs for further investigation.



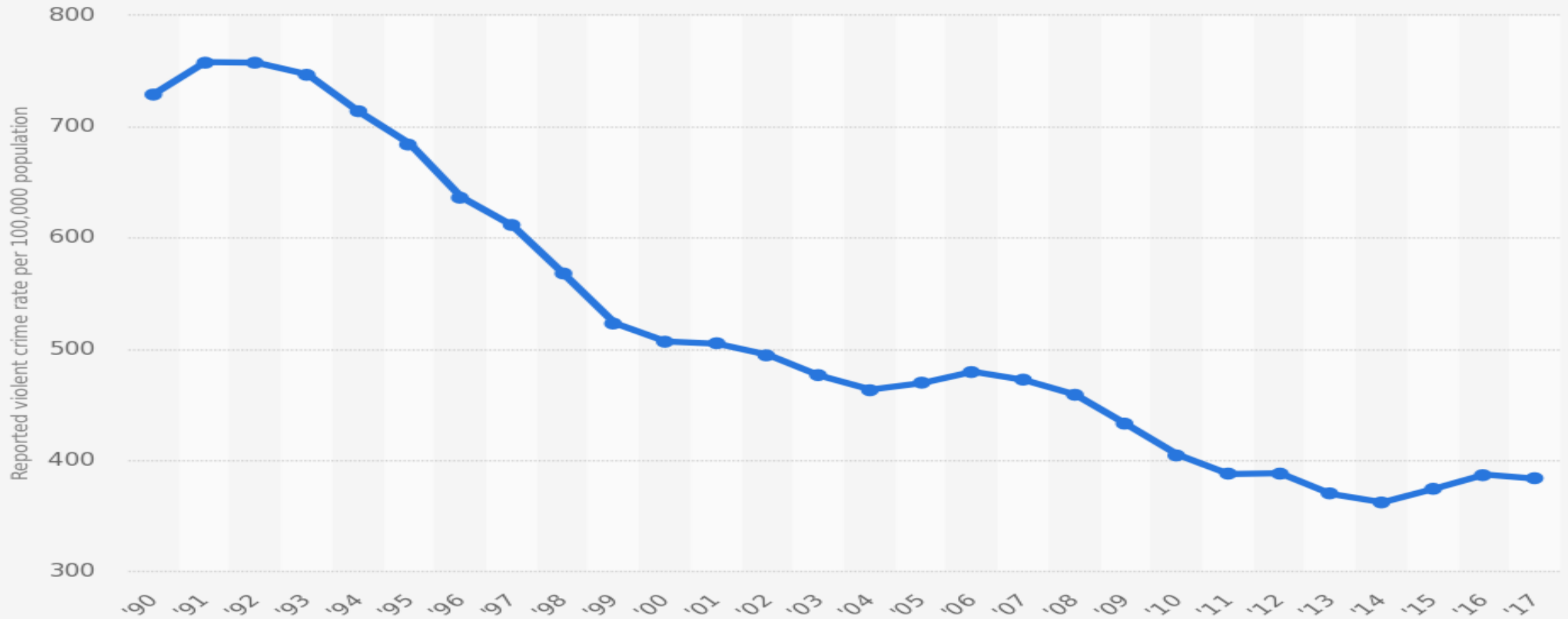
A Little Perspective



Has violent crime increased or decreased in the United States since 1990?



Reported violent crime rate in the United States from 1990 to 2017



Source
FBI
© Statista 2019

Additional Information:
United States; 1990 to 2017

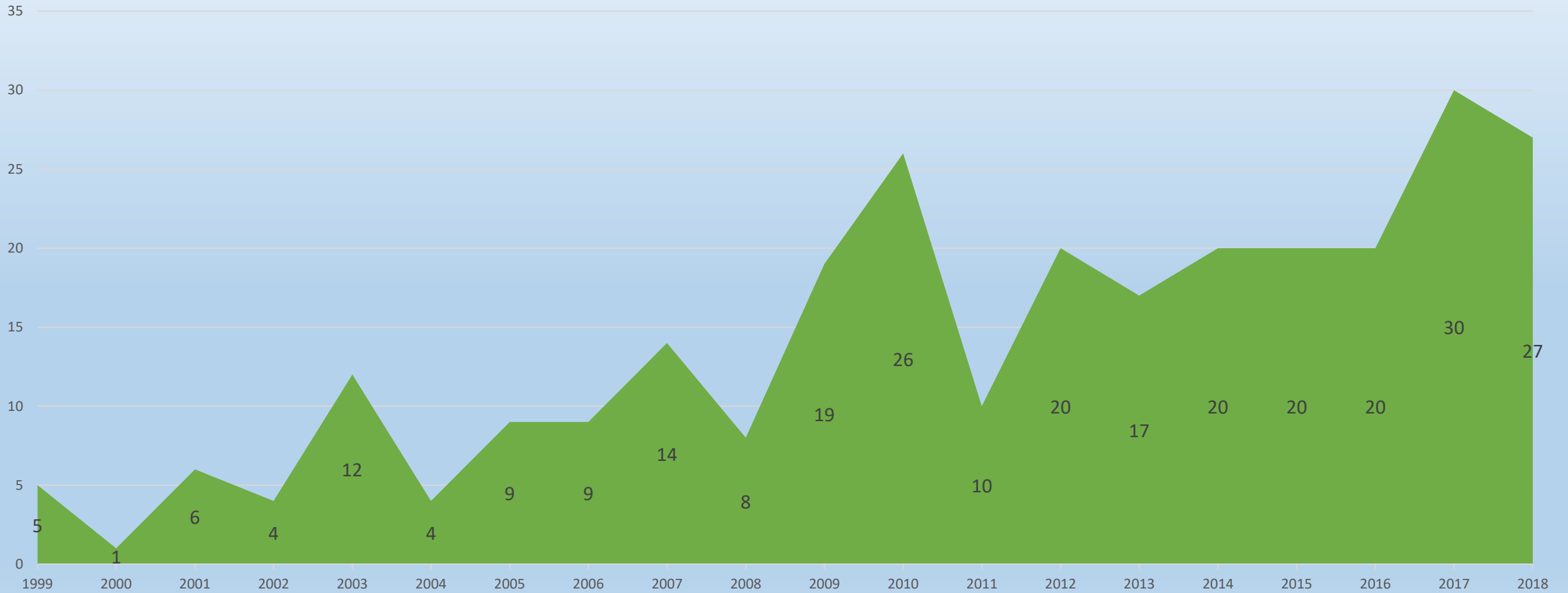


Have active shooter events increased
or decreased since 1999?



US Department of Justice Active Shooter Incidents in the United States 1999-2018

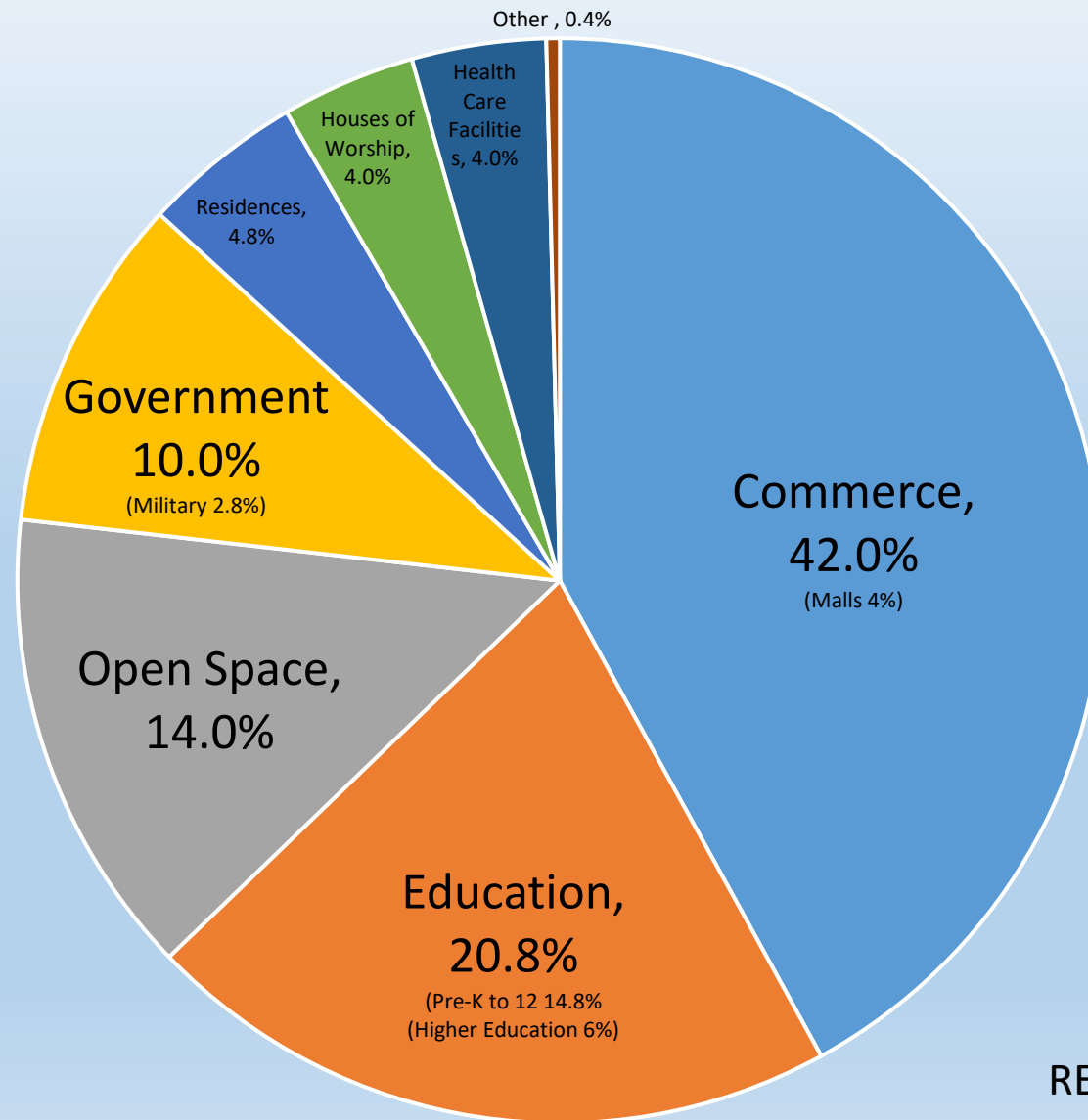
“...an individual actively engaged in killing or attempting to kill people in a confined and populated area.”



Where do active shooter events
occur most frequently?



Quick Look: 250 Active Shooter Incidents in the United States From 2000 to 2017 – Source: FBI



RESPONSE TO TARGETED VIOLENCE
COUNTY SECURITY INITIATIVE



Why there?

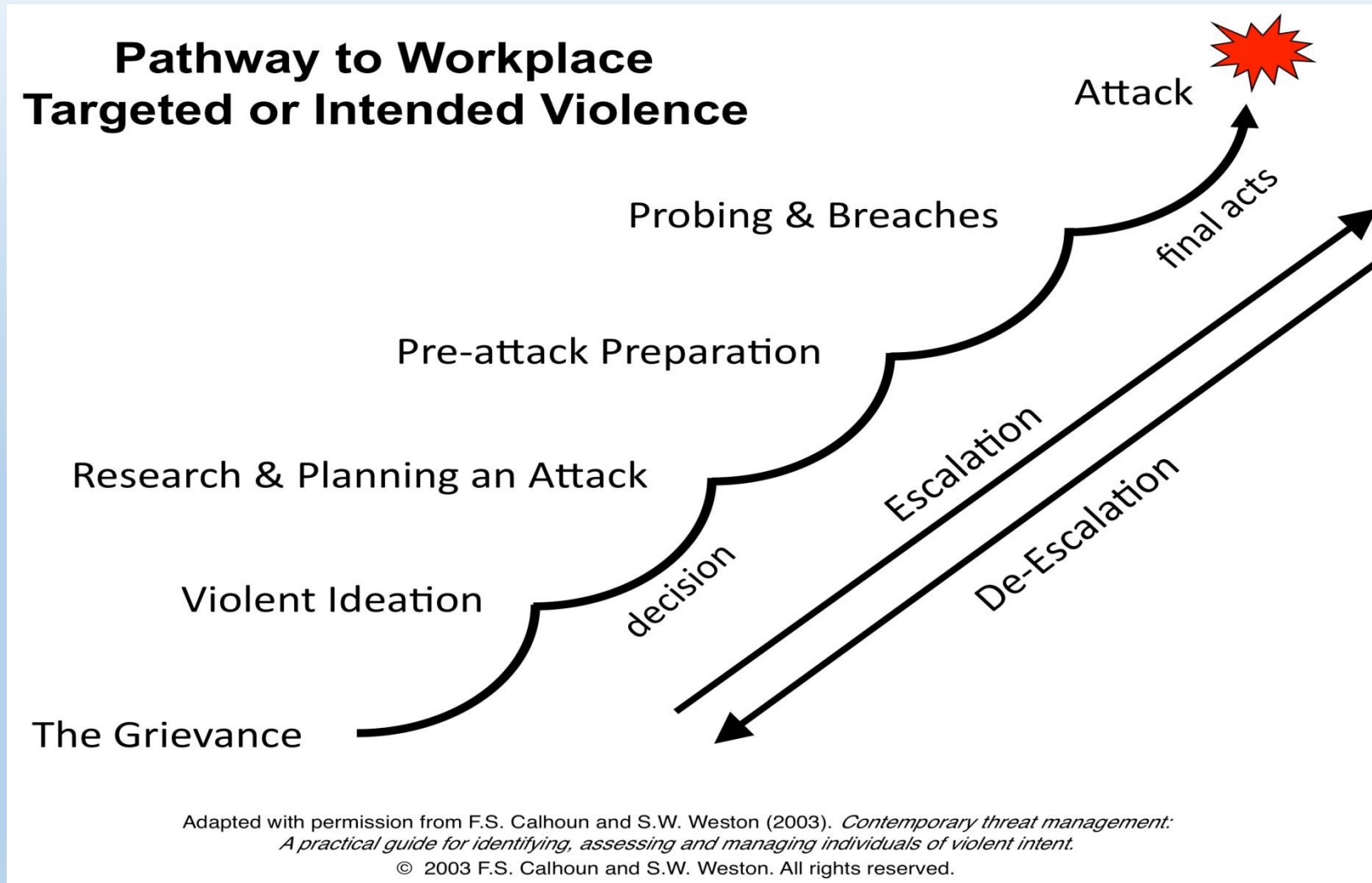
US DOJ – A Study of the Pre-Attack Behaviors of Active Shooters 2000-2013 (63)

- 73% - a known connection between shooter and site
- Adult shooters – 35% workplace or former workplace (San Bernardino, Virginia Beach, Washington Naval Yard, Fort Hood, Mississippi Walmart, Pearl Harbor)
- Under 18 – A school or former school (88%)
- Over half of locations chosen to target specific person

(“Shootings in America, by the Numbers” WSJ April 13, 2019, from FBI data)



Profile of an Active Shooter – Steps to Violence



Profile of an Active Shooter - Grievance

US DOJ – A Study of the Pre-Attack Behaviors of Active Shooters 2000-2013 (63)

Grievance

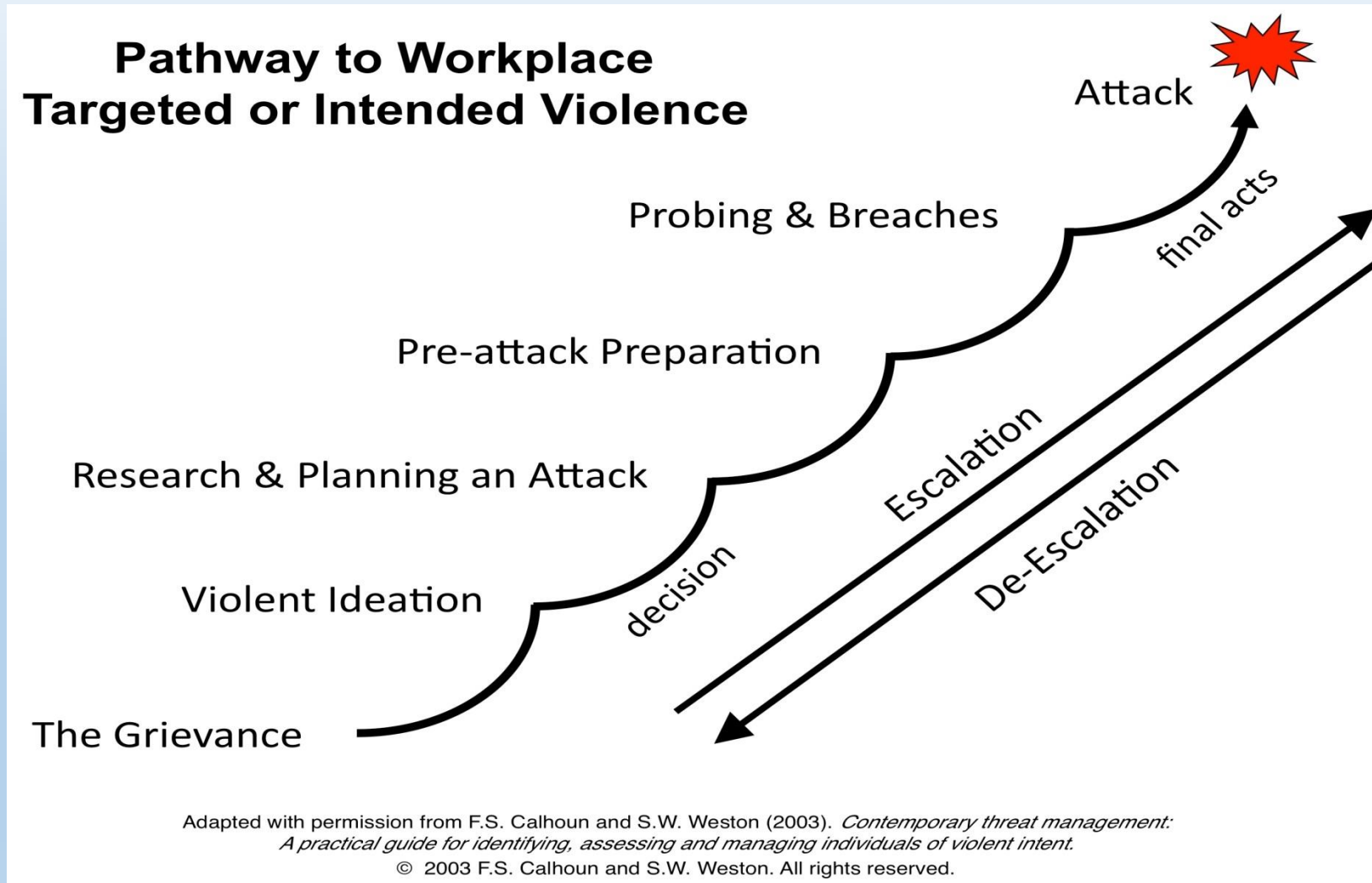
“...a grievance often results in a grossly distorted preoccupation with a sense of injustice, like an injury that fails to heal. 49% were related to adverse interpersonal or employment action against the shooter.”

“This nagging sense of unfairness can spark an overwhelming desire to ‘right the wrong’.”

“79% of shooters were acting in accordance with a grievance”



Profile of an Active Shooter – Steps to Violence



Who are they?

US DOJ – A Study of the Pre-Attack Behaviors of Active Shooters 2000-2013 (63)

- Overwhelmingly male (94%)
- All socioeconomic levels
- Racial makeup approximately same as the country
- Only 1/3 had criminal conviction prior to shooting
- Of those, very few had committed violent crime



Who are they?

US DOJ – A Study of the Pre-Attack Behaviors of Active Shooters 2000-2013 (63)

- Nearly 2/3 had history of being abusive or harassing others
- 48% had suicidal ideations or engaged in suicide-related behaviors at some point
- 70% of those within one year of attack



What about the media's role?



WASHINGTON STATE MALL SHOOTING

Burlington
Seattle
WASHINGTON
Cascade Mall

BREAKING NEWS

4 DEAD IN MALL SHOOTING IN WASHINGTON STATE

LIVE
CNN
9:22 PM PT

AMERICAN FORCES IN IRAQ ABOVE 5,000 | CNN.com | ATTORNEY FOR OKLAHOMA | CNN TONIGHT

LOU DOBBS
FOX BUSINESS
TONIGHT

DECEASED GUNMAN IDENTIFIED AS JAMES HODGKINSON

@LOUDOBBS

Fort Lauderdale, Florida
WJPLG 11:07 PM ET

ON THE PHONE
DWAYNE DICKERSON
WITNESS TO FORT LAUDERDALE AIRPORT SHOOTING

BREAKING NEWS

DEAD, 8 WOUNDED IN FT. LAUDERDALE AIRPORT SHOOTING

LIVE
CNN
11:07 PM ET

CUSTOMER AND HAS BEEN INTERVIEWED BY FBI & SHERIFF'S DEPUTIES | CNN TONIGHT

Fort Lauderdale, Florida
1:31 PM ET

Fort Lauderdale-Hollywood International Airport

BREAKING NEWS

AT LEAST 9 WOUNDED IN SHOOTING AT FT LAUDERDALE AIRPORT

LIVE
CNN

Marsh | CNN Aviation Correspondent

BREAKING NEWS

AT LEAST 59 DEAD, 527 INJURED IN LAS VEGAS ATTACK
GUNMAN FIRED FROM 32ND FLOOR OF VEGAS STRIP HOTEL

LIVE
MSNBC

DEVELOPING STORY

3 OFFICERS KILLED, 3 INJURED IN BATON ROUGE SHOOTING

S&P FUT (Sep) +4.50
S&P FV 2.54
S&P CLOSE 2,161.74

FRESNO, CA
YESTERDAY

FOX NEWS LIVE

RACIST RAMPAGE
SUSPECT TOLD POLICE HE HATES WHITE PEOPLE

RT ALEX

DEB TOM BRICE (D) WHO NOW SERVES AS HIS CEO IN TRUMP ADMIN

BREAKING NEWS

CELL PHONE VIDEO OF KEITH SCOTT SHOOTING RELEASED

LIVE
MSNBC 20 YEARS

ON THE PHONE: WESLEY LOWERY | WASHINGTON POST
TO A 15-YEAR-OLD GIRL. WEINER TELLS NBC NEWS HE SHOWED "TERRIBL" 5:22 PM PT

LAS VEGAS
8:03 AM PT

FOX NEWS

POLICE: MULTIPLE WEAPONS FOUND IN HOTEL ROOM

THE MONSTERS NEXT DOOR

WHAT MADE THEM DO IT?

Zuma resigns as South African President after ANC ultimatum

PC 121

50 best summer wines

Plus the 50 best books you should read

CAPE COD TIMES

DISTINGUISHED NEWSPAPER OF THE YEAR

'ACT OF HATE'

Orlando nightclub massacre: Worst mass shooting in US history

Gunman kills at least 30 at gay club another 50 critically injured

US officials: Shooter had pledged allegiance to Islamic State

Authorities investigating attack as act of terrorism

DAILY NEWS

NEW YORK'S HOMETOWN NEWSPAPER

REVEALED: Lanza's secret radio tape

Voice of Newtown killer talks of mass shooting ONE YEAR before Sandy Hook massacre

THE WASHINGTON POST

59 die in Las Vegas

MORE THAN 500 HURT AS GUNMAN OPENS FIRE ON COUNTRY MUSIC FESTIVAL FROM HOTEL WINDOW

POLICE: SHOOTER WITNESSED

THE SCENE: Confusion, then a tumble into

The New York Times

NEW YORK, TUESDAY, OCTOBER 3, 2017

TS 'TOTAL CHAOS' IN LAS VEGAS

A MOTIVE AS DEATH TOLL RISES

Killer Takes Aim

The Washington Post

59 die in Las Vegas

MORE THAN 500 HURT AS GUNMAN OPENS FIRE ON COUNTRY MUSIC FESTIVAL FROM HOTEL WINDOW

POLICE: SHOOTER WITNESSED

THE SCENE: Confusion, then a tumble into

NEW YORK POST

LATE CITY FINAL

'Joker' in Batman massacre

Kills 12, injures 58

DARKEST NIGHT

DAILY NEWS

NEW YORK'S HOMETOWN NEWSPAPER

Commander-in-cheat

Mueller indicts 13 Russians for trying to sway election for Trump

Playmate claims affair with Don year after he married Melania

And no one was hurt

At least two dead, injured after gunman's fire on Florida

Manage suspect a scene is believed former pupil

Students and teachers evacuated after lockdown in cup

you suffer from eczema?

JAMIE B

HAMISH McRAE

The Mercury News

TUESDAY, OCTOBER 3, 2017

MASSACRE ON THE STRIP

WHY DID VEGAS GUNMAN MOW DOWN INNOCENTS?

59 dead, 527 wounded: Panic strikes crowded outdoor country music concert on the Strip

Victims: They hold onto friends and bloody strangers, hide in hotel kitchens, airport hangars

VOICES IN WAKE OF TRAGEDY

"My brother was not an avid gun guy at all. If he had, he would've been more disappointed. The fact that he had those kind of weapons is just — where the hell did he get automatic weapons?"

— Eric Foreback, brother of targeted shooter

"It is an act of pure evil... Our city is a great one, shattered by evil, our bands cannot be broken by violence, and though we feel such great anger, at the senseless murder of our fellow citizens, it is not love that defines us today. And always will. Forever."

— President Donald Trump

"We can't worry about the victims. We need to stop the shooter before"

Chicago Tribune

71° 48°

MINUTES OF HORROR

Shooter hid in hotel suite, including automatic weapons

STATISTICS IN U.S. SINCE 1960

At least 40 dead, 100 wounded

22 dead, including shooter, at 7

Las Vegas

The rapid-fire popping sounded like firecrackers at first, and many in the crowd of 22,000 country music fans didn't understand what was happening when the band stopped playing and singer Jason Aldean bolted off the stage.

"That's gunshot," a man on the band's stage emphatically on a cellphone video in the nearly half-minute of silence and confusion that

TRAINED BY THE NRA

School shooter excelled in marksmanship program sponsored by gun group

Mass murderer Nicholas Cruz was part of an air rifle team at Parkland, Fla., high school in 2016 sponsored by the NRA. The gun-loving teen poured more than \$10,000 into the program to encourage use of weapons by youngsters.

PAGES 4-5

Why? Copycat/Fame

- There is a copycat effect associated with active shootings and media exposure/saturation “Media coverage as a risk factor in suicide” Stack (2002)) “Mass Shootings and the Media Contagion Effect,” Jennifer Johnston, Ph.D. and Andrew Joy, BS) - “Social media affects the timing, location, and severity of school shootings” Garcia-Bernardo et al., 2015 – How Media Obsession with Body Counts Could Actually Motivate the Next Active Shooter, Mark Follman, November 17, 2017, Mother Jones
- Copycat shootings most likely in the first 13 days after an attack “Contagion in Mass Killings and School Shootings,” Towers, et al., 2015
 - 2018 Philadelphia Synagogue Oct. 27th, Thousand Oaks Nightclub Nov. 7th
 - 2019 Poway Chabad April 27th, UNC Charlotte April 30th, Highland Ranch Co. May 7th
 - Gilroy July 28th, Wal Mart Southaven Ms July 30th, Wal Mart El Paso August 3rd, Dayton OH August 4th
 - Santana and Granite Hills HS – March 5th 2001 and March 22nd 2001



Why? Copycat/Fame

Number of deaths = hierarchy

4chan, 8chan, other social media

Traits

- Externalized blame – “Not my fault.” (Mass Shootings and the Media Contagion Effect , Jennifer Johnston, Ph.D. and Andrew Joy, BS)
- Multiple studies – mass murderers and public assassins
common factors – **Depression, Social Isolation and Narcissism** (Johnston, Ph.D. and Andrew Joy)



Broward County State
Attorney's Office





Detection - Leakage

Profile of an Active Shooter, US DOJ – A Study of the Pre-Attack Behaviors of Active Shooters 2000-2013 (63)

- How Often?
 - About 2/3 present leakage, almost never to the intended target(s)
 - Spoken
 - Written
 - Online
 - Most common actions of those who noticed the behavior
 - Spoke to shooter
 - Did nothing

“Thus, in many instances, the concern stayed between the person who noticed the behavior and the active shooter.”







← Reply to comment



nikolas cruz

1 hour ago

Im going to be a professional school shooter



Add a reply...

+nikolas cruz

#7 ON TRENDING

The FBI came to visit me today about Nikolas Cruz

What to Expect in an Active Shooter Incident

- Gunfire is loud
- Panic, Screaming, Running – often in wrong direction
- Confusion – lack of communication/incorrect information
- Fire alarms
- Injured
- Use “employee only” areas where possible -most threats come through the public access areas (front door)
- Secondary Devices
- **Calling for Help**



911 Call – Barona Casino December 29, 2009



San Diego County Sheriff's Department

RESPONSE TO TARGETED VIOLENCE
COUNTY SECURITY INITIATIVE

Telephones and 911

Landline

- Your address may show up
- Hang up?

Cell Phones

- Your location
- Cell tower capacity

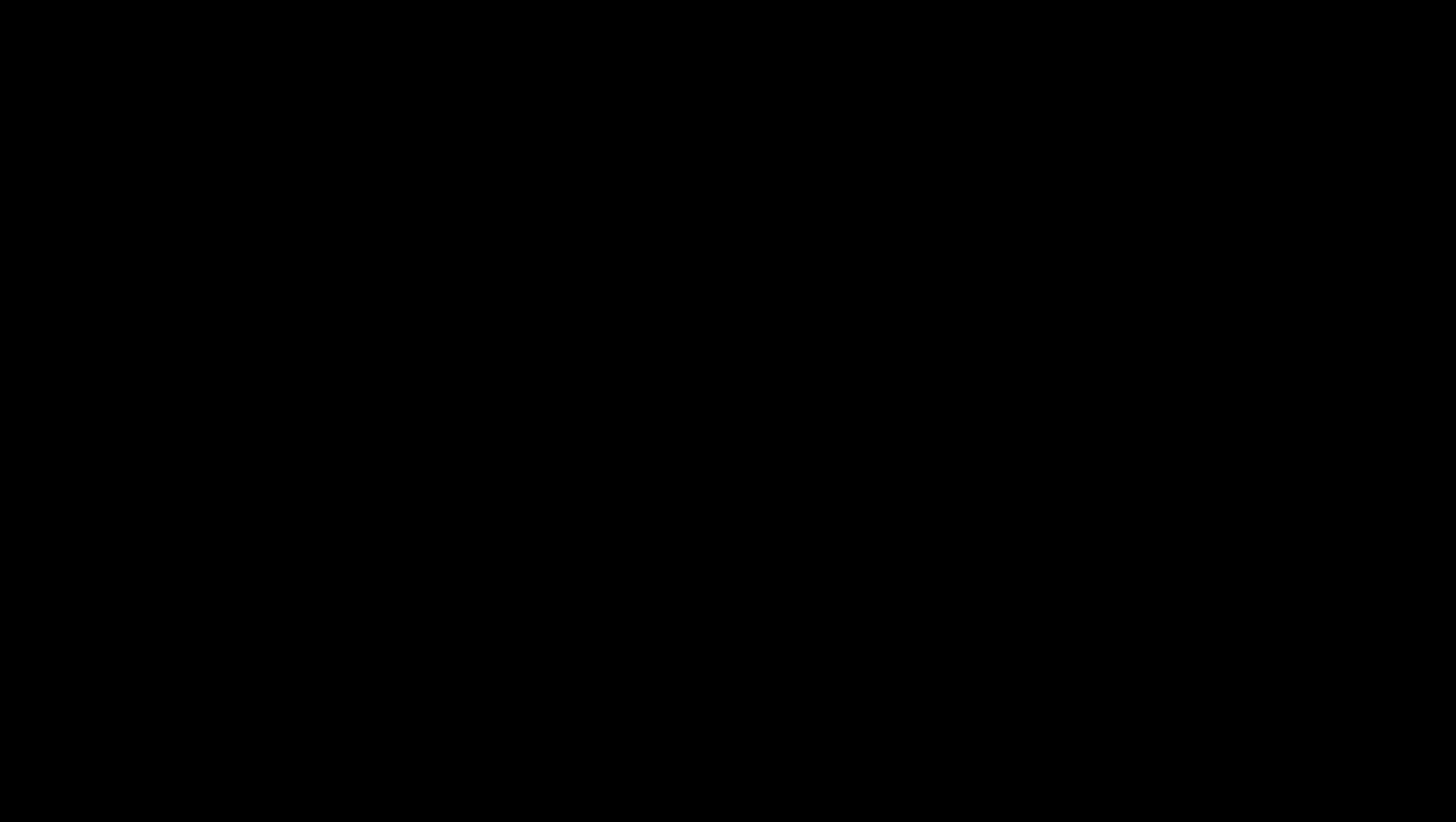


Time

5:00

- Average length of time for active shooting
- 5 minutes – 1/3 less than 2 minutes (FBI – A Study of Active Shooter Incidents in the United States Between 2000-2013)
- **How do we increase our chances of survival?**





Run!



- Get as far away from the danger as possible.
- Help others – older, disabled, new
- Not a fire drill – don't gather in open areas
- Down, Elevators
- Clients
- Exits
- **Direction?** Distance and movement



Hide!

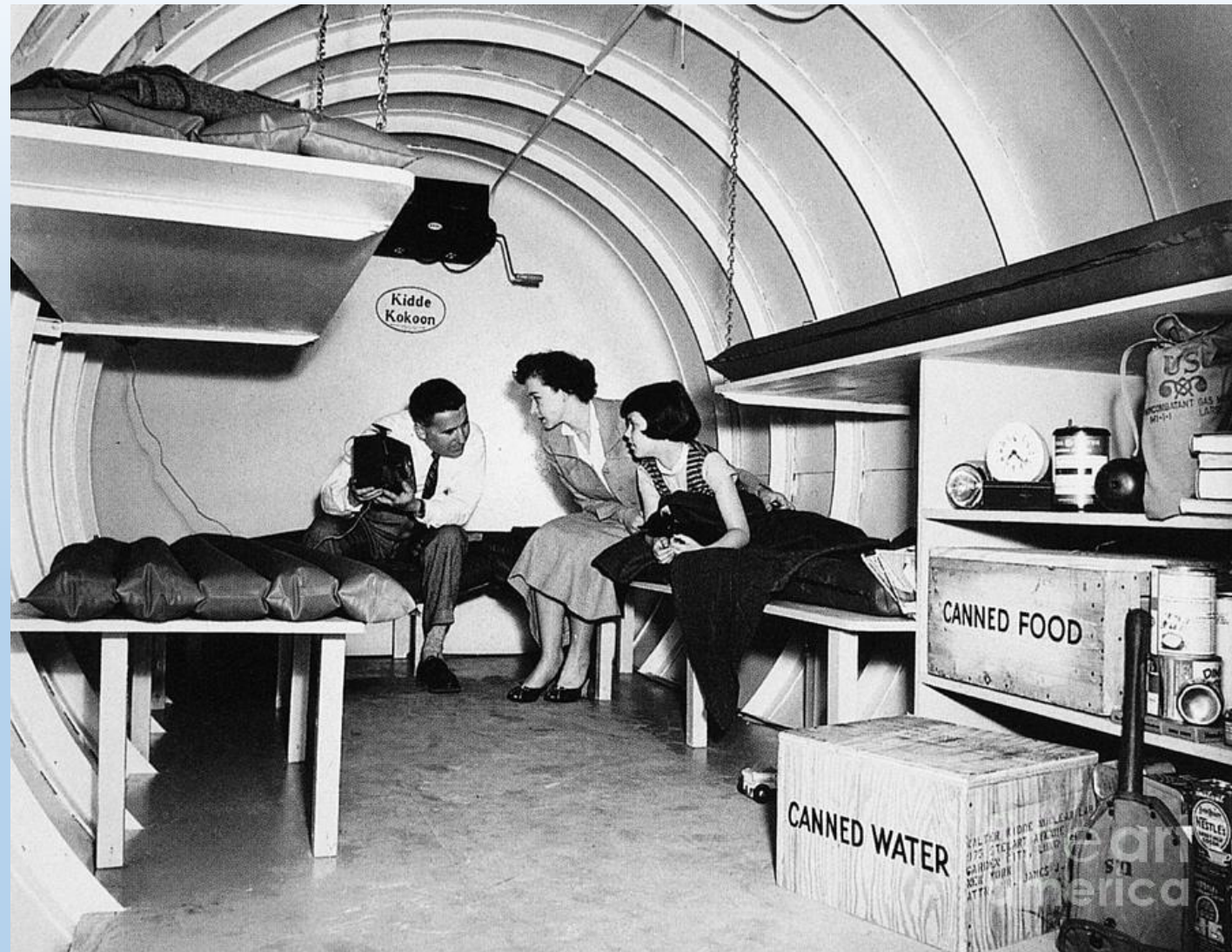


- Out of sight – Cover vs. Concealment
- Lock doors - Block with heavy objects, use belts, ties...etc. to secure door
- Remain quiet - Silence cell phones
- Open the door?



Hide!

- Deadbolt
- Ballistic protection
- Light switch
- Food/Water
- First Aid
- Landline phone
- Peephole



Hide!



Hide!



Hide!



Fight!

Kendrick Castillo

Riley Howell



Fight!

- Last Resort
- Fight or flight
- Improvised weapons
- One against many – all take part
- Don't fight fair! No rules!
- 13% of shooters stopped before law enforcement arrives

(FBI – A Study of Active Shooter Incidents in the United States Between 2000-2013)



Fight!

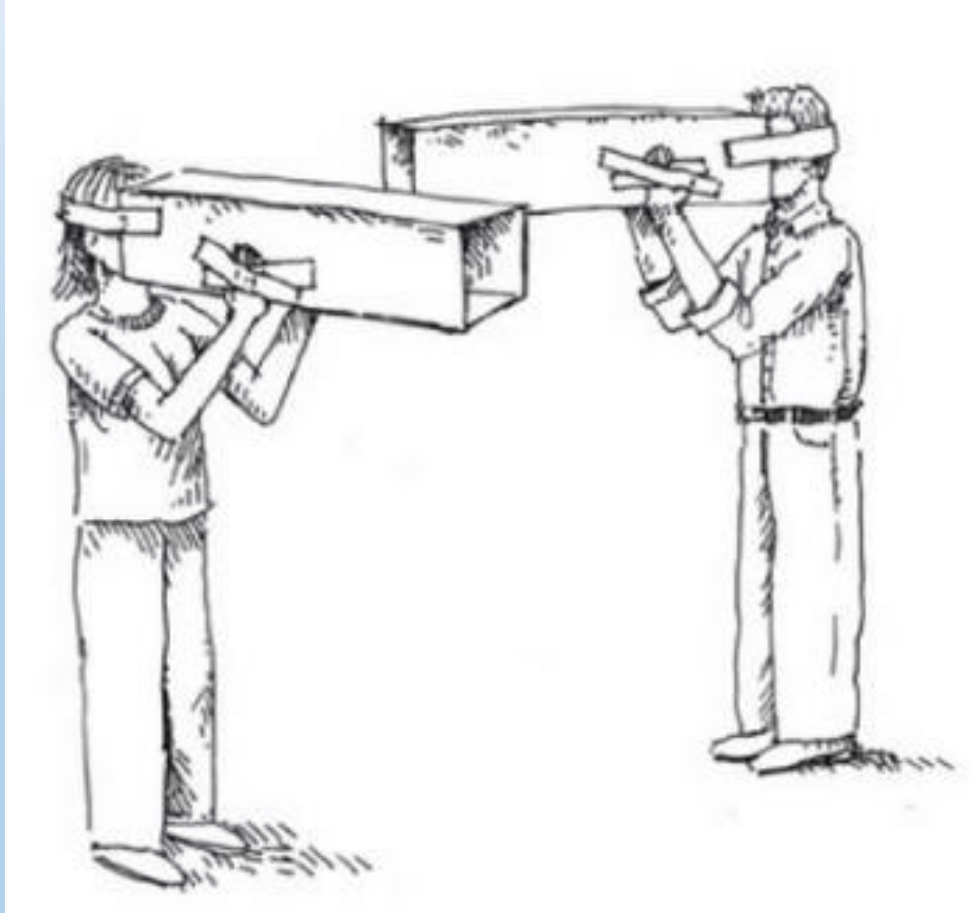


Law Enforcement Response

- Everyone will be considered a suspect when first contacted
- Do not run towards law enforcement officers
- Keep your hands visible
- They may bypass injured

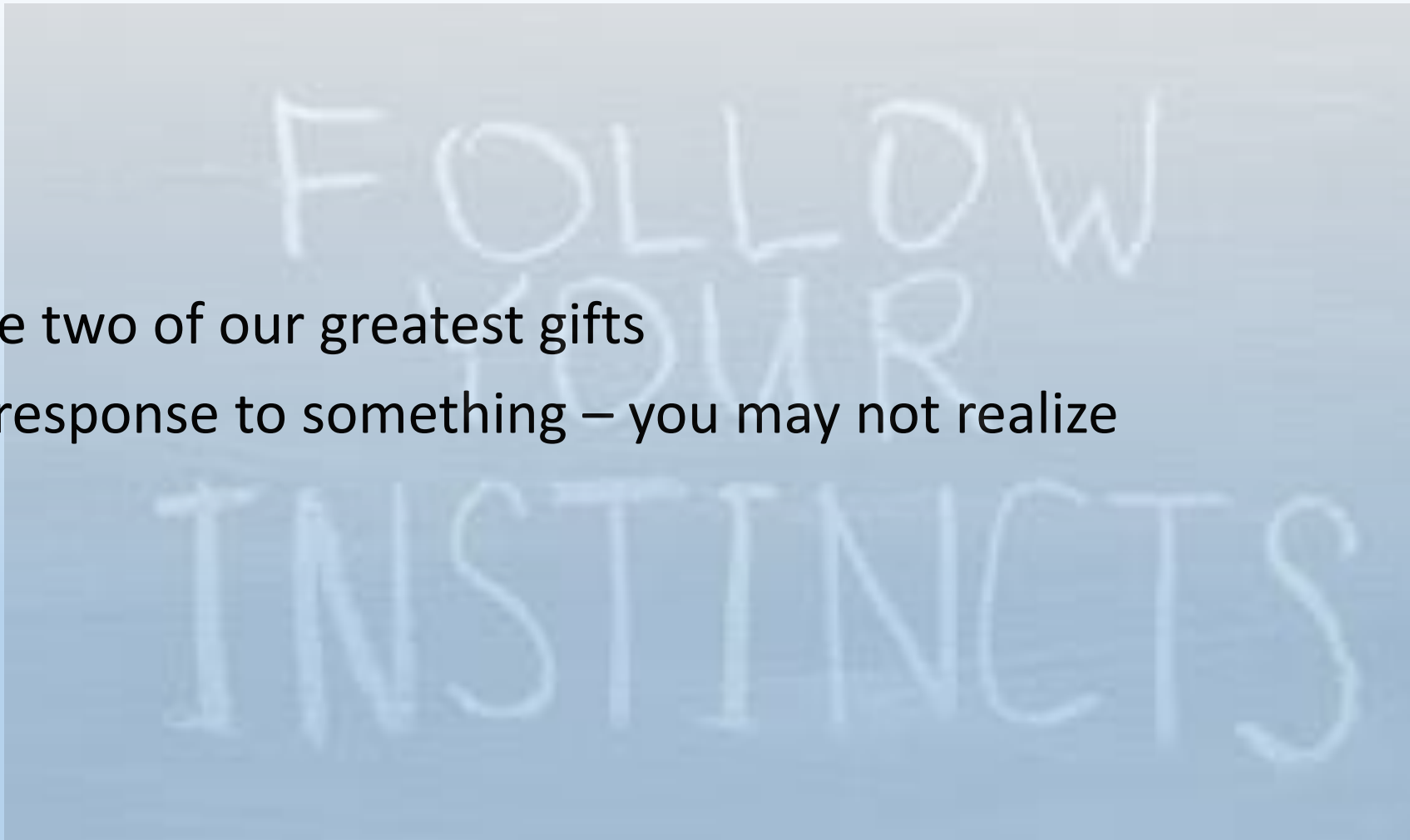


Awareness



Instinct

- Fear and Intuition are two of our greatest gifts
- Intuition is always a response to something – you may not realize what it is
- Gut feeling
- Sixth sense
- Women's intuition



Workplace Safety Tips

- Confident and focused
- Make eye contact
- Be aware of what's going on
- Stay in well lit and busy areas
- Walk with friends/ escort
- Move vehicle closer to building

Getting into your vehicle

- Low light- park in well lighted area
- Be aware of surroundings
- Have keys/fob ready
- Look for anyone near you or your car
- Check exterior of car; interior before entering

If you become a victim

- Try to remain calm
- Don't get into vehicle unless no other choice
- Get a suspect description and notify Police
- If you resist
 - Personal decision
 - If confronted by a weapon- is what you are protecting worth the risk?
 - **PREVENTION** is the key

Self protection

- Domestic violence protection- seek assistance
 - County Employee Assistance Program- DV, access to qualified Attorney
 - National Domestic Violence Hotline
 - Strategies for being safe at home/work
- Telework safety- try to avoid posting information of when you work at home

Threat Reports

- Phone, email or social media
 - Record if possible
 - Identify the number calling
 - Document date, time and duration
 - Try to preserve
- Verbal or written- document and follow procedure
 - Email threat- save don't delete
 - Print, photograph or copy
 - Full email header data

Officer Safety-BPAI

- Be aware of surroundings
- Potential threats on approach
- Cover and concealment
- Proper distance- reactionary gap
- Communications
- Hands
- Assisting another Officer
 - Maintain constant observation of overall situation
- Be aware of any object that can be used as a weapon

Officer Safety

- Vehicles
 - Placement
 - Cover
 - Quiet Approach
 - Secure vehicle
- Access to location
 - Stand off to side
 - Cover and concealment

Deterrence



Security



Security



WJHG







I appreciate your attention!

Ver Dayrit
Sheriff's Security Threat Assessment
Team

Everard.dayrit@sdsheriff.org

(619) 778-5442