

I hope you are all enjoying summer! Although it began with unseasonably cool conditions- now it's heating up!

In addition to an increase in calls, we are also busy ensuring the public stays out of rushing rivers. Thank you to those deputies who are filling shifts ensuring we are taking proactive steps to make sure people are not entering the water.

Fresno County leaders have worked hard to get the message out about the incredible water danger this year. The combined educational element, along with enforcement seems to be making a difference. Also- the countless sign postings in and around recreation areas are a constant reminder to visitors.

Ultimately, the more we prevent people from the temptation of getting into the water- the fewer deputies will be called to risk their own lives to rescue/save a life.

POST Incentive Pay Increase

I wanted to give a reminder about the Advanced POST percentage pay that will increase on July 10, 2023, by a percentage. Those who receive this benefit will go from 7% to 8%. This increase applies only to those who receive the *advanced certificate*. The *intermediate certificate* increase already took effect in January of this year – rising from 2.5% to 4.5%.

Those who do not have their *advanced certificate* quite yet, will immediately receive the pay increase when you receive the certificate.

As always, I urge those of you who have not put in for your certificates to find out where you are with your education, time served, and training received- to receive this benefit. This is a significant pay increase.

Below is a POST graph which to show the guidelines to receive this benefit.

Intermediate Certificate pays 4.5% under our MOU

****Must possess Basic Certificate****

- Bachelor's degree and 2 years of Law Enforcement Experience – Training Points: 0
- Associate degree and 4 years of Law Enforcement Experience - Training Points: 0
- 45 Educational Units and 4 years of Law Enforcement Experience – Training Points: 45
- 30 Educational Units and 6 years of Law Enforcement Experience – Training Points: 30
- 15 Educational Units and 8 years of Law Enforcement Experience – Training Points: 15

****Excess education units may be applied towards training points on a unit for point basis per subsection 1202(b)(4)(D)****

Advanced Certificate pays 9% under our MOU

****Must possess Intermediate Certificate****

- Master's Degree and 4 years Law Enforcement Experience – Training Points: 0
- Bachelor's Degree and 6 years Law Enforcement Experience – Training Points: 0
- Associate degree and 9 years Law Enforcement Experience – Training Points: 0
- 45 Educational Units and 9 years Law Enforcement Experience – Training Points: 45
- 30 Educational Units and 12 years Law Enforcement Experience – Training Points: 30

I encourage all of you to review these requirements, work on getting your post profile together and contact the FSO Training Unit to help you submit for these certificates. You have earned these and continue to earn them each and every day you work as a deputy sheriff with this agency. There is a lot of value with the certificate since we are all licensed as Peace Officers in California under POST.

Anthem Blue Cross and Community Hospital

I am extremely pleased to announce that Anthem and Community Hospitals have reached a multi-year deal that will go into effect now. Negotiations have been ongoing for the last 7 months. We can now say that Community Hospitals and Community Medical Providers will be accepting our Anthem Insurance once again.

Below is the press release from Community Medical Centers:

We are pleased to announce that we have reached a multi-year agreement with Anthem Blue Cross and are once again in-network for Anthem members.

Over the past few months, we have worked diligently to renegotiate contracts with Anthem Blue Cross, Cigna and United Healthcare. Please see our complete list of successfully renewed contracts below.

Thank you to our physicians, staff and patients for your patience and support while we worked through our negotiations. It is extremely important to our health system's future that we have fair and equitable agreements with all health plans so we can continue to meet the healthcare needs of our diverse region.

We are proud to be locally owned and the region's largest healthcare provider and private employer.

Critical Incidents

With the recent number of officer-involved shootings within our agency, I wanted to remind the deputies what to expect from FDSA during these types of events.

First and foremost- we are there to ensure that you are ok, your family is notified, and you have someone as a support personnel on scene. If there is not a support person, we will get someone to come and serve in this capacity. **You are our number one priority.**

We will ensure that proper protocol and procedure is followed as it relates to the handling of the scene and specifically you as the shooter. This means, scene security of you, your vehicle, and any other intermediate weapons or any items left behind.

Please note: **You are obligated to give only one statement while at the scene – which is a Public Safety Statement.** This will generally be administered by a supervisor, or possibly an investigator from our agency or any allied agency who may be the investigating agency for the incident.

That Public Safety statement consists of where you were at during the shooting, the direction your gun was pointed, how many rounds you believe you fired, and if a suspect or suspects fled the scene, their direction of travel. After that- you are done giving statements on scene.

Crime Scene Technicians will arrive and collect photos of you and your weapon used in the critical incident. There will be a gun exchange conducted by a homicide detective. Once this is completed, you as the shooter are finished and will be released from the scene. Please know that during some shootings you may be able to take your car and other times it may have to be left behind depending on the scene and whether the vehicle is part of it.

FDSA will notify counsel who will be representing the shooter. The shooter will almost always talk to legal counsel promptly after the incident if the shooter is able, though it is very rare that a shooter will provide a formal statement the same day as the incident.

Once the shooter gets home, (if it's within normal business hours), he/she will call Legal Defense to request a case number. You will then provide this case number to the law firm representing you for their billing purposes.

The Legal Defense plan we participate in covers all of your legal fees. There is no out-of-pocket fees incurred by the deputy.

During some recent OIS investigations, information has been conveyed to media outlets that is not accurate. Since our chief concern is protecting the integrity of the incident and ensuring the deputy is safe, represented and able to take a few days to rest and recover- I would refrain from internalizing any statement you see, hear about or may read. Those not present during the incident are relying on hearsay and as we all know- the public is free to comment, no matter how outlandish or untrue their statements may be. I want you to know- you will be provided the opportunity to tell your firsthand version of the events, while still ensuring that all of your rights are fully explained to you and protected.

FDSA will be with you every step of the way to ensure this process is seamless and handled appropriately for the deputy involved in the shooting. One thing to recall is that while the FDSA will always be there with you and for you, these incidents necessarily involve criminal investigation and conversations between FDSA representatives and members are not privileged in the criminal context. Thus, it is important to reserve your discussion of the incident itself for your conversations with your legal counsel.

As always, please feel free to call me with any concerns or questions.

I will leave you with this, we are called to be peacemakers, and everyone who polices the streets knows that this noble profession comes with great risk and reward.

Be safe out there.

Truly,

Eric