



Paid for by Eric Kozowski
for Deschutes County Sheriff

Eric PROTECT & SERVE
Kozowski
FOR **SHERIFF**

TRUST ✦ VISION ✦ LEADERSHIP

Believe In Better Law Enforcement

Why Am I Running for Sheriff?

- **I believe in better law enforcement for the citizens of Deschutes County**
- The citizens are not receiving the law enforcement protection and service they are paying for or that they deserve – we can do better!
- As Sheriff, I will take actions that will use tax money more wisely, improve your safety, and make DCSO the best law enforcement agency in the state

About Me

- Native Oregonian
- Married 25 years to Kristen
- Daughter at PSU
- 6 years USMC
- 15 years in the technology industry
- Business owner
- 14 years law enforcement



Leadership and Management Failures

- 1st contested Sheriff election in 16 years
- DCSO has endured non-stop management and leadership failures and continues to do so
- These failures have cost taxpayers hundreds of thousands of \$\$ and compromised your safety

Unacceptable Service Delivery

- Annual calls down slightly, but the time it takes for a Deputy to arrive after you call 911 has gone up
- Citizens wait for considerable timeframes for a response, while Deputies are available
- “Not my job”
- Unacceptable response times
- Under my leadership, this will not be how DCSO serves the community

Fiscal Irresponsibility

- 1 supervisor for every 3 employees doing work – far out of line with what is normal
- Not how you staff an agile, responsive agency – it's how you staff a bureaucracy
- A number of studies on police/Sheriff staffing recommend 1:8 ratio – International Association of Chiefs of Police, FBI, Northwestern University, International City/County Management Association, and more.
- IACP study highlighted problems with 1:3 ratio

IACP Study Problems

- Slow, ineffective decision making and action
- Increased functional walls and turf games
- Greater emphasis on controlling the bureaucracy rather than on customer service
- Higher costs due to the number of managers and management support staff
- Less responsibility assumed by workers for the quality of their work.

Communication Failures

- The public has a right to know what their Sheriff's Office is doing
- We have done a poor job effectively communicating with the public
- Have not embraced new communication methods – social media, etc.
- No programs in place that foster a two-way dialogue with the citizens we protect and serve

We Can Do Better!

- These are just a highlight of the ongoing problems that continue to go unaddressed
- **I will take action to address these problems**
- We can do better and the citizens of Deschutes County deserve better!

Staffing Solutions

- As Sheriff, I will bring staffing and scheduling in line with industry standards
- This will:
 - Save \$\$
 - Improve call response times and public safety
 - Increase community interaction
 - Improve safety and security in the jail
 - Fill in current gaps in patrol coverage

Improving Communications

- As Sheriff, I will ensure we use all forms of communication:
 - Active social media presence
 - Continue to use TV, newspaper, radio
- Stay current with evolving communications methods
- Implement programs that will foster ongoing two-way dialogue with the public

Community Programs

- Bring back the Citizens Academy so the public can learn how and why we do what we do and the legal constraints in which we operate
- Implement a Media Academy so the media presents an accurate picture of us
- Implement a Citizen's Advisory Committee
 - Made up of citizens from around the county, both geographically and socio-economically
 - Will provide an ongoing forum where citizens and DCSSO and share ideas and concerns

Strategic Planning

- As Sheriff I will implement a strategic planning process that will:
 - Set a common vision and goals
 - Seek to continually improve DCSO
 - Plan for major incidents – natural or man-made
 - Address the challenges of a rapidly growing population
 - An organization without a plan is an organization adrift

Smart Use of Technology

- I will make smart use of technology:
 - Optional online reporting for certain minor crimes
 - Start down the path for implementing body-worn cameras
 - Crime analysis to improve resource deployment
 - Implement other programs that will improve employee efficiency

Internal Accountability

- **I will establish an environment of responsibility and accountability**
- I will demand employees have the highest ethics and integrity which the public deserves
- I will hold employees accountable if they violate ethics, the law, or the public's trust
- I will hold myself and employees accountable to the public we protect and serve

Leadership

- **I will lead by example**
- I will provide the leadership the DCSSO is sorely lacking
- Leadership begins at the top
- I will hold myself to the same ethics, rules, and regulations I expect employees to follow

Believe In Better Law Enforcement

- The actions I will take will:
 - Restore trust between the Sheriff's Office and the citizens of Deschutes County
 - Improve service delivery and public safety
 - Make the most efficient use of the tax money entrusted to us
 - Make the Deschutes County Sheriff's Office the best law enforcement agency in the state

I Need Your Help!

- Join me in believing in better law enforcement for the citizens of Deschutes County
 - Volunteer with my campaign
 - Donate to my campaign
 - Tell your friends and neighbors why they should vote for me this November
 - Vote for me for Deschutes County Sheriff!
 - www.kozowski4sheriff.com