



County of Orange

MEMO

DATE: May 9, 2008
 TO: John Moorlach, Chairman
 FROM: Thomas G. Mauk, County Executive Officer
 SUBJECT: Exception to the Rule 21

RECEIVED
 2008 MAY -9 AM 11: 14
 CLERK OF THE BOARD
 ORANGE COUNTY
 BOARD OF SUPERVISORS

S31B

The County Executive Office is requesting a supplemental for the May 13, 2008 Board Meeting:

Board Meeting Date: May 13, 2008
 Subject: Sheriff-Coroner Recruitment
 Calendar: Supplemental
 Districts: All

Reason for Supplemental: Board Directive

Concur:

John Moorlach

 John Moorlach, Chairman Board of Supervisors
 eos

cc: Rob Richardson, Assistant to the County Executive Officer
 Ben deMayo, County Counsel

S31B

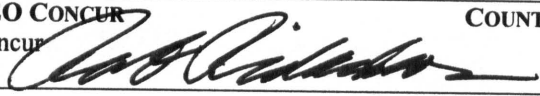


SUPPLEMENTAL AGENDA ITEM
AGENDA STAFF REPORT

ASR Control

MEETING DATE: 05/13/08
LEGAL ENTITY TAKING ACTION: Board of Supervisors
BOARD OF SUPERVISORS DISTRICT(S): All Districts
SUBMITTING AGENCY/DEPARTMENT: Human Resources Department
DEPARTMENT CONTACT PERSON(S): Carl Crown, (714) 834-2836
Shelley Carlucci, (714) 834-3194

SUBJECT: Sheriff-Coroner Recruitment

CEO CONCUR Concur 	COUNTY COUNSEL REVIEW N/A	CLERK OF THE BOARD Discussion 3 Votes Board Majority
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Budgeted: Current Year Cost: N/A Annual Cost: N/A
Staffing Impact: N/A # of Positions: Sole Source: N/A
Current Fiscal Year Revenue: N/A
Funding Source: N/A

Prior Board Action: January 29, 2008; February 5, 2008; March 4, 2008; May 6, 2008

RECOMMENDED ACTION(S)

1. Discuss the recommendation by Bob Murray and Associates of the final candidates for Sheriff-Coroner.
2. Provide further direction to staff as needed to prepare for the interview and selection process to be conducted on May 27, 2008.

SUMMARY:

The recruiting firm of Bob Murray and Associates has completed the screening process of the 48 resumes received for the position of Orange County Sheriff-Coroner. Nine candidates are being recommended by Bob Murray and Associates for the Board's consideration.

BACKGROUND INFORMATION:

A thorough review process of each of the 48 candidates' resumes for Orange County Sheriff-Coroner was conducted by Bob Murray and Associates. An assessment process was conducted with consideration given to education, Peace Officer Standards Training (POST) certifications, law enforcement and law enforcement command experience, special training, California experience and experience in a large law enforcement agency. As a result of this review, there were 17 candidates who moved forward in the process and were interviewed by Bob Murray and Associates. After the review process and interviews,

Bob Murray and Associates is recommending the following candidates to go forward in the selection process for Orange County Sheriff-Coroner on May 27, 2008.

<u>Candidate</u>	<u>Current/Former Position</u>
Randy Adams	Police Chief, Glendale, California
Jack Anderson	Acting Sheriff, Orange County Sheriff's Department, California
Beau Babka	Undersheriff, Salt Lake County Sheriff's Department, Utah
Richard Beemer	Undersheriff, San Bernardino County Sheriff's Department, California
William Hunt	Retired Lieutenant, Orange County Sheriff's Department, California
Craig Hunter	Deputy Chief, Anaheim, California
Sandra Hutchens	Retired Division Chief, Los Angeles County Sheriff's Department, California
Ralph Martin	Commander, Los Angeles County Sheriff's Department, California
Paul Walters	Police Chief, Santa Ana, California

FINANCIAL IMPACT:

N/A

STAFFING IMPACT:

N/A

EXHIBIT(S):

N/A



May 8, 2008

Chairman John M.W. Moorlach and Members of the Board
Hall of Administration
333 W. Santa Ana Blvd.
Santa Ana, CA 92701

Dear Chairman Moorlach and Members of the Board:

Outlined below is a summary of our recruitment process and our recommendations.

Summary of Process

The closing date for the recruitment was April 18, 2008. As of that date we had a total of 48 candidates who had applied for the Sheriff-Coroner position. Each of the 48 candidate's resumes was reviewed and an objective assessment process was conducted on each resume. Categories included Education, POST Certifications, Law Enforcement Command Experience, Law Enforcement Experience, Special Training, California Experience and experience in a large Law Enforcement Agency. Each candidate was given a numerical score as a result of this review. We established a cut off of 25 points or higher to go forward in the process. There was also a clear break in the scores of 25 and higher. Two additional candidates were carried forward as their names appeared on the last ballot for Sheriff.

This resulted in a group of 17 candidates who were each interviewed. The list of those interviewed was as follows:

Randy Adams	Kim London
Robert Alcaraz	Ralph Martin
Jack Anderson	Daniel Martini
Beau Babka	Robert Pepler
Harold Barker	Timothy Ryan
Richard Beemer	David Singer
William Hunt	Kevin Walsh
Craig Hunter	Paul Walters
Sandra Hutchens	

As a result of our interviews and review of resumes, it is recommended that the following candidates go forward in the selection process for the Orange County Sheriff-Coroner position. Candidates are in alphabetical order.

phone 916•784•9080
fax 916•784•1985
1677 Eureka Road, Suite 202
Roseville, California 95661

Randy Adams:

Mr. Adams is currently Police Chief in Glendale, California. Glendale currently has a population of 207,000 and growing. The Police Department has a total staffing of 505 of whom 271 are sworn. He was the Police Chief in Simi Valley prior to Glendale. The department runs a 96 bed jail facility and contracts with the Federal government to book and hold inmates. Mr. Adams has a master's degree and has attended the FBI Academy and POST Command College. He also holds a POST Executive level certificate. Both departments have positive relations with their communities and are noted for low crime rates. He has not contracted with other agencies to provide law enforcement services.

Jack Anderson:

Mr. Anderson is an internal candidate and is currently the Interim Sheriff. Mr. Anderson has spent his entire law enforcement career with the Orange County Sheriff's Department. He currently has a bachelor's degree and a Management POST certificate. Jack has a total of approximately 2.5 years at the rank of Captain or higher.

Beau Babka:

Mr. Babka is currently the Undersheriff for the Salt Lake County Sheriff's Department. This is a department that serves a population of 1.2 million people. The Sheriff's Department has a total staff of 1,500 of whom 1,020 are sworn. The Department has a jail population of over 2,200 and contract with 6 cities for law enforcement services. Coroner services are provided by the State. Prior to being the Undersheriff, Mr. Babka was the Police Chief for South Salt Lake City. The City has a population of 85,000. Mr. Babka has an MPA, two bachelor's degrees, and has attended the FBI Academy. He does not have a California POST certificate. He has no California experience. Mr. Babka would need to apply for and complete the POST waiver program if selected. Mr. Babka also has a weekly radio program that he uses to discuss criminal justice issues and answer questions from the public. Because of this, his name is well known within the entire region.

Richard Beemer:

Mr. Beemer is currently the Undersheriff for the San Bernardino County Sheriff's Department. The department serves a population of approximately 2 million people. The Department has a staff of 3,650 with 1,700 sworn. The department serves 15 contract cities with Rancho Cucamonga being the largest. As the Undersheriff, he is the number two person in the department and runs the department on a day to day basis. He has been the Undersheriff for the past 2.5 years. The Department has a prisoner population of around 6,000 and currently has \$150 million of jail construction underway. Mr. Beemer has a bachelor's degree and also has a POST Management certificate.

William Hunt:

Mr. Hunt is not currently in law enforcement. He is retired from the Orange County Sheriff's Department at the rank of Lieutenant. Mr. Hunt has a master's degree and a bachelor's degree. He also has a POST management certificate. Mr. Hunt spent three of his four years as a Lieutenant as the contract Police Chief for the City of San Clemente. Mr. Hunt was a candidate for Sheriff in the 2006 election and received the second highest number of votes.

Sandra Hutchens:

Ms. Hutchens is currently retired from the Los Angeles County Sheriff's Department (LACSD) where she worked for 31 years attaining the rank of Division Chief. There are eight Division Chiefs on the department. She was a Division Chief for 4 years and ran a division that included counterterrorism, contract law, gangs, aero bureau, special enforcement, arson/explosives, emergency operations and the MTA contract. The Division had over 1,000 personnel most of whom were sworn. The LACSD has over 40 contract cities and runs a very large jail facility. Ms. Hutchens has a bachelor's degree and has attended the FBI Academy. She holds a POST management level certificate. Ms. Hutchens was a Captain for 1.5 years, a Commander for 2 years, and a Division Chief for 4 years.

Ralph Martin:

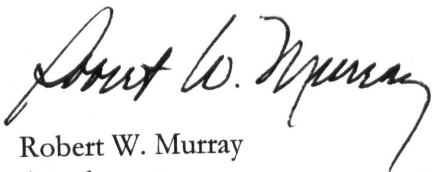
Mr. Martin is currently a Commander with the Los Angeles County Sherriff's Department. His area of responsibility includes 8 patrol districts which make up about 1/3 of the County. Included are 10 contract cities and 9 contracts for law enforcement with Junior Colleges. He has a staff of over 1,800 the majority of whom are sworn. Mr. Martin has a master's and bachelor's degree and holds a POST Management certificate. Mr. Martin has 34 years with the department, 4 years as a Captain, and 5 years as a Commander. Although currently not responsible for the jails, he has experience with this area in the past.

Paul Walters:

Mr. Walters is currently the Police Chief in Santa Ana. Santa Ana has a population of 348,000. The department has total staffing of 717 of whom 400 are sworn. The Department also runs a jail that has a capacity of 480. They contract with the State and Federal government to hold prisoners for them. They have a state of the art facility and a track record of minimal problems in their jail. Mr. Walters has an MPA, Juris Doctorate, and a bachelor's degree. Mr. Walters holds a POST executive level certificate. Mr. Walters did not run in the last election but did run for Sheriff in a prior election.

Any questions regarding candidates should be directed to Regan Williams at (work) (916) 784-9080 or (cell) (916) 276-2544.

Sincerely,



Robert W. Murray
Attachment

Resumes Available for Viewing at the

Clerk of the Board

333 W. Santa Ana Blvd., Room 465

Santa Ana, CA 92701

During Regular Business Hours:

Monday – Friday

8:00 am – 5:00 pm