



FY 2024 Recommended Budget Budget Question

Board Question #: 16

BUDGET QUESTION: What is the Sheriff's Office plan for recruitment and retention? Are they looking at alternative ways to attract talent i.e. participation w/ law enforcement agencies, FOP's, etc.

RESPONDING DEPARTMENT/OFFICE: Sheriff's Office

RESPONSE: The Sheriff's Office participates in the following recruitment efforts:

- Enrolled in several college job fairs for the 2023 calendar year to include colleges in the Shenandoah Valley Region and the Tidewater Region,
- Recently partnered with the USMC and their SkillsBridge program, which helps military veterans find employment after retirement, and
- Established a connection with the Fairfax County training academy, who offers a training program for applicants with prior out of state law enforcement experience. This is a program that has never been offered in our area, so we will now begin to recruit out of state applicants through online portals.