

Memo

To: Tehama County CEO Gabriel Hydrick
From: District Attorney Matthew D. Rogers MDR
Date: March 18, 2025
Re: Updates to Class Specifications for DA Investigator Extra Help

We are proposing an update to the class specifications for District Attorney Investigator Extra Help. For background, our office utilizes Extra Help Investigators for a multitude of assignments:

- Department of Social Services Security.
- Marijuana Enforcement, in partnership with Environmental Health.
- Tobacco Education and Enforcement through the TUPE Grant, in partnership with the Tehama County Department of Education.
- General criminal investigations as needed.

We have found that hiring and retaining qualified peace officers for our extra help assignments is very challenging. Most candidates are retired peace officers who are looking for part-time work and many have been retired for more than a year or two, so their Peace Officers Standards of Training (POST) qualification has lapsed and they are therefore unable to perform the duties of a peace officer. In some instances we have been able to recruit peace officers who have transitioned from full-time to part-time and are content with part-time work, but those candidates are exceedingly rare.

POST offers a recertification course that is two to three weeks long, but the course has a cost, along with the cost of housing, meals and fuel. We cannot reasonably expect a qualified candidate to bear the cost of the recertification course, which totals several thousand dollars, but we also cannot pay for the

expense of the course without the candidate first being an employee of the county.

This proposal would allow us to conditionally hire an otherwise qualified candidate, who possesses an expired POST basic certificate, as District Attorney Investigator I Extra Help. After hiring, the candidate may then attend the POST recertification course, paid for by the District Attorney's Office and partner agencies.

The current class specification requires the candidate to possess a current POST Basic Certificate. The proposed class specification regarding POST Basic Certificate will read:

Must possess a Peace Officers Standards of Training (POST) basic law enforcement certificate. If the candidate has an expired Peace Officers Standards of Training (POST) basic law enforcement certificate, the candidate must recertify their POST basic certificate within six (6) months of hire date.

We are not proposing an increase to our training budget in conjunction with the update to the class specification. We anticipate that we will be able to bear the cost of POST recertification and that partner agencies will help cover that cost as needed.

Without this proposed update, our candidate pool will continue to be very small and we will continue to struggle to attract and retain qualified extra help candidates. The challenge is so great that without expanding our candidate pool we likely will be unable to continue with some programs that use extra help candidates simply because we cannot find qualified candidates.