



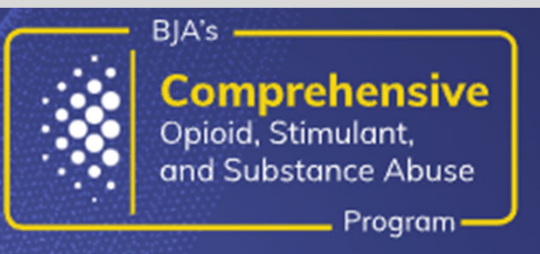
Recruiting and Retaining a Highly Productive Team

January 12, 2023

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Ret. Col. Brenda Dietzman has more than 28 years of law enforcement and corrections experience. In 2019, Col. Dietzman retired from the Sedgwick County Sheriff's Office as the undersheriff in charge of jail operations. She oversaw two facilities with a total population of 1400+ inmates, 300+ employees and a \$33 million budget. During her career, she was awarded two bronze medals of Meritorious Conduct, two bronze medals of Outstanding Service, and the Core Value Award from the Sedgwick County Sheriff's Office. Also, she was named the ASIS Officer of the Year, Wichita Crime Commission Officer of the Year, Thomas Hopkins Post & Aux. Officer of the Year, Sedgwick County Board of County Commission Chairman's Award Recipient, Wichita Crime Commission Humanitarian of the Year, and the American Red Cross Volunteer of the Year.



Recruiting and Retaining a Highly Productive Team

Solve
your
problem

Unemployment Rate

Unemployment rate

3.5%

Updated Sep 2022

Total unemployed people

5.8M

Updated Sep 2022

Unemployment insurance claims

1.4M

Updated Oct 1, 2022

Unemployment rate | Total unemployed people | Unemployment insurance claims





Great Resignation

- Pre-pandemic – status quo was better than unknown
- Post-pandemic – we are surviving without our jobs
- Current belief:
 - Change is OK...
 - I can leave my job and find another one tomorrow
 - The future is unsure...I want to live now!

The Great Resignation

Top reasons why U.S. workers left a job in 2021: Low pay, no advancement opportunities

Among those who quit a job at any point in 2021, % saying each was a ___ why they did so

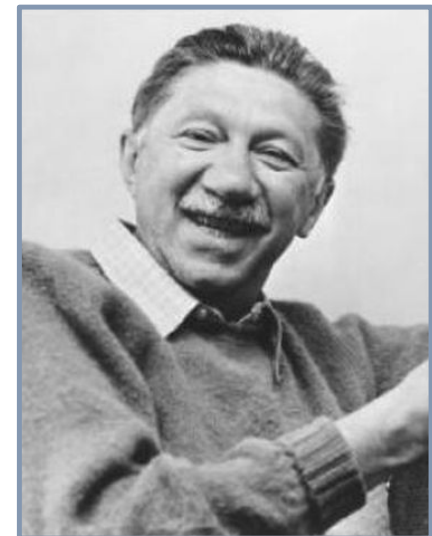
I QUIT!

	Major reason	Minor reason	Net
Pay was too low	37	26	63
No opportunities for advancement	33	30	63
Felt disrespected at work	35	21	57
Because of child care issues*	24	24	48
Not enough flexibility to choose when to put in hours	24	21	45
Benefits weren't good**	23	20	43
Wanted to relocate to a different area	22	13	35
Working too many hours	20	19	39
Working too few hours	16	14	30
Employer required a COVID-19 vaccine	8	10	18

Abraham Maslow

A need fulfilled ceases to be
a motivator.

- Maslow



Maslow Hierarchy of Needs



Self-Actualization

Creativity/Purpose

Esteem

Self-Esteem/Achievement/Confidence

Love & Belonging

Friends/Family/Sense of Connection

Safety

Employment/Health

Physiological

Food/Shelter/Clothing

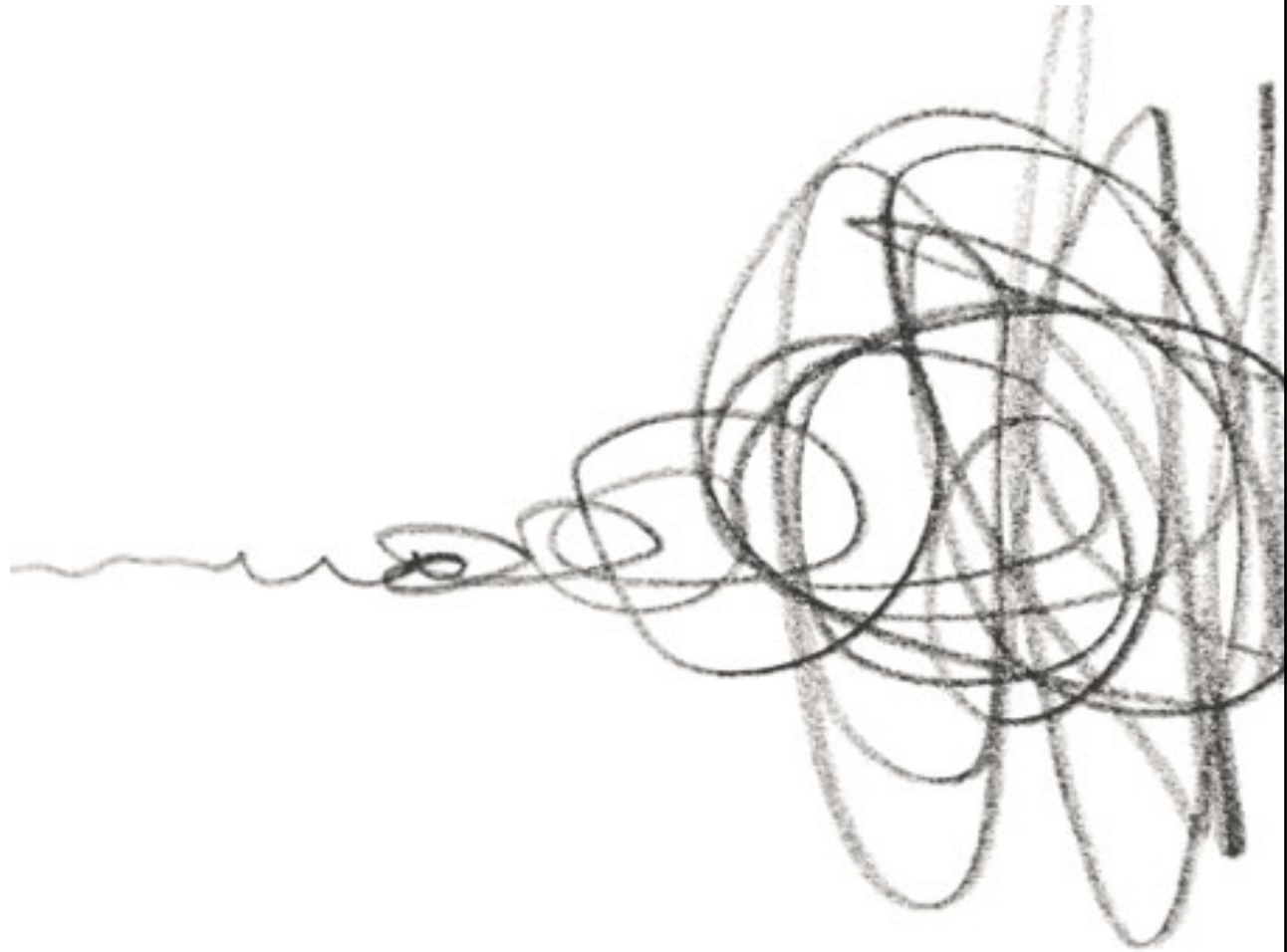
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- Maslow



Recruiting

Quit Admiring the Problem





A goal without a
plan is just a wish.

Antoine de Saint-Exupéry

quote fancy

Write these ideas down and implement them!



Application – Speed is the Key

60% of Gen Z says the job application should take *less than 15 minutes*

- Center for Generational Kinetics 2020

JOB APPLICATION

Branch: _____ Date: _____ No: _____

Applying For A
Learner Permit ID Card Renewal Replacement

Your Personal
Full Last Name _____
Full First Name _____
Date of birth _____
Nationality _____

Identification Information
Driver license? Yes No
Learner permit? Yes No
Non-driver ID Card? Yes No

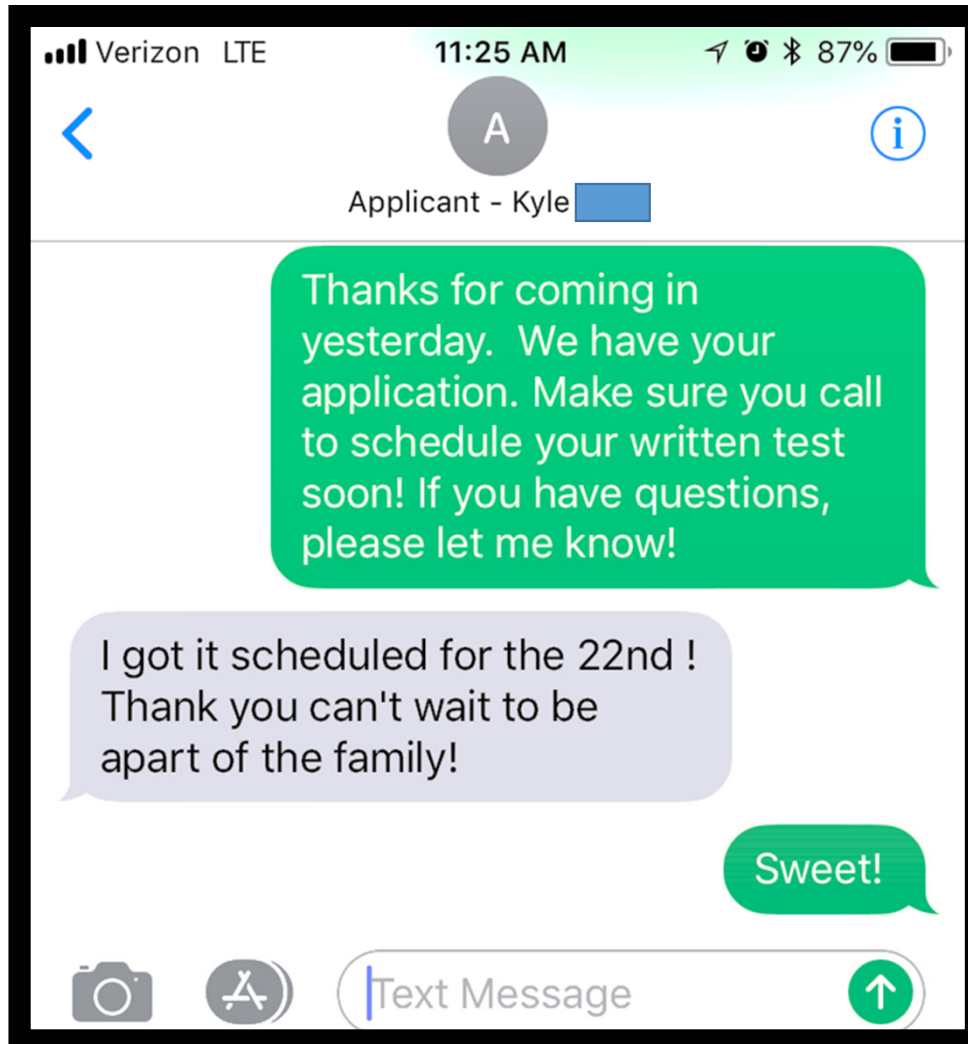
PHOTO HERE

Driver license, Learner Permit, or Non-driver ID Card
_____ enter the identification number it appears on _____
Type of License: _____
Out-of-State License ID No: _____

Simple
Application
Online

“Interest Forms”

- Name
- Email
- Phone Number
- Education
- Current or Last Job
- Way around if HR controls your application process. You can have contact with them right away.





Social Media

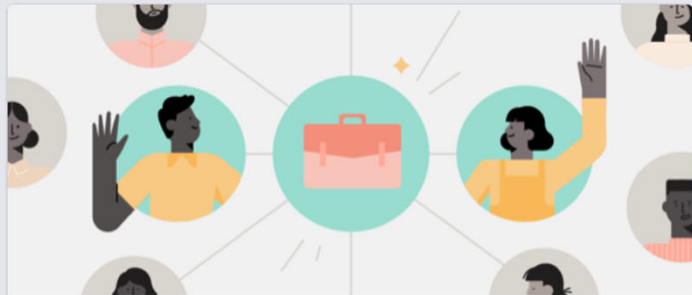
Content

- Celebrating
 - Current events in town
 - _____ History Month
 - Pride Month
- Employee of the Month
- Awards
- Training attended
- Certifications earned
- Highlight trainers






Jobs

+ Create job ...



Hire on Facebook

-  Post jobs for free on our public job board.
-  Get applications from candidates looking for work near you.
-  Contact candidates directly on Facebook to find your next hire faster.

Create job



**WAYFINDER
CONSULTING, LLC**

INSPIRING • EDUCATIONAL • MOTIVATING • ENTERTAINING

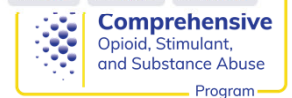
The logo for Wayfinder Consulting, LLC features a stylized compass rose with a blue north arrow and a pocket watch in the background. The text is bold and black.

Job title

Brenda Dietzman

Apply

Save Share Report



Comprehensive
Opioid, Stimulant,
and Substance Abuse
Program

The logo for the Comprehensive Opioid, Stimulant, and Substance Abuse Program features a cluster of blue dots of varying sizes on the left and the program name in bold black text on the right.

Advertising

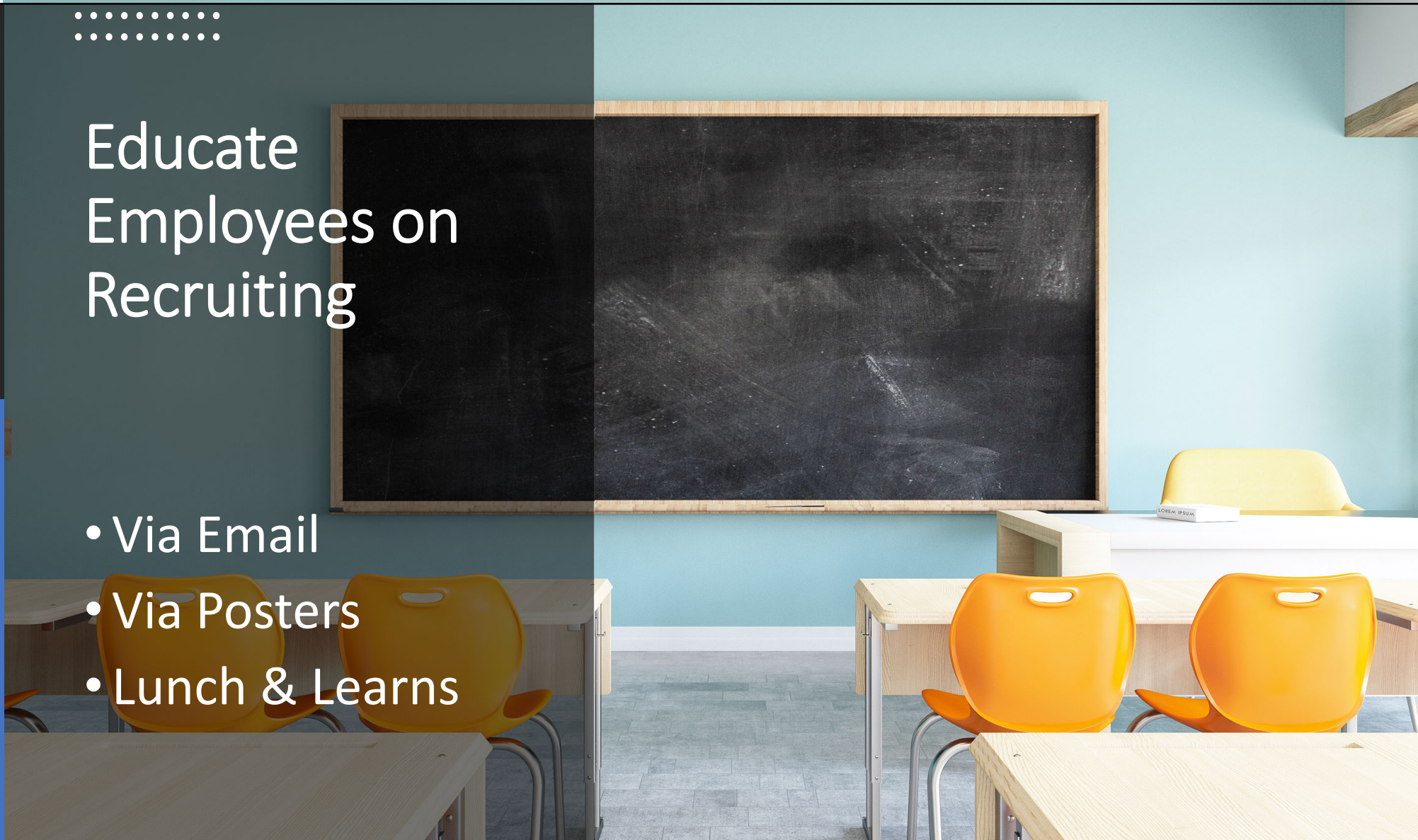
- Movie theaters
- Faith based organizations
- Sporting events





Educate Employees on Recruiting

- Via Email
- Via Posters
- Lunch & Learns



A desk setup featuring a laptop, a lamp, a plant, and a sign that reads "WE ARE HIRING". The sign is a light-colored board with black letters. The background is a warm, indoor setting.

Educate Employees on Recruiting

Training

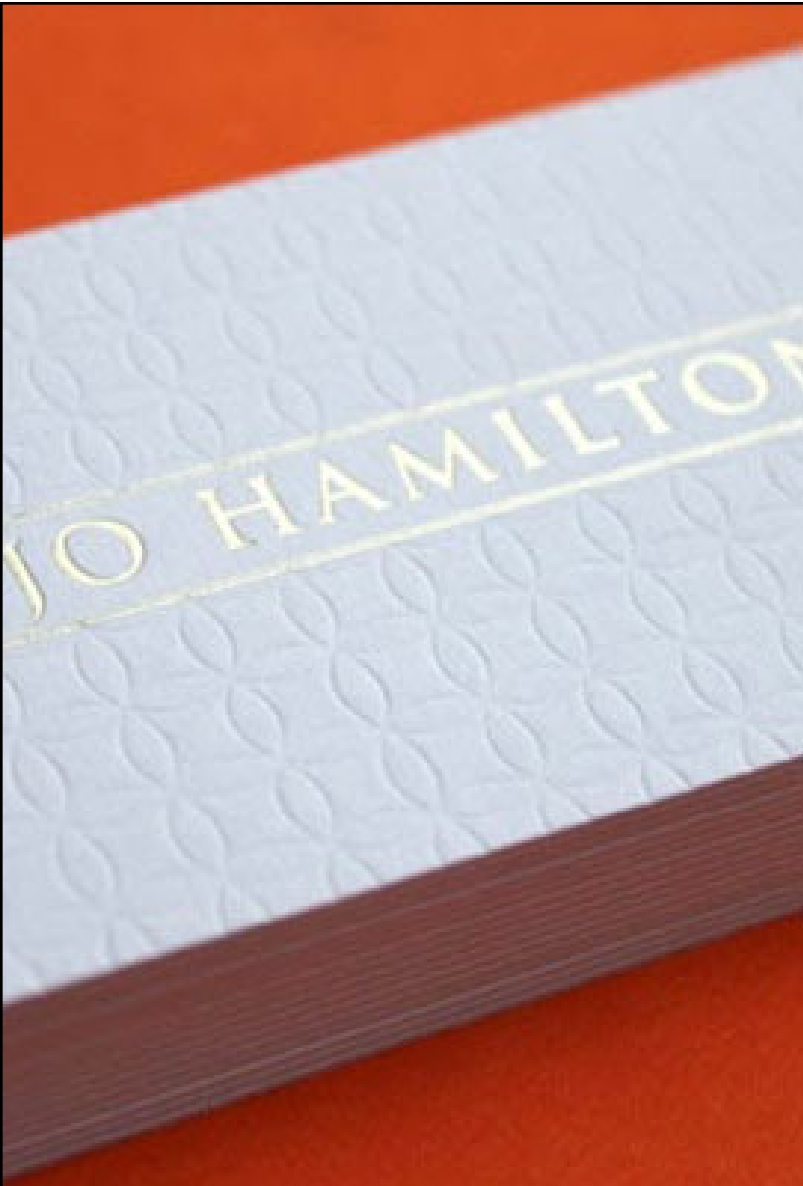
- Requirements
- Process
- How to apply
- Who to contact

Legal issues

How to recruit

Benefits to recruiting

- More candidates = better co-workers
- Less OT
- Better division of work



Tools

- Social media graphics
- Posters for places employees frequent
- Recruiting cards

Recruitment Cards

Who influences Gen Z the most online?

- 41% Gen Z Friends

Give these to:

Employees

Teachers

Coaches

Military Recruiters

Clergy

Grandparents/Parents

Source: Gen Z Survey – Lucid - December 2019



**SEDGWICK COUNTY
SHERIFF'S OFFICE**
Jeff Easter - Sheriff
141 W. Elm — Wichita, KS 67203
www.sedgwickcounty.org/sheriff
316-660-3800

Sedgwick County Sheriff's Office Employee

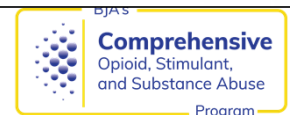
Please present this card to the Training Center staff during your first interview.

Apply online at: www.hrepartners.com

DEPUTY SHERIFF SALARY	Paid Vacations
\$ _____ / hour	Sick Leave
	Medical/Dental/Life
DETENTION DEPUTY SALARY	Insurance
\$ _____ / hour	Prescription Card
	Retirement
	Tuition Reimbursement

Sedgwick County Sheriff's Office Mission Statement
"In partnership with the citizens of Sedgwick County, we will provide effective public service to all, holding everyone accountable in an impartial, ethical and professional manner."

An Equal Opportunity Employer



URL VCARD TEXT E-MAIL SMS WIFI

BITCOIN TWITTER FACEBOOK PDF MP3 APP STORES

IMAGES

Enter your website, text or drop a file here
(Your QR Code will be generated automatically)

Upload any file (.jpg, .pdf, .mp3, .docx, .pptx) OFF Scan tracking

FRAME NEW!

SHAPE & COLOR

LOGO

DOWNLOAD JPG

VECTOR SVG/EPS

NEW QR Code creation built into your application Use our API

Track your scans and edit your QR Codes even after print. SIGN UP NOW

QR Codes

<https://www.qr-code-generator.com/free-generator>

Recruiting Incentives

Recruit a new hire

- Cash
- Less mandatory overtime
- Pick your assignment
- Paid time off



Local Media

- Television
 - Newstalk
 - Noon show
 - Talk Radio
 - Print
 - Human Interest Stories
-

ON AIR





Retention



Stay Interviews

1. What is the most exciting part of your job?
2. What aspect of your job do you wish you could change?
3. What factors contribute to you doing your best work?

- Indeed



Childcare Exchange



| Schedule

Part time

Flexible schedule

Day Swaps

Different shift lengths

9-hour work weeks – every other Friday off

Remote work



Water Bottle Filling Station





60% of Millennials want to hear from their supervisors once a day.

53% of Gen Z prefers face to face communication.



Community Engagement - Eight people in the next two months

- Staffing levels
- Morale issues
- Overtime



Community Investment



Sponsor an Employee

Local scholarship
program sponsored by
business/community



SPONSORING



Environment

- Color
- Lighting
- Music
- Pictures from vacations
- Wellness Centers

Quiet Rooms





In House Therapist



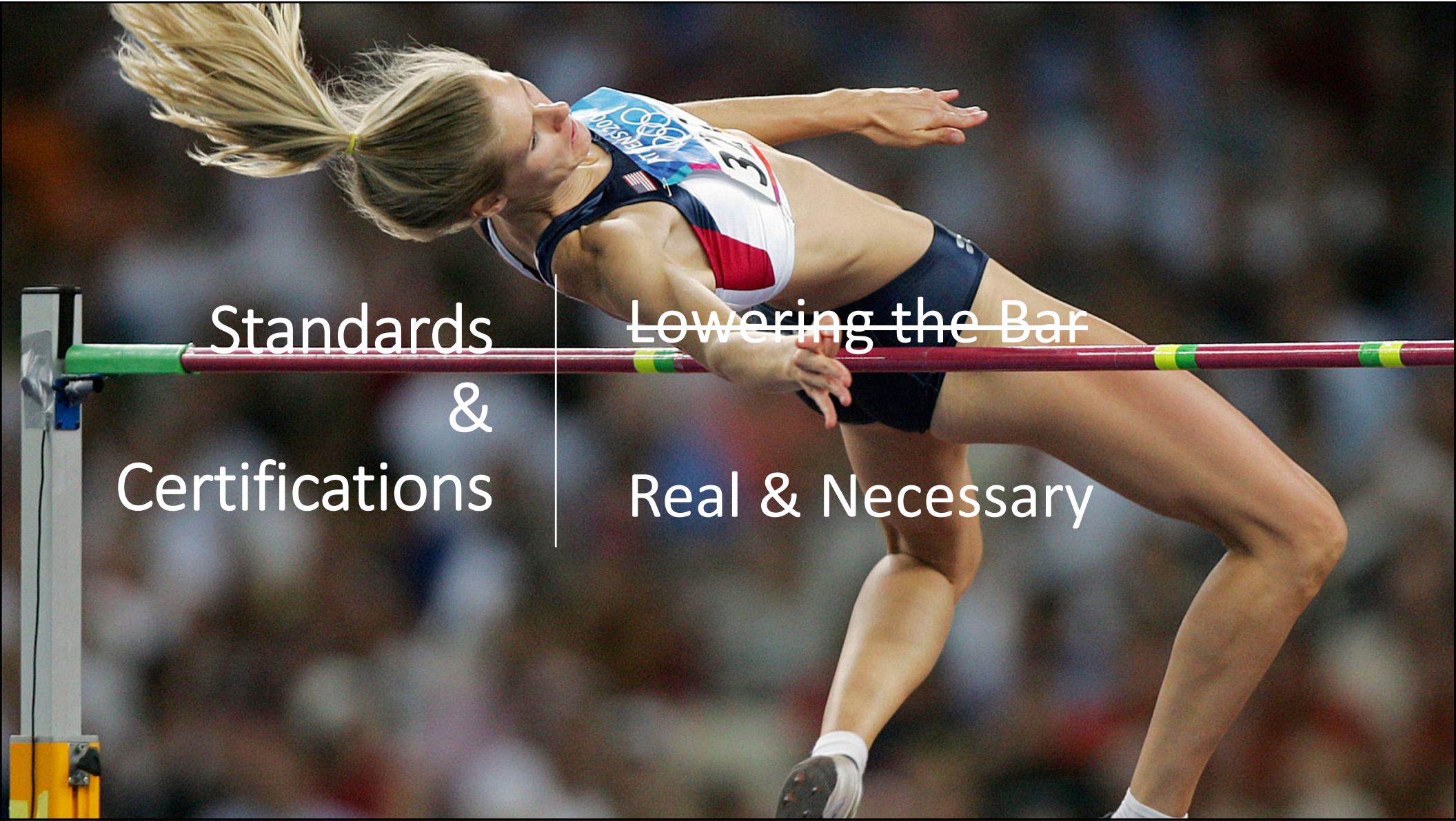
Outside Staff from Other Similar Entities

Similar organizations

- Neighboring/sister government organizations
- Non-profit organizations

Part-time positions from private sector

Part-time positions for retirees or past employees



Standards
&
Certifications

~~Lowering the Bar~~
Real & Necessary



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316.304.6244

Instagram	Facebook	Linked In
		



Questions?

<https://cossapresources.org/Program/TTA>



COSSAP GRANT
PROGRAM

LEARNING
OPPORTUNITIES

AREAS OF
FOCUS

PUBLICATIONS &
DIGITAL MEDIA

PDMP TTAC



SEARCH

TRAINING AND TECHNICAL ASSISTANCE

The COSSAP training and technical assistance program offers a variety of learning opportunities and assistance to support BJA COSSAP grantees and other local, tribal, and state stakeholders to build and sustain multidisciplinary criminal justice responses to illicit substance use and misuse.

Training and technical assistance is provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources.

REQUEST TTA

If you are interested in requesting training and technical assistance, please complete the form at <https://www.cossapresources.org/Program/TTA>

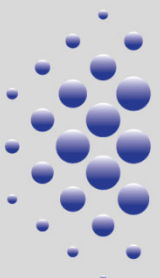


COSSAP Resources

Tailored Assistance—The COSSAP training and technical assistance (TTA) program offers a variety of learning opportunities and assistance to support local, tribal, and state organizations, stakeholders, and projects in building and sustaining multidisciplinary responses to the nation’s substance abuse crisis. ***You do not need to be a COSSAP grantee to request support.*** TTAs are provided in a variety of formats, including virtual and in-person training events, workshop and meeting presentations, and online resources. Request TTA to support your activities at <https://cossapresources.org/Program/TTA/Request>.

Funding Opportunities—Current COSSAP and complementary funding opportunities are shared at <https://www.cossapresources.org/Program/Applying>.

Join the COSSAP community! Send a note to COSSAP@iir.com with the subject line “Add Me” and include your contact information. We’ll be happy to ensure you receive the latest-and-greatest COSSAP opportunities, resources, and updates.



BJA's

Comprehensive
Opioid, Stimulant,
and Substance Abuse
Program