



CCSO COMMISSIONER RETREAT PRESENTATION

Presented by CCSO Internal Operations





CCSO RESPONSIBILITIES

"Keep the Peace"
(Calls for Service)

Courtroom Security

Civil Service

Community Service

Crime Prevention

Detention

Animal Resources



MISSION

To provide exemplary law enforcement service achieving the **BEST** possible result.



2025 ACCOMPLISHMENTS (FY25 & FY26)





OPERATIONAL VISION

The purpose of the plan:

- Enhance our agency's professionalism
- Provide accountability
- Drive effectiveness
- Strengthen community trust
- Ensure the highest level of service to our residents.

The document identifies the priorities and objectives that the Sheriff's Office deems the most important for our community.

PROFESSIONAL STANDARDS



The CCSO will successfully obtain CALEA Accreditation by March 30, 2025.

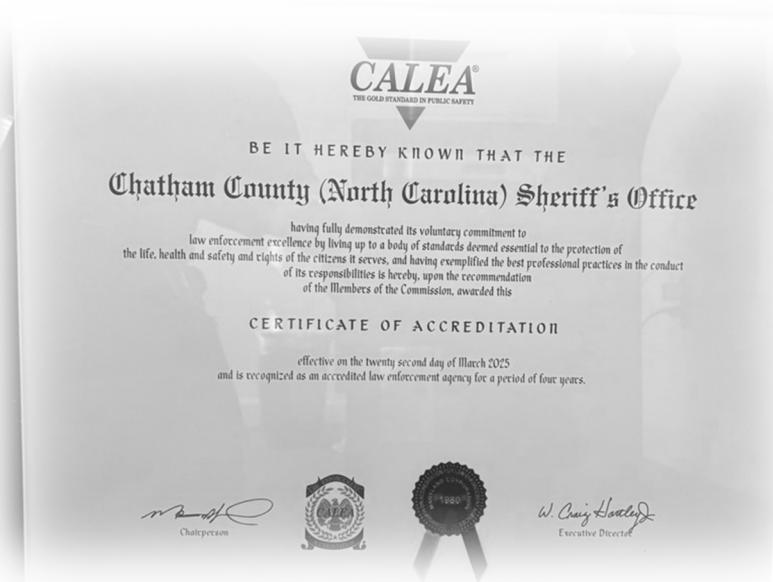
100%

The CCSO will successfully obtain ACA Core Jail Accreditation by December 31, 2025.

100%

The CCSO will successfully submit the CALEA annual review by June 30, 2025.

IN PROGRESS



The CCSO will initiate discussion with the North Carolina Law Enforcement Accreditation Network (NCLEAN) by August 1, 2025, concerning receiving a state accreditation.

100%



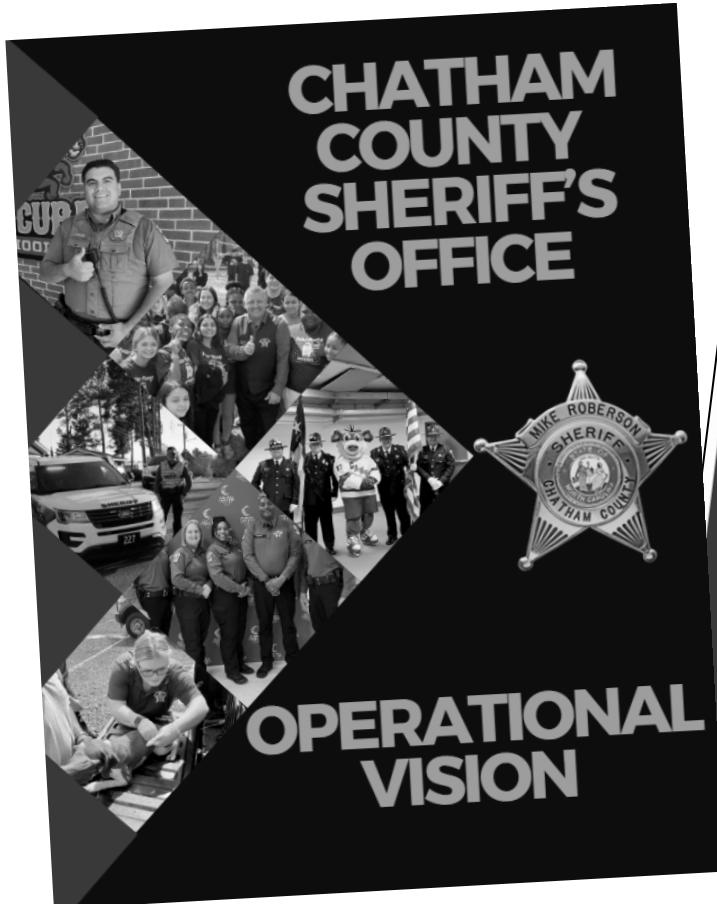
EVIDENCE



The CCSO will successfully transition to AXON's cloud-based system for body and in-car camera storage by December 31, 2025, ensuring a structured, phased implementation and comprehensive staff training on using the platform.

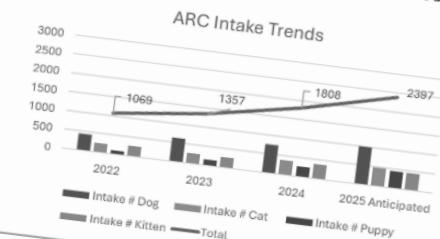
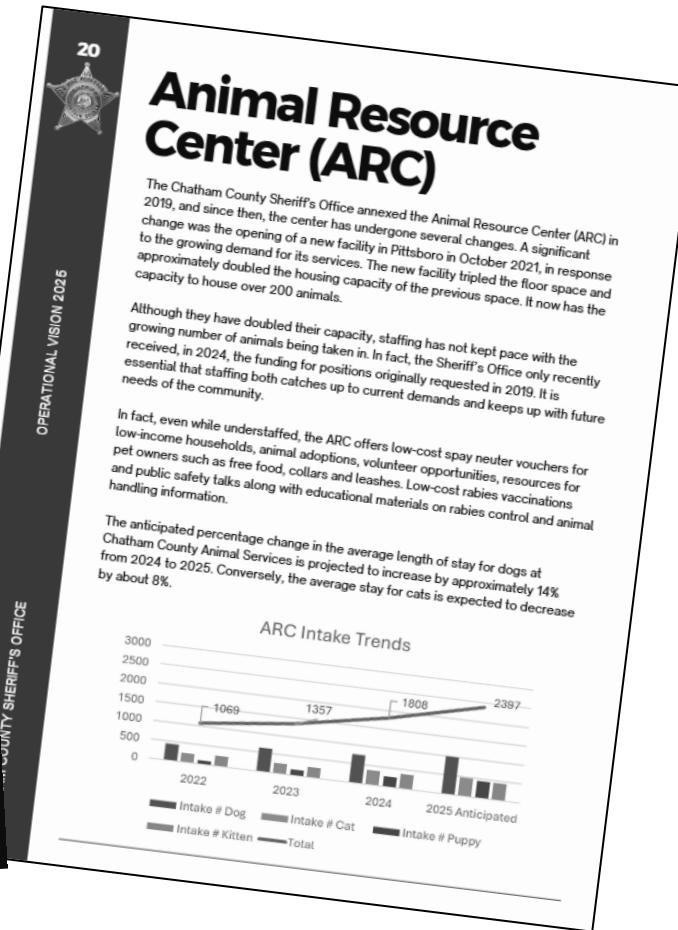
IN PROGRESS

INTERNAL OPERATIONS



The CCSO will create an annual goals and objectives document, written in strategic planning format, by September 31, 2025.

100%



TRAINING



The CCSO will implement an electronic Field Training Program (FTP) to enhance communication and monitor trainee development by December 31, 2025.

IN PROGRESS

The CCSO will develop a mandatory training curriculum for all position assignments to enhance professional development, to be presented for approval by May 1, 2025, and implemented by July 1, 2025.

IN PROGRESS

The CCSO will develop and implement a program to identify instructors by December 31, 2025, aligning Intermediate and Advanced levels with the core requirement of becoming certified instructors.

IN PROGRESS



ANIMAL RESOURCES



The CCSO will create and update policies to include Field Training of ARC personnel by December 31, 2025.

IN PROGRESS

The CCSO will identify community safety outreach priorities for the Programs Coordinator and ARO's by December 31, 2025, ensuring that all priorities align with current community needs.

100%

The CCSO will identify ARC priorities for education and response to community concerns by December 31, 2025.

IN PROGRESS



INVESTIGATIONS

The CCSO will establish the Scam and Fraud Team within Investigations by December 31, 2025, ensuring it addresses reported fraudulent crimes and activities, and develops initiatives to enhance community awareness.



IN PROGRESS

JURY DUTY SCAM





STUDENT RESOURCE OFFICERS (SROS)



The CCSO will create, develop, and implement a recruiting and mentoring program for a recruitment pathway into public service, spanning from high school age through adulthood, by December 31, 2025.

IN PROGRESS

The CCSO will successfully identify and collaborate with an outside agency to implement a new event with Special Olympics North Carolina by December 31, 2025.

100%

COURTS

The CCSO will review and update the threat assessment for Courthouse security by December 31, 2025, ensuring the safety and security of the court.



IN PROGRESS



VICTIM SERVICES

CHATHAM COUNTY SHERIFF'S OFFICE

Download our app today!

Scan to download our free app!

Download on the
App Store

GET IT ON
Google Play

Built by:  THE SHERIFF APP.COM
CUSTOM SHERIFF APPS

The CCSO will create a resource through the Sheriff App and printed branded packets by December 31, 2025, to help staff, the community, and victims learn about mental health and find support.

IN PROGRESS





DETENTION



The CCSO will successfully obtain ACA Accreditation in Core Jail Standards by December 31, 2025.

100%



COMMUNITY SERVICE

2025
Rising S.T.A.R. Program

Join the Rising Sheriff's Training Academy for Residents!

Who Should Sign Up?

- Chatham County Resident
- Between the ages of 14 - 18
- Curious about Law Enforcement
- Want Hands-On Experience
- Community Engagement and Networking Opportunities

We are thrilled to announce our Rising S.T.A.R. Program for high school children throughout Chatham County to learn more about the daily functions of the Sheriff's Office.

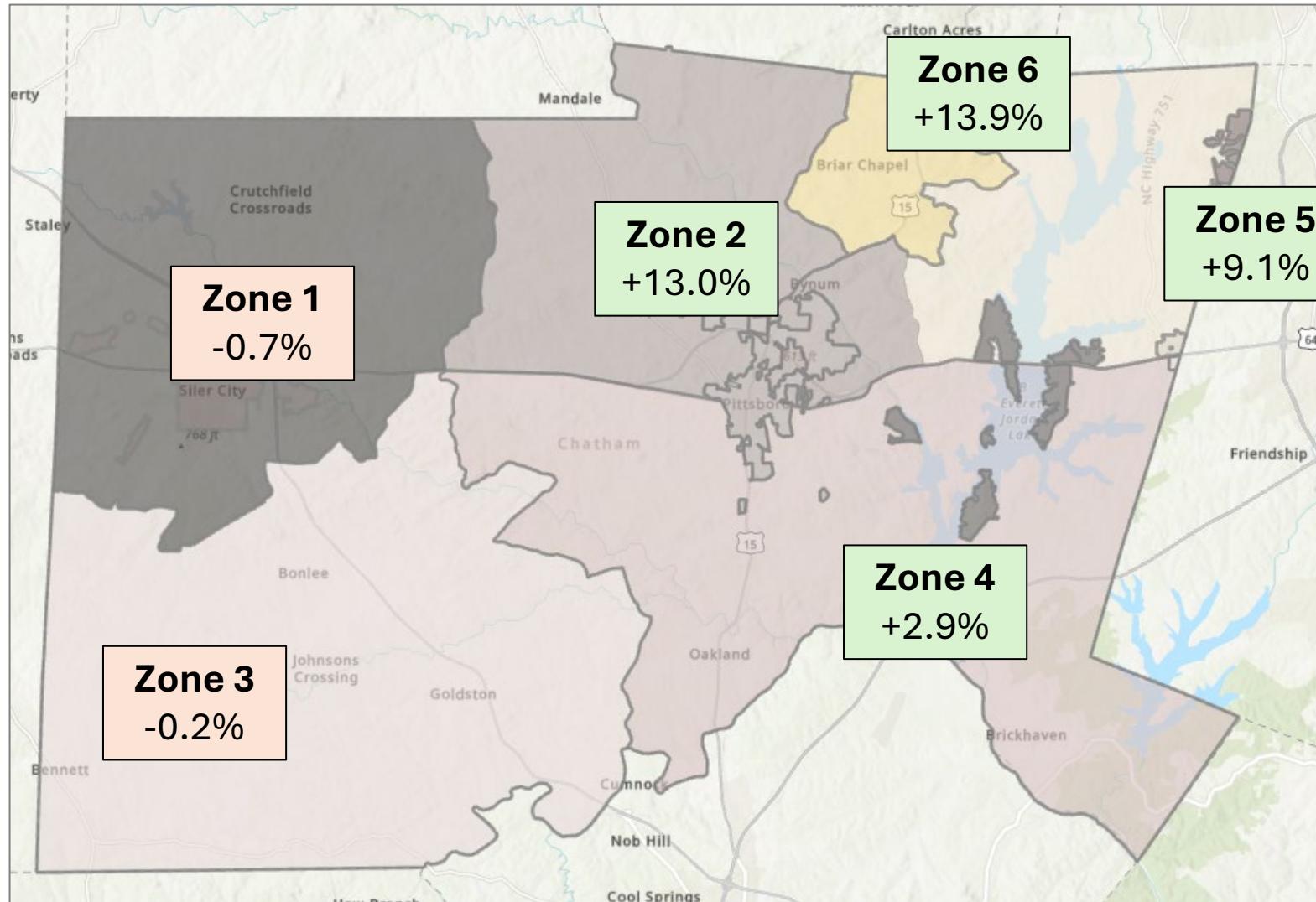
EMAIL APPLICATIONS TO
FERNANDO.JIMENEZ@CHATHAMSHERIFF.COM

The CCSO will enhance community engagement and volunteer initiatives through the STAR programs by developing and launching a new volunteer program by December 31, 2025.

100%

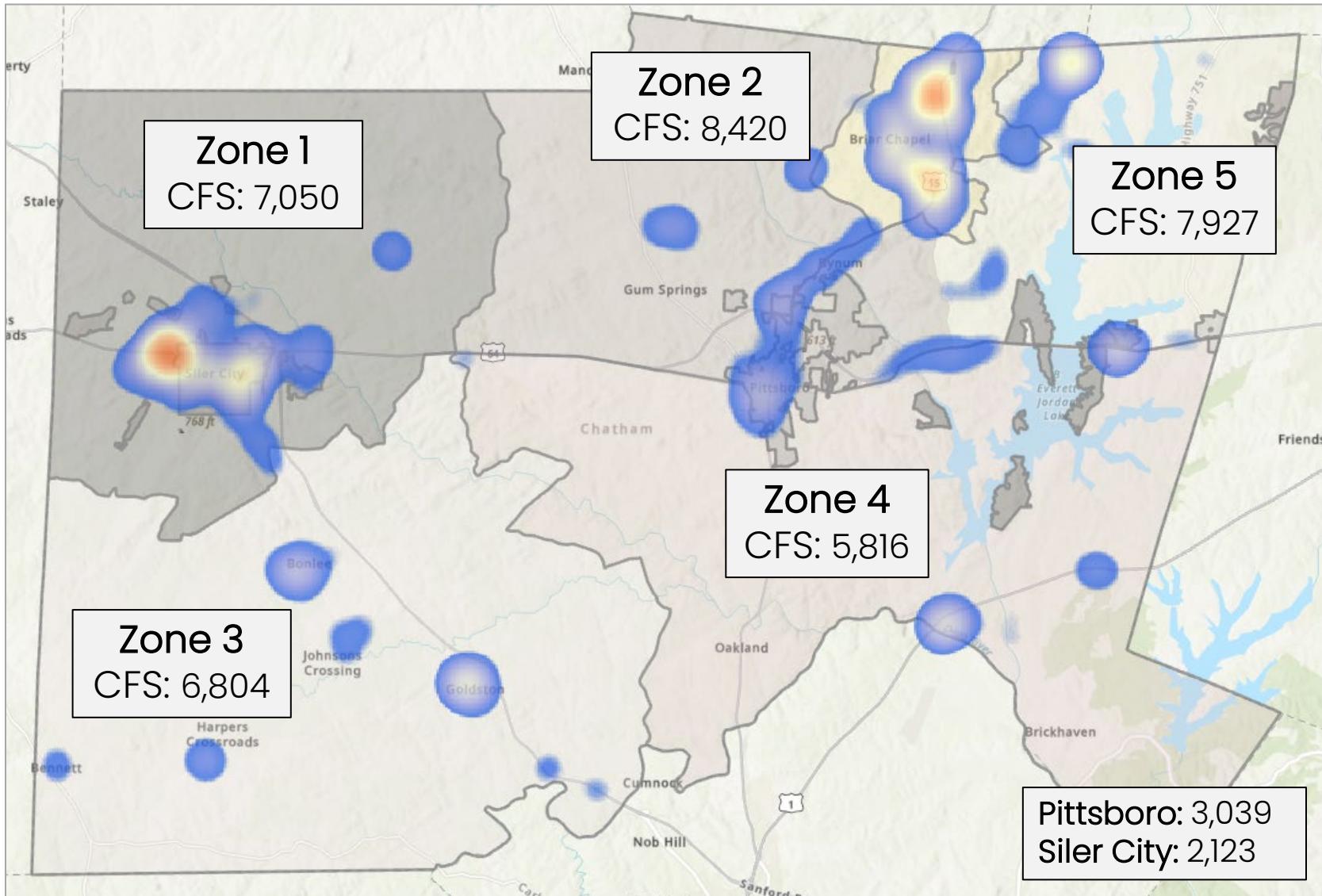


2020-2025 POPULATION CHANGE



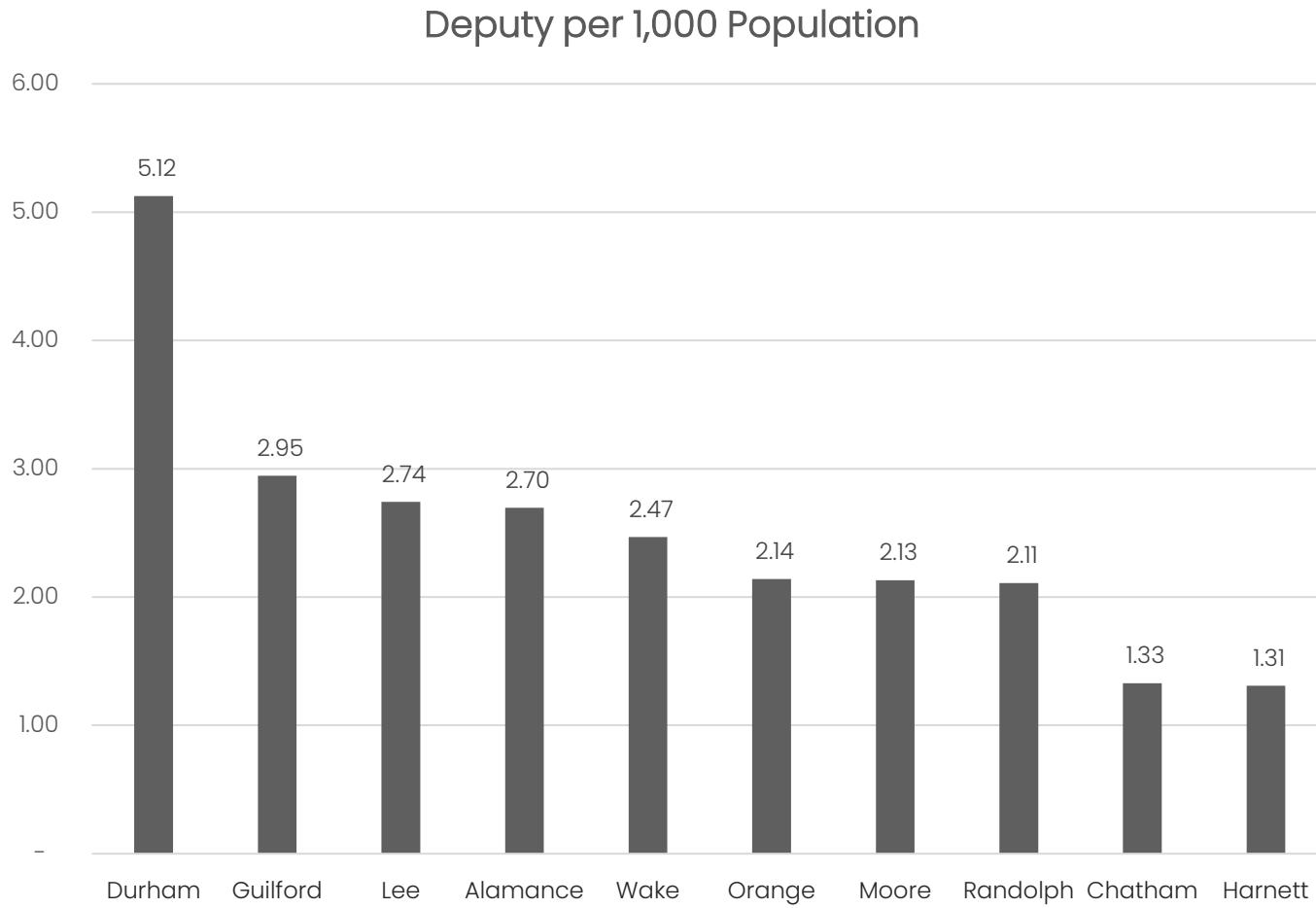
	2020	2025	% Change
Zone 1	8,303	8,242	-0.7%
Zone 2	9,808	11,083	13.0%
Zone 3	8,408	8,395	-0.2%
Zone 4	7,583	7,804	2.9%
Zone 5	11,867	12,942	9.1%
Zone 6	13,929	15,867	13.9%

CALLS FOR SERVICE DENSITY MAP



Year	CFS Total	% Change
2021	34,163	
2022	31,929	-6.5%
2023	33,804	5.9%
2024	35,190	4.1%
2025	41,718	18.6%

DEPUTIES PER CAPITA

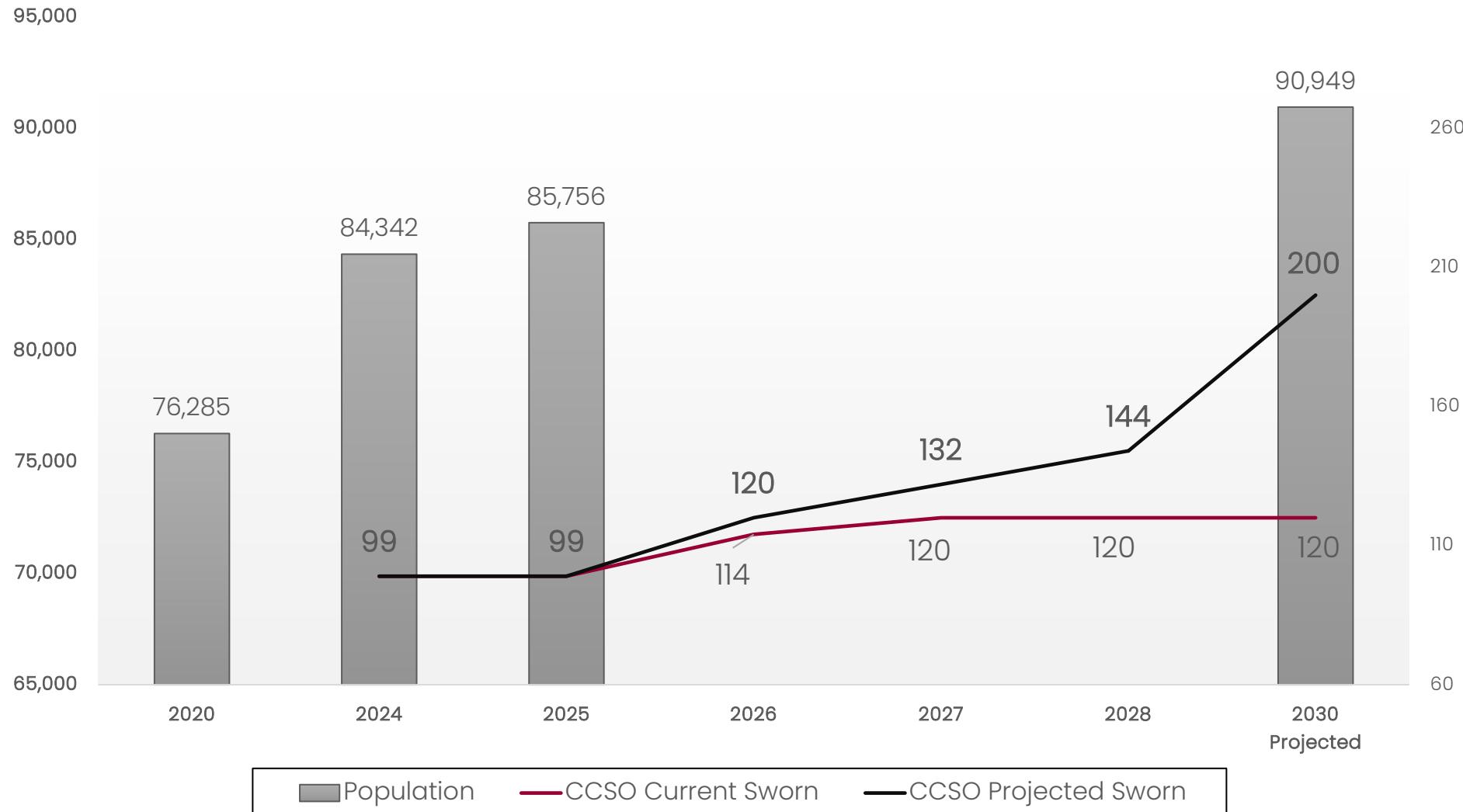


County	Population	Total Sworn Deputies	Deputies per 1,000 population
Durham	34,931	179	5.12
Guilford	93,997	277	2.95
Lee	33,564	92	2.74
Alamance	60,082	162	2.70
Wake	193,213	477	2.47
Chatham*	85,756	189	2.20
Orange	55,134	118	2.14
Moore	47,872	102	2.13
Randolph	88,226	186	2.11
Chatham**	85,756	120	1.40
Chatham	85,756	114	1.33
Harnett	114,525	150	1.31

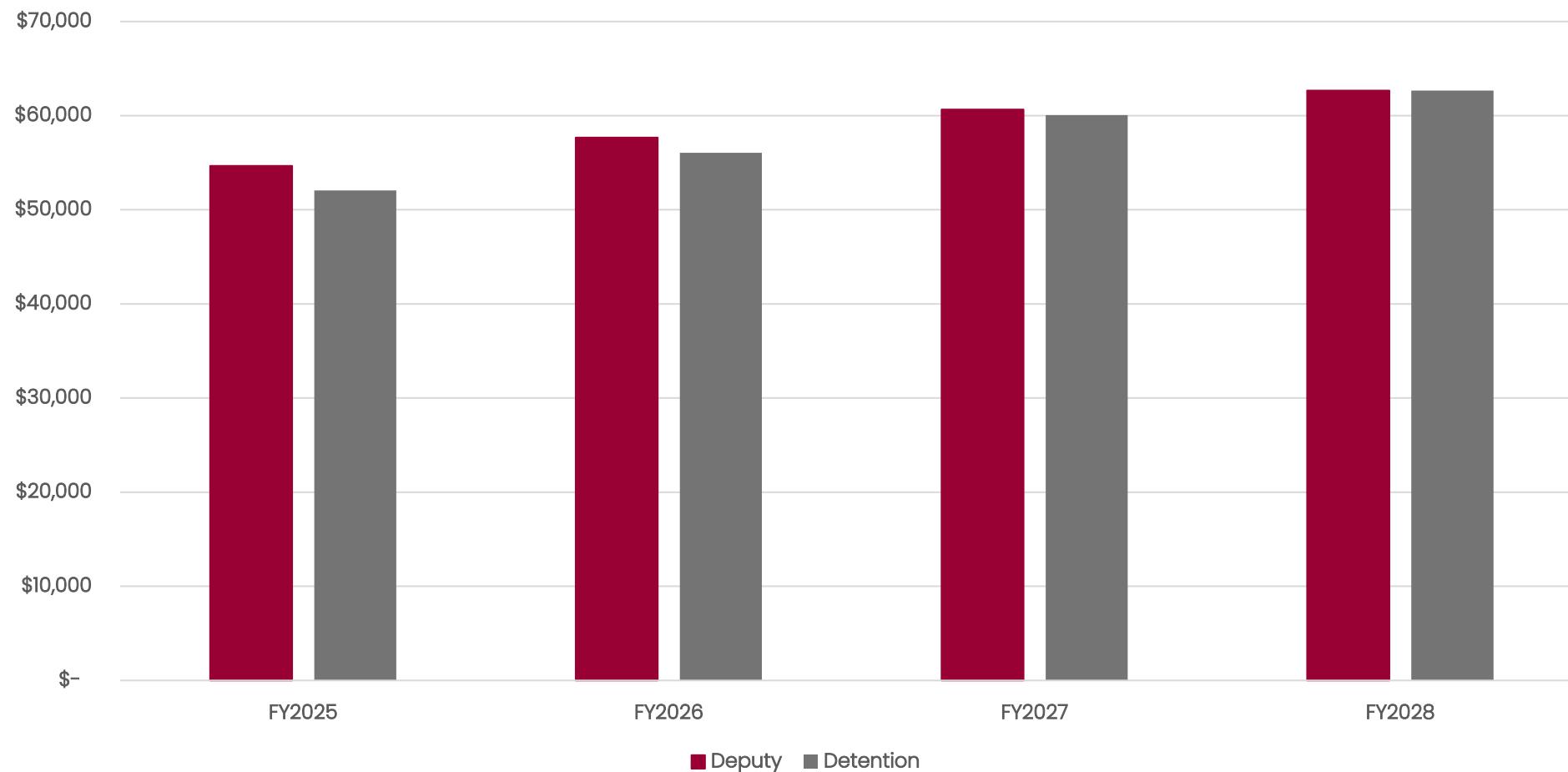
*Standard ratio - 2.2 / 1000

**Proposed 6 positions

CCSO STAFFING NEEDS



CCSO PAY PROJECT



	FY2025	FY2026	FY2027	FY2028
Deputy	\$ 54,664	\$ 57,664	\$ 60,664	\$ 62,675
Detention	\$ 52,060	\$ 56,060	\$ 60,060	\$ 62,675



LIVING WAGE



Protects Dignity

- FT employees should not struggle to meet basic needs

Costs Have Outpaced Pay

- Housing, food, and utilities have risen faster than wages

Strengthens Service

- Financial stability improves focus, morale, and training costs

Retention Saves Taxpayer Money

- Competitive wages reduce turnover and training costs

Stable Staff Serve Residents Better

- Experience and consistency improve county services



LIVING WAGE



Rent is unaffordable for 49% of residents.

25% of residents are considered low-income (less than \$62,400 for a family of four)

The richest 5% of households in Chatham County make an average of 31 times more than the poorest 20% of households.

https://ncbudget.org/wp-content/uploads/2025/03/BTC_Chatham_County_2025_snapshot.pdf

Table 4: Income and Ability to Afford the Basics

County	State	
Living Income Standard, 2025		
Living Income Standard annual income (1 adult, 2 kids)††	\$101,800	\$87,700
Median earnings and income, 2019-2023		
Median worker earnings	\$54,300	\$47,200
Median household income	\$88,500	\$69,900

†† The Living Income Standard is a measure of what a family needs in order to cover basic expenses. See more at [NCbudget.org/LIS](https://ncbudget.org/LIS)

Table 5: Access to Affordable Housing

County	State	
Rent burden, 2019-2023		
Percentage of renter households paying more than 30% of income on rent	49%	48%
Percentage of renter households paying more than 50% of income on rent	26%	23%
Fair market rent, 2025		
Fair market monthly rent for a two-bedroom home	\$1,870	\$1,410
Number of work hours at minimum wage it takes to afford a two-bedroom home at fair market rent	199 hours per week	150 hours per week



MOVING FORWARD TO PROVIDE EXEMPLARY LAW ENFORCEMENT SERVICE ACHIEVING THE BEST POSSIBLE RESULT

Why

Demand Driven Public Services
in CFS

Ensure public safety through
adequate resources

Become more **resilient** by
mitigating, responding, and
adapting to emerging threats

How

Staffing levels and salaries to
maintain the trajectory of
continuous improvements.

Resources to match service level
delivery

- Equipment
- Substations

What

Paying personnel a living wage
is an urgent moral responsibility.

Salary adjustment across CCSO.

Catch up and Keep Up sworn.

Detention starting salary to
match Deputy starting salary.

Operational Vision





Chatham County Sheriff's Office

THANK YOU

Presented by CCSO Internal Operations