**A231C527\_2509094E\_C3005.mp4**

[00:00:00] **Speaker 1** In the last three or four years than previous times, and if so, in recruiting, retention, and in a nutshell, what's changed? You've been around for 35 years, you said.

[00:00:15] **Speaker 2** Yeah, thank you Chairman. Yeah, there has been a change. I think no question as we talk to these young recruits, the young men and women coming in for potential jobs. The narrative of law enforcement in the last number of years has really hurt. You're not seeing that pool of candidates coming in from the high schools. You're seeing the 16, 17, 18 year olds like we used to that have an interest in public service. Either that's law enforcement the jail dispatching. We're just not seeing that tool. For example when I got hired back in 1991 for one job