

Department: Sheriff **Program Contact:** Joel Wendland

Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested

Related Programs:
Program Characteristics: Out of Target

Executive Summary

MCSO's Training Unit provides core competency training for Law Enforcement, Corrections, and Civilian staff and should be the foundation for visionary change in the agency. A comprehensive training program, aligned with agency and community values, sets the stage for a progressive, evolving organization to best serve the needs of the community – more important than ever before. This year we will continue to support sworn employee responsibilities and meet State requirements while greatly improving our non-sworn/all-staff trainings around Equity & Inclusion (EI), leadership and management proficiencies, and overall professional development opportunities. We will also create more external training partnerships with subject matter experts for diverse perspectives and best-in-class offerings for maximum effectiveness.

Program Summary

Need: Re-envisioned training program – 1) Further entrench EI into the Agency's culture. 2) Build a curriculum to create racially just management competencies with intercultural communication abilities for all leadership/management staff along with professional development for all staff; particularly non-sworn, who historically have had no access to training/development opportunities outside of orientation onboarding. With the addition of the EI Unit, we're positioned to elevate EI training with all staff members. It was called out in the 2021 Corrections Grand Jury report that additional EI training is needed for all staff. Additionally, outside of State mandated sworn management only training (8 hours/year), MCSO historically has not offered professional leadership or non-sworn staff development. This will close the training gaps and equitably invest in all staff members by making focused, relevant, EI values-based training accessible to all staff.

Goal: 1) Require Equity training for all staff. 2) Expand beyond state required Command management training for sworn staff with a program to develop overall EI based management/leadership skills, as well as professional development available to all staff. With an improved focus on incorporating EI and management/non-sworn staff development, we will have a more welcoming, inclusive culture for all; provide our managers' much needed skills; and provide pathways for non-sworn staff to grow, flourish, and feel valued. This will build more equity into our training offerings, making them more accessible to all staff, and foster a culture more aware and attentive to power and privilege impacts on the workplace.

Actions: Training courses are created, prepared, scheduled, and delivered via in-person lecture/discussion, hands on scenario skills training, and MCSO's Online Training System. We will identify the best instructors, guest speakers, and subject experts/specialists; collaborate on training offerings with agency managers, our EI Unit, and outside partners; deliver training for both staff and 'train the trainers'; record and track classes; and assess training effectiveness for continuous improvement. We will ensure our internal trainers stay up to date on the latest, best-in-class training offerings. Allocated resources will focus on broadening our EI training curriculum, professionalizing management/ leadership proficiencies, and supporting non-sworn professional development, all in a culturally responsive manner. This will be augmented with on-line offerings, and we will create a system to benchmark and track success and areas to improve.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Additional manager/non-sworn EI/prof. dev. training hours sworn/non-sworn person	N/A	N/A	N/A	32
Outcome	Documented training completion	N/A	N/A	N/A	100%

Performance Measures Descriptions

Track successful EI and management completion of leadership training and non-sworn staff completion of professional development offerings.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$93,800	\$0
Contractual Services	\$0	\$0	\$95,200	\$0
Total GF/non-GF	\$0	\$0	\$189,000	\$0
Program Total:	\$0		\$189,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: