

**Department:** Sheriff **Program Contact:** Travis Gullberg  
**Program Offer Type:** Support **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** In Target

**Executive Summary**

MCSO is an agency whose sworn members are authorized by law to arrest and confine citizens against their will. Its sworn members are authorized under justifiable circumstances to take human life. With that enormous responsibility and potential liability, the public deserves assurance that the agency is conducting its mandated duties lawfully, efficiently, and in the most cost-effective manner possible. Professional Standards, operating independent of the chain-of-command and reporting directly to the Sheriff, an elected official in charge of the agency, ensures that accountability.

**Program Summary**

Professional Standards consists of the Inspections Unit, a Life Safety Specialist, Internal Affairs (IAU), Use of Force (UOF) Inspector and Prison Rape Elimination Act (PREA) Coordinator. These units provide continuous examination of our policies, operations and budget in the spirit of meeting accountability and transparency expectations while holding the Sheriff's Office to the highest industry standards and best practices.

Professional Standards ensures accountability through continual inspections and investigations of MCSO operations and personnel. The Inspections Unit makes recommendations for policies and procedures based on public safety industry standards and best practices through independent auditing. The unit inspects and audits all facets of MCSO operations including, correctional facilities, facilitates and monitors safety committees, conducts accident reviews, and provides Life Safety auditing and training to meet Occupational Safety and Health Administration (OSHA) standards compliance. The Internal Affairs Unit conducts independent investigations of allegations of employee misconduct to ensure the integrity of and confidence in MCSO employees. Each complaint is initially evaluated by a Pre-Investigative Assessment. IAU investigations are conducted in accordance with established due process requirements to ensure accountability of not only employees but the IAU process itself. The Use of Force Inspector conducts regular audits of Use of Force Reports, makes recommendations for use of force policies and procedures based on public safety industry best standards, and regularly reports Agency statistical information regarding use of force to ensure accountability and transparency. The PREA Coordinator ensures through continuous coordination and auditing of PREA policies and procedures that MCSO meets national standards.

**Performance Measures**

| Measure Type | Primary Measure   | FY16 Actual | FY17 Purchased | FY17 Estimate | FY18 Offer |
|--------------|---|-------------|----------------|---------------|------------|
| Output       | Total audits of Agency properties and assets, and total inquiries   | 97          | 120            | 100           | 100        |
| Outcome      | Number of processed complaints that required a full IAU investigation   | 24          | 35             | 46            | 50         |
| Outcome      | Percent of new sexual abuse allegations assessed within 48 hours to determine the need for a formal investigation | NA          | NA             | NA            | 100%       |
| Output       | Number of OSHA, Blood-borne Pathogen, Respirator Training classes   | NA          | NA             | NA            | 20         |

**Performance Measures Descriptions**

"Total internal audits" (34) include: narcotics case audits, weapons audits, weapons destruction processing, program unit audits, property audits, safety inspections, and quality control audits. "Total inquiries" (63) include threat assessments, problem people, daily calls for public assistance and MCSO requests for assistance. "Number of processed complaints" are those that may result in formal discipline (from IAU databases). Sexual abuse allegations assessed and OSHA classes are new performance measures.

## Legal / Contractual Obligation

Labor contracts: Deputy Sheriff's Assn.: Article 19 Local 88: Article 17 Mult. Cty. Corr. Deputies Assn: Article 18, MCSO Agency manual

## Revenue/Expense Detail

|                        | Proposed General Fund | Proposed Other Funds | Proposed General Fund | Proposed Other Funds |
|------------------------|-----------------------|----------------------|-----------------------|----------------------|
| Program Expenses       | 2017                  | 2017                 | 2018                  | 2018                 |
| Personnel              | \$995,745             | \$0                  | \$1,262,740           | \$0                  |
| Contractual Services   | \$22,440              | \$0                  | \$22,440              | \$0                  |
| Materials & Supplies   | \$78,077              | \$0                  | \$78,077              | \$0                  |
| Internal Services      | \$106,840             | \$0                  | \$121,132             | \$0                  |
| <b>Total GF/non-GF</b> | <b>\$1,203,102</b>    | <b>\$0</b>           | <b>\$1,484,389</b>    | <b>\$0</b>           |
| <b>Program Total:</b>  | <b>\$1,203,102</b>    |                      | <b>\$1,484,389</b>    |                      |
| <b>Program FTE</b>     | 6.00                  | 0.00                 | 7.00                  | 0.00                 |

| Program Revenues     |            |            |            |            |
|----------------------|------------|------------|------------|------------|
| <b>Total Revenue</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> | <b>\$0</b> |

## Explanation of Revenues

## Significant Program Changes

Last Year this program was: FY 2017: 60005 Professional Standards

Added 1.0 FTE to oversee the PREA (Prison Rape Elimination Act) Program by reallocating funds elsewhere within the Sheriff's Office.