

Department: Sheriff **Program Contact:** Nicole Morrissey
Program Offer Type: Existing Operating Program **Program Offer Stage:** As Proposed
Related Programs:
Program Characteristics:

Executive Summary

The MCSO Training Unit (TU) is responsible for ensuring sworn and non-sworn employees at all levels are provided with training opportunities supportive of their assignments, roles, and responsibilities. The TU strives to provide both required and other useful training which serves to ensure each employee is compliant with established training requirements and possessive of knowledge and skills necessary to ensure quality service to the community.

Program Summary

Each sworn member of the MCSO is required to receive a mandated number of training hours in designated areas consistent with standards established by the State of Oregon by either the Department of Public Safety, Standards, and Training (DPSST) or by Oregon Jail Standards (OJS) guidelines. The TU identifies, prepares, schedules and delivers the mandated training throughout the year. Compliance with these training standards better positions our employees and the agency to remain prepared to undertake the variety of complex challenges facing public safety. The TU further identifies training needs for all MCSO employees which, although not mandated, are essential to ensure each employee is current with acceptable practices, governing provisions, relevant trends, updates, and recognized best practices. This training focus ensures the workforce operates at its maximum potential in an ever-changing and highly challenging environment.

The TU provides a wide range of extremely valuable training which include orientation training for both sworn and non-sworn new hire employees and annual in-service training for approximately 650 employees to refresh their knowledge, skills and abilities; firearms and defensive tactics, conflict resolution, decision making, defensive and pursuit driving, recruit and new supervisor field training programs and various other topics based on the needs of the agency. The TU is presently identifying training needs and developing critical training in the areas of Crisis Intervention, Self-Care and Resiliency, Use of Force, Ethics and Professionalism, and Leadership for Supervisors.

The TU maintains employee training records, works closely with sworn staff to ensure basic certification standards are met, as well as confirms that all staff continue to meet the maintenance certification standards. The Training Unit ensures compliance with federal and state laws, MCSO policy and work rules, safety considerations, professional standards, and recommended best practices. The training curriculum is developed by TU staff and is delivered to employees as efficiently as possible including online delivery, classroom study and hands-on practical scenarios. The priority and focus of the TU is to ensure each employee is well trained in current methodologies and practices. It is understood throughout the agency that a well-trained workforce is more likely to be successful in their assignments and best positioned to provide exceptional service to the community.

Performance Measures

Measure Type	Primary Measure	FY16 Actual	FY17 Purchased	FY17 Estimate	FY18 Offer
Output	Student classroom training hours	19,851	NA	19,851	19,851
Outcome	Student online training hours	3679	NA	3643	3900

Performance Measures Descriptions

New performance measures for FY18 to measure online and classroom training hours. Data from the MCSO Online Training System. Estimates and FY18 Offer based on 650 students receiving training.

Legal / Contractual Obligation

Basic certification requirement for law enforcement and corrections - Oregon Administrative Rule 259-008-0025 (1)
(a) Certification requirements for enforcement and corrections supervisors - OAR 259-008-0025 (3) Certification requirements for enforcement and corrections middle managers - OAR 259-008-0025 (4) Law Enforcement members must additionally maintain a certain number and type of training hours under maintenance standards for police - OAR 259-008-0065 (2) (a,b) The Training Unit command officer is designated by the agency to report and track all convictions of sworn members to DPSST, a requirement under OAR 259-008-0010 (5)

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2017	2017	2018	2018
Personnel	\$1,826,364	\$4,573	\$2,083,143	\$4,495
Materials & Supplies	\$354,869	\$0	\$354,869	\$0
Internal Services	\$143,883	\$427	\$176,063	\$505
Total GF/non-GF	\$2,325,116	\$5,000	\$2,614,075	\$5,000
Program Total:	\$2,330,116		\$2,619,075	
Program FTE	7.50	0.00	8.00	0.00

Program Revenues				
Indirect for Dept. Admin	\$306	\$0	\$384	\$0
Service Charges	\$0	\$5,000	\$0	\$5,000
Total Revenue	\$306	\$5,000	\$384	\$5,000

Explanation of Revenues

\$5,000 - Reimbursement for the usage of the training facility.

Significant Program Changes

Last Year this program was: FY 2017: 60092A Training Unit

In FY 2017, this program offer moved from the Law Enforcement Division to the Business Services Division. This move included 7.50 FTE.

Also, by reallocating funds elsewhere within the Sheriff's Office, this program offer added 0.50 FTE.