

**Department:** Sheriff **Program Contact:** Jennifer Ott  
**Program Offer Type:** Innovative/New Program **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** Out of Target

**Executive Summary**

The new Equity Manager position will further the equity efforts related to our internal processes and external services we provide. The position will lead MCSO Workforce Equity efforts and provide expertise in, and make improvements to, the agency's recruitment efforts, internal promotional processes, policy development, and communications and outreach strategies.

**Program Summary**

MCSO is dedicated to integrate greater diversity into our hiring, promotional and staffing practices and to providing our employees with expanded opportunities for future professional growth.

In an effort to embrace and effectively engage in the County's Workforce Equity Strategic Plan Initiative we are requesting budgetary support to hire an Equity Manager. This person will act as MCSO's liaison with the County-wide initiative partners, the EEOC office, community partners and our own membership as well as be responsible for leadership of the MCSO Equity Committee. This also includes the development and implementation of the Sheriff's Office Workforce Equity Strategic Plan, helping our leadership team identify and address structural and policy barriers, ensuring that an equity lens is applied across all business processes, and supporting MCSO employees in understanding and enacting new behavioral and cultural expectations.

**Performance Measures**

<b>Measure Type</b>	<b>Primary Measure</b>	<b>FY18 Actual</b>	<b>FY19 Purchased</b>	<b>FY19 Estimate</b>	<b>FY20 Offer</b>
Output	Percent of County Workforce Equity Initiative Objectives addressed by MCSO Equity Committee	NA	NA	NA	50%
Outcome	Number of recommendations from MCSO Equity Committee submitted to MCSO Leadership	NA	NA	NA	12

**Performance Measures Descriptions**

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2019	2019	2020	2020
Personnel	\$0	\$0	\$167,778	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$167,778</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$167,778</b>	
Program FTE	0.00	0.00	1.00	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: