

Program #60220 - Planning & Research Unit

FY 2025 Proposed

Department: Sheriff Program Contact: Jon Harms Mahlandt

Program Offer Type: Administration Program Offer Stage: Proposed

Related Programs:

Program Characteristics:

Executive Summary

The Planning and Research Unit (P&R) provides data, analysis, and research to help MCSO leaders make informed decisions and to support data-driven programs and policies. The unit's critical functions include data analysis and evaluation, application development, business intelligence, auditing and compliance, and long-term agency planning. P&R values diversity, equity, and inclusion and will be looking for more ways to weave pertinent equity and inclusion related data into various Unit analyses throughout the year. We also strive to help make MCSO a place of safety, trust, and belonging in everything we do.

Program Description

The Planning and Research Unit (P&R) provides data, analysis, and research to help MCSO leaders make informed decisions. Products created by this unit inform both policy and operations and help MCSO plan for its future. P&R also assists MCSO staff in the development of data-collection tools, which help ensure that staff have the information they need to manage and evaluate their programs. And P&R evaluates MCSO programs, using data to identify positive outcomes and areas for improvement, such as a recent evaluation of the human resource process.

P&R works to help make MCSO a more equitable employer, including designing and administering the MCSO employee survey. These, and related efforts, have the ultimate goal of ensuring MCSO is a place of safety, trust, and belonging for all of its staff. P&R strives to improve its understanding of diversity, equity, and inclusion, holding dedicated meetings to explore these topics and better understand how to integrate them into unit work. These meetings are captured in a performance measure below.

Finally, as part of MCSO's commitment to our criminal justice community, P&R staff participate in work groups with analysts and policymakers in many other criminal justice agencies. The goal of these groups is to help MCSO and partner agencies leverage each other's data to inform policymaking and improve outcomes for the entire criminal justice system. This work includes identifying and reckoning with racial and ethnic disparities that exist at many levels of the criminal justice system.

| Performance Measures | | | | | | | | |
|----------------------|---|----------------|------------------|------------------|----------------|--|--|--|
| Measure Type | Performance Measure | FY23 Actual | FY24 Budgeted | FY24 Estimate | FY25 Target | | | |
| Output | Data requests | 327 | 345 | 195 | 200 | | | |
| Outcome | Percent of total requests completed on time | 97% | 100% | 100% | 100% | | | |
| Output | Number of meetings focused on Equity | 20 | 18 | 24 | 20 | | | |

Performance Measures Descriptions

P&R tracks data requests through an internal web-based tool. Our team meets regularly to discuss current events and issues related to diversity, equity, and inclusion, and we continue to pursue opportunities outside of these meetings to increase the role of DEI in our work.

Revenue/Expense Detail

| | Adopted General Fund | Adopted Other Funds | Proposed General Fund | Proposed Other Funds |
|--------------------------|-------------------------|------------------------|--------------------------|-------------------------|
| Program Expenses | 2024 | 2024 | 2025 | 2025 |
| Personnel | \$958,292 | \$0 | \$961,098 | \$0 |
| Materials & Supplies | \$2,000 | \$0 | \$3,000 | \$0 |
| Internal Services | \$3,413 | \$0 | \$41,100 | \$0 |
| Total GF/non-GF | \$963,705 | \$0 | \$1,005,198 | \$0 |
| Program Total: \$963,705 | | 3,705 | \$1,005,198 | |
| Program FTE | 5.00 | 0.00 | 5.00 | 0.00 |

| Program Revenues | | | | | |
|------------------|-----|-----|-----|-----|--|
| Total Revenue | \$0 | \$0 | \$0 | \$0 | |

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2024: 60220 Planning & Research Unit