



**Program #60250 - Training Unit** **FY 2026 Department Requested**

**Department:** Sheriff **Program Contact:** Doug Asboe  
**Program Offer Type:** Operating **Program Offer Stage:** Department Requested  
**Related Programs:**  
**Program Characteristics:**

**Program Description**

The MCSO Training Unit provides training for Law Enforcement, Corrections and Civilian staff including statutory/policy requirements to meet community needs and agency expectations. A strong training program is the foundation of a progressive, vibrant organization, and it's important MCSO is evolving skills to reflect growing public safety needs. The Unit delivers curricula to support developing new and diversified skills, public safety, community confidence in our agency, employee responsibilities, and training mandates. We prepare lesson plans; obtain training venues; schedule classes; collaborate on training offerings with managers, particularly our E & I Manager, and outside partners; identify instructors; deliver training courses; record and track classes; and assess training effectiveness for continuous improvement.

The Training Unit is responsible for providing and documenting training to sworn Law Enforcement and Corrections Deputies to ensure they are well equipped to address the needs of the community and meet certification standards set by the State of Oregon. The Oregon Dept. of Public Safety Standards and Training (DPSST) and the Oregon Jail Standards set the training requirements and recommendations for the respective public safety personnel to ensure continued training of all deputies across the state. We are also increasingly focused on non-sworn staff training for professional development and more consistent DEI training support for all staff. Classes are created, prepared, scheduled, and delivered via in-person lecture/discussion, hands on scenario skills training, and the MCSO Online Training System. In-depth orientation training is provided to all new employees.

The Training Unit prepares a yearly plan that is approved by agency leadership, which serves to drive training and inform the agency of upcoming training curriculum content. The 2026 fiscal year training plan includes many diverse training topics, including Prison Rape Elimination Act (PREA), Case Law and Policy Updates, Mental Health and Communications, Diversity, Equity and Inclusion, De-escalation Skills (on which we're also working to collaborate with County departments), Employee Health and Wellness, Trauma Informed Care, Duty to Intervene, and Confrontation Management. Additionally, per DPSST standards, all sworn supervisors complete 24 hours of leadership training over the course of the 3-year cycle. We are currently piloting a dedicated mentorship program to support new sworn recruits for stronger retention outcomes and to better align with our agency values of safety, trust, and belonging.

- The Training Unit:
- Onboards all agency staff through a weeks-long new hire training regimen
  - Develops and implements an annual training plan that meets the diverse certification requirements and training needs of all agency staff
  - Responds to audits and evaluations to modify and enhance trainings to meet evolving agency needs

**Performance Measures**

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Student classroom training hours	28,447	29,000	29,246	30,000
Output	Student online training hours	10,300	8,000	8,349	9,000

**Performance Measures Descriptions**

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
<b>Program Expenses</b>	<b>2025</b>	<b>2025</b>	<b>2026</b>	<b>2026</b>
Personnel	\$3,761,948	\$146,700	\$3,673,543	\$97,627
Contractual Services	\$110,000	\$0	\$114,000	\$0
Materials & Supplies	\$569,000	\$0	\$575,000	\$0
Internal Services	\$433,661	\$23,955	\$486,409	\$15,845
<b>Total GF/non-GF</b>	<b>\$4,874,609</b>	<b>\$170,655</b>	<b>\$4,848,952</b>	<b>\$113,472</b>
<b>Program Total:</b>	<b>\$5,045,264</b>		<b>\$4,962,424</b>	
<b>Program FTE</b>	10.50	0.50	10.50	0.50

<b>Program Revenues</b>				
Beginning Working Capital	\$0	\$70,000	\$0	\$0
Service Charges	\$0	\$100,655	\$0	\$113,472
<b>Total Revenue</b>	<b>\$0</b>	<b>\$170,655</b>	<b>\$0</b>	<b>\$113,472</b>

Explanation of Revenues

This program generates \$15,845 in indirect revenues.  
 Justice Fund:  
 \$113,472 - Reimbursement for use of Training Facility

Significant Program Changes

Last Year this program was: FY 2025: 60250 Training Unit