

Department: Sheriff **Program Contact:** Joel Wendland
Program Offer Type: Existing Operating Program **Program Offer Stage:** As Requested
Related Programs:
Program Characteristics: In Target

Executive Summary

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 its 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.

Program Summary

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 2023 fiscal year training plan will include the following key content areas: 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, Confrontation Management, and Bias Awareness, along with a growing focus on professional development for non-sworn members. DPSST also has all sworn staff on a 3-year cycle which requires them to complete 3 hours of mental health/ crisis intervention and 3 hours of ethics training, as well as complete 84 hours of total training. All supervisors must complete 24 hours of leadership training over the course of the 3-year cycle. We track these required 3 and 1-year cycles and submit all documentation to DPSST. We also track probationary deputies and sergeants to ensure productive, ethical, long lasting employees and supervisors. In addition, there are several annual classes required by OSHA that are issued and tracked by the Training Unit. In the next year, we will be launching 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.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Student classroom training hours	21.555	25.728	26,000	26,000
Outcome	Student online training hours	4,097	6,432	9,405	9,400

Performance Measures Descriptions

Data from the MCSO Online Training System.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$3,074,851	\$79,084	\$3,298,593	\$213,221
Materials & Supplies	\$370,073	\$0	\$370,073	\$0
Internal Services	\$381,883	\$9,514	\$294,366	\$30,276
Total GF/non-GF	\$3,826,807	\$88,598	\$3,963,032	\$243,497
Program Total:	\$3,915,405		\$4,206,529	
Program FTE	10.50	0.50	10.50	0.50

Program Revenues				
Beginning Working Capital	\$0	\$0	\$0	\$160,000
Service Charges	\$0	\$88,598	\$0	\$83,497
Total Revenue	\$0	\$88,598	\$0	\$243,497

Explanation of Revenues

This program generates \$30,276 in indirect revenues.

Justice/Special Ops Fund:

\$83,497 - Reimbursement for use of Training Facility

\$160,000 - Contempt Fines paid by Oregon State Hospital to MCSO per Judge Waller. These funds are to be used for Mental Health training for our Corrections Staff.

Significant Program Changes

Last Year this program was: FY 2022: 60250A Training Unit

In FY22, the Oregon State Hospital was sanctioned by Judge Waller to pay the Sheriff's Office contempt charges. These funds, in the amount of \$160,000, will be used by corrections staff for mental health training.

Due to COVID issues the past 2 years, many required courses were delayed or moved on-line. This has created the need to conduct more training in a shorter period of time in order to catch up to DPSST requirements; this will impact certified related training costs. A 2019 Grand Jury Report states, "Training should not be viewed as something that is only done when there is enough staff to cover; ongoing training is vital to educating staff". MCSO has hired and trained 204 employees over the last 3 years. Investing in a comprehensive training curriculum is critical to meeting public safety needs in today's environment and achieving agency goals.