

Department: Sheriff **Program Contact:** Joel Wendland
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Proposed
Related Programs:
Program Characteristics:

Executive Summary

MCSO's Training Unit provides training for Law Enforcement, Corrections, and Civilian staff and should be the foundation for visionary change in the agency. A comprehensive training program, aligned with agency and community values, sets the stage for a progressive, evolving organization to best serve the needs of the community - more important than ever before. This year, we will continue to support sworn employee responsibilities and meet State requirements while developing new, trauma informed and culturally responsive core competency trainings to enhance public safety and inspire greater community confidence in our agency. We will also create more external training partnerships with subject matter experts to insure fresh perspectives and best-in-class offerings for maximum effectiveness.

Program Summary

Need: Re-envision our training program by expanding required core competencies beyond state mandates. While meeting ongoing certification training requirements, we will expand our sworn core competency training around culturally responsive and racially just approaches to create more trauma informed community interactions with stronger outcomes that build community trust. It was called out in the 2021 Corrections Grand Jury report that additional mental health/addiction trainings are needed in Corrections along with the EI training for all staff. MCSO is striving to be a leader in delivering forward thinking, more deeply impactful trainings across our agency to better position us to meet escalating public safety needs.

Goal: With an augmented training program better focused on stronger community interactions and outcomes, the goal is to create more transparency; provide members with the needed skills to respond to growing, diverse issues, particularly those affecting marginalized identities; enhance public confidence when interacting with MCSO in any way; and help create a more thriving, safe community.

Actions: Training courses are created, prepared, scheduled, and delivered via in-person lecture/discussion, hands on scenario skills training, and through the MCSO Online Training System. We prepare lesson plans; secure appropriate training venues; schedule classes; identify the best instructors, speakers, and subject experts/specialists; collaborate on training offerings with agency managers, our Equity & Inclusion Unit, and outside partners; deliver the training for both staff and 'train the trainers'; record and track classes; and assess training effectiveness for continuous improvement. We will also ensure our internal trainers stay up to date on the latest, best-in-class training offerings. Additional resources will be focused on new and expanded core competencies delivered in a culturally responsive manner to broaden and sharpen the skill set of our sworn members and increase their awareness of power and privilege impacts; utilize external training partnerships, where possible; and enhance on-line offerings for more varied, dynamic, and impactful virtual training opportunities. We will create a system to benchmark and track success and areas to improve.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Annual training hours per sworn officer	21	26	26	34
Outcome	New core competency/DEI virtual trainings	N/A	N/A	N/A	4
Outcome	Documented training completion	N/A	N/A	N/A	100%

Performance Measures Descriptions

Track successful completion of expanded curriculum in needed program areas; number of new/improved virtual offerings to make more trainings more accessible; number of subject expert training partnerships developed for enhanced training.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$500,000	\$0
Total GF/non-GF	\$0	\$0	\$500,000	\$0
Program Total:	\$0		\$500,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: