Security Program
FY 2023 Budget Follow Up

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- Why now?

- What is the Workplace Security program?

  - Operational Budget

  - One Time Only Set Aside

- Where are we right now?

- What to expect in the next 90 days?

- Where do we want to be in 6 months to a year?

- Questions

Why is a Workplace Security Program Necessary?

- **2018 Audit recommendations**
  - Increase general consistency and security expertise
  - Create a stand-alone security function

- **Current environment**
  - Increased workplace violence experienced in our public buildings and public services as we address pandemic, systemic, and economic challenges
  - County employees in need of support and tools to address risks in County locations
  - County buildings face regular defacement and damage

Current Workplace Security Challenges

- **Lack of coordination** of security roles across the County
  - Facilities: manages contracted security at our buildings
  - Risk Management: ensures workplace safety compliance
  - Departments: varying security procedures
  - Countywide: different policies and processes

- **Need for staff support and resources**
  - Unclear and inconsistent processes to respond to events
  - Inconsistent or lack of staff training

- **Inefficient responses due to duplicate efforts**
  - No process to share information or streamline responses

What was envisioned with this program?

Program Mission: Using a trauma-informed, racial justice and equity lens, the program provides a multi-disciplinary approach to safety and security that is beyond conventional enforcement and embraces collaboration and creativity with a range of stakeholders in order to provide support to employees and the community.

Goals:
- Plan, develop, and implement the security program policies, processes, and employee training and resources
- Provide high-level subject matter expertise and central point of contact for security related incidents and issues across the County
- Advise department leadership, the Chief Operating Officer, and elected officials

Expected Outcomes/Deliverables

- Standard policies and operating procedures for addressing security issues

- Employees feel safer at County locations
  - Know where to direct concerns and questions
  - Response structure in place
  - Training available to all
  - Capital improvements planned and/or implemented

- Proactive planning for security threats across the County

- Coordination and clarity of roles and resources Countywide

Safety and Security Program $1M OTO

- Program remains in DCA

- Security investments in highest priority buildings

- Funds focused on building enhancements
  - Security program and COO to establish decision-making criteria to ensure highest needs addressed and balanced with need to serve the public in an equitable manner
  - Some enhancement examples include: space reconfigurations, window protections, cameras, metal detectors, lighting improvements

- Employee training programs and skill development

Safety and Security Program $750K; 3.00 FTE

- Program transferring from DCA to DCM and funded through the Risk Fund

- Workforce Security Director; $235K; 1.00 FTE
  - Program development, policy development,interagency relationships, leads team members
  - Physical Security SME, site assessments, interface with Facilities, Risk Management, HR and Departments

- Security Program Coordinator; $400K; 2.00 FTE
  - Primary point of contact for security-related training, patrols, threat management, investigations, incident response, and interagency operations
  - Provides strategic analysis and support in recommending and implementing policies, guidelines, and procedures

- Professional services, travel and training, materials and other misc. costs $115K

Where are we right now?

- Hired Workplace Security Director
  - Dorothy Elmore, Workforce Security Director
  - Real-time security response for emergent issues

- Set-up initial Security Office in the McCoy Building
- Reviewing current rules, guidelines, administrative procedures
- Defining roles of County programs that manage security
- Evaluating security contracts
- Hearing from department leaders, employees and union partners about needs and concerns
- Building assessments completed for McCoy and Central Library next is Downtown Courthouse

Where do we expect to be in 90 days?

- Updated specifications for security contractors

- Recruiting for additional Security Program employees

- Initial identification of training needs for all County staff

- Develop a Safety and Security Committee with membership from all departments

Where do we expect to be in 6 months to a year?

- Fully staffed Security Program

- Clarified roles, responsibilities

- Updated existing and developed new policies and procedures

- Update / develop County security training