

Summary of Melendres Related Training

MCSO

Training Division



MCSO Training Division and Command Staff

Chief Ken Booker

Chief of the Training Division

Lt. Ben Armer

Lt. of the Training Division

Deputy Jason Speck

CORT Training Developer



Melendres Related Training

Summary of Trainings Offered and Upcoming

Court Order Paragraph Specific Training

Training courses developed in direct response to Order Paragraphs 49-53 and 178-182

Training Related to Other Order Requirements

Training classes developed in order to facilitate and implement other Order requirements

Policy CP-8 Briefings

Development of Semi-annual Bias Free Policing Training and Sheriff's Video Message

Presentation of Training Stats

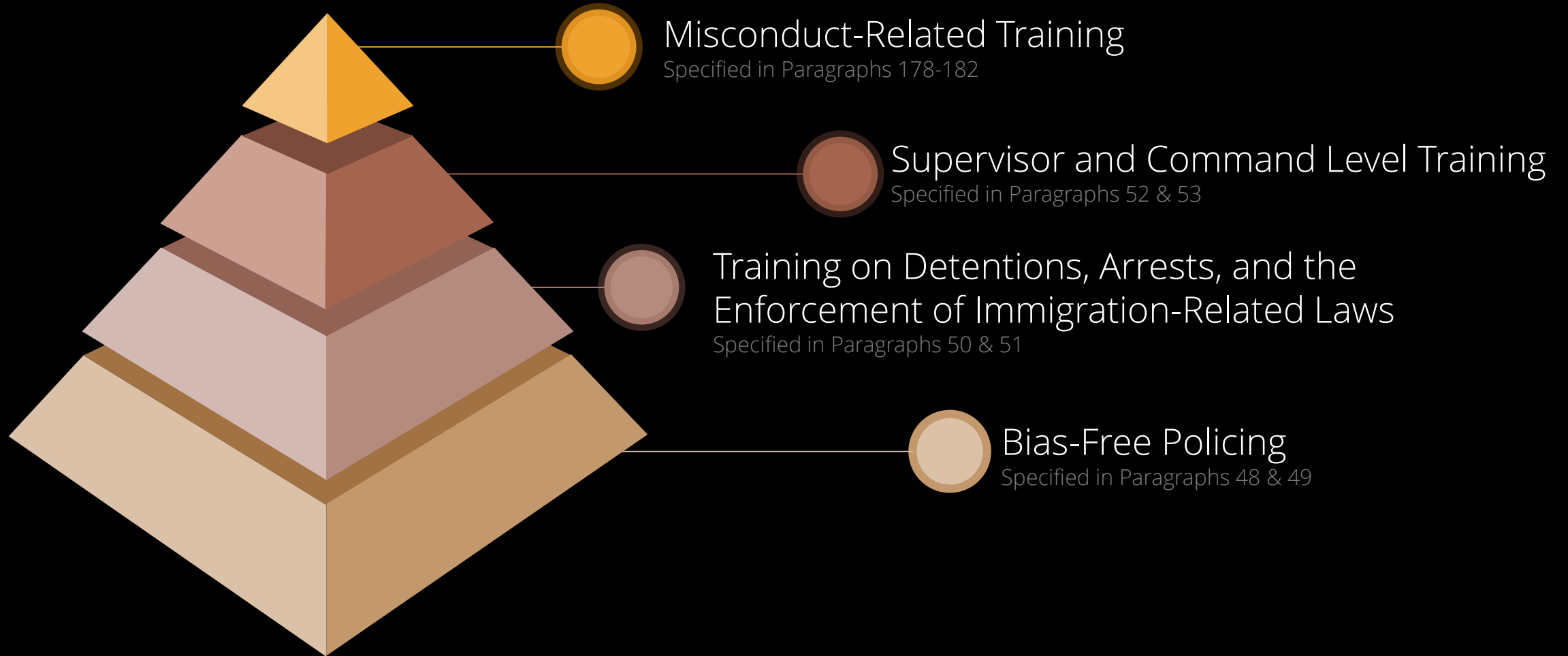
Training classes given related to Melendres Court Order since 2014

Upcoming Training

Summary of training in development for 2020

Specific Training Classes

These are four core areas that the Court Order focused on.



Gender Preferences Subconscious
 Unconscious Judgement
IMPLICIT BIAS
 Stereotypes Behavior Disrespect
 Prejudice Race Research Decisions
 Unfair Ethnicity Psychologist
 Reaction Beliefs People Groups
 Social Hidden Subtle Train

Bias-Free Policing

12 hour Initial Training and 6 hours Annually

The Foundational
 Class for all MCSO
 personnel

Emphasis on
 Ethics and
 Professionalism

Protection of Civil
 Rights

Methods and
 Strategies for
 Ensuring Effective
 Policing

Implicit or
 Unconscious Bias

Employees

8,548

Hours of Training

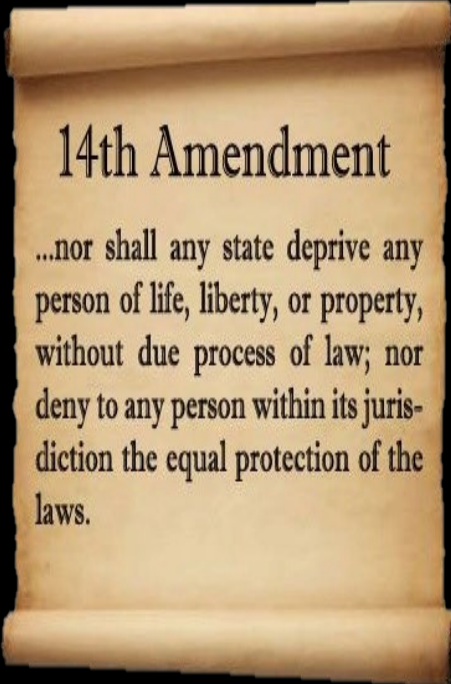
65,550

2014-2019 Training hrs per Deputy

42 hours

Training on Detentions, Arrests, and the Enforcement of Immigration-Related Laws

8 hour Initial Training and 4 hours Annually



Rights During Police Contacts

Required Levels of Suspicion

Searches of Persons and Property

Detentions and Arrests

MCSO Does NOT Enforce Immigration Related Laws

Employees



Hours of Training



2014-2019 Training hrs per Deputy



Supervisor and Command Level Training

6 hour Initial Training and 4 hours Annually



Employees

780

Hours of Training

7,172

2016-2019 Training hrs per Supervisor

30 hours

Techniques
for
Supervision

Constitutional
Policing
Practices

Supervisory
Reviews of
Performance

Evaluation of
Written
Reports

Review of
Body Worn
Camera



Misconduct Related Training

40 hour Initial Training and 8 hours Annually

Comprehensive 40 hour Initial Training

Cutting Edge Guest Instructors

Scenario Based Learning

Focused on Current Trends

Employees



Hours of Training



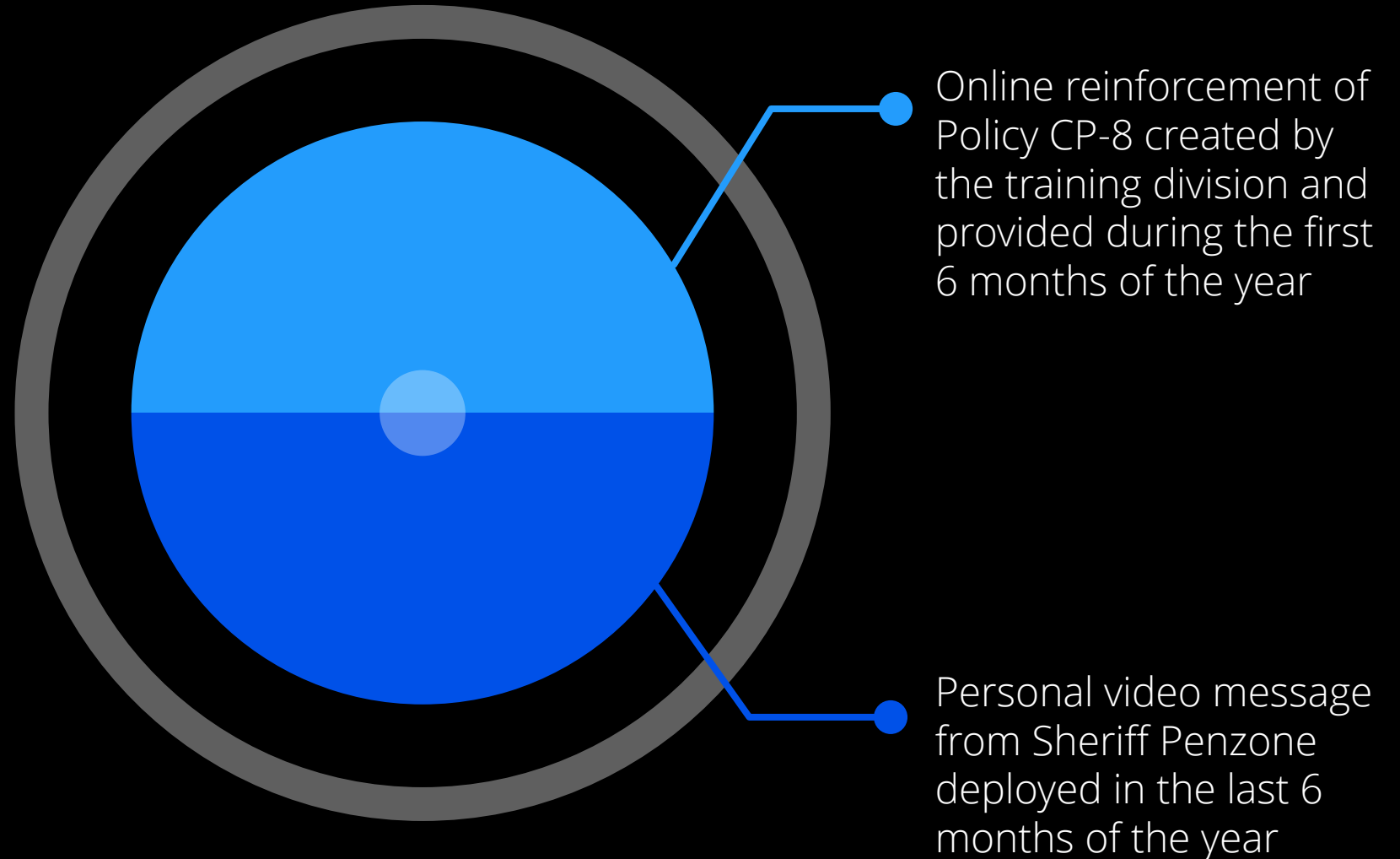
2015-2019 Training hrs per Supervisor



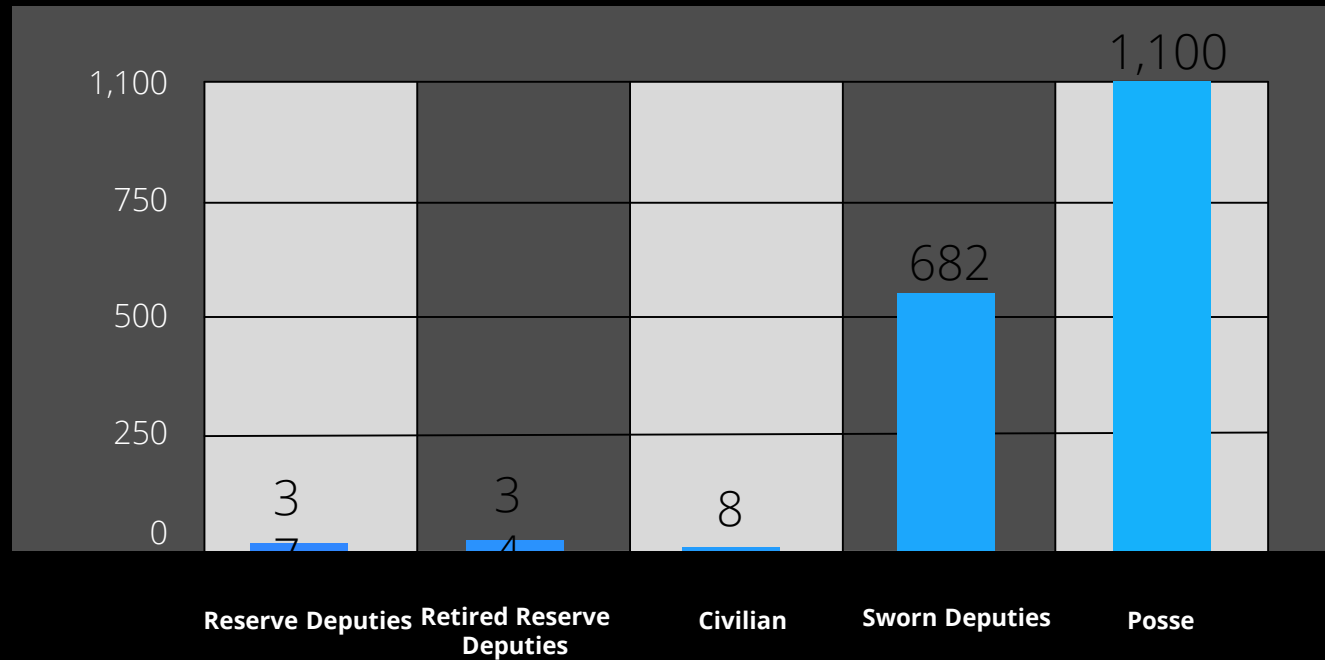
Training classes created in order to facilitate other Court Order requirements



Semi-Annual MCSO Critical Policy 8 “Preventing Racial and Other Bias-Based Profiling” Briefings



2014 Annual Combined Training (ACT)

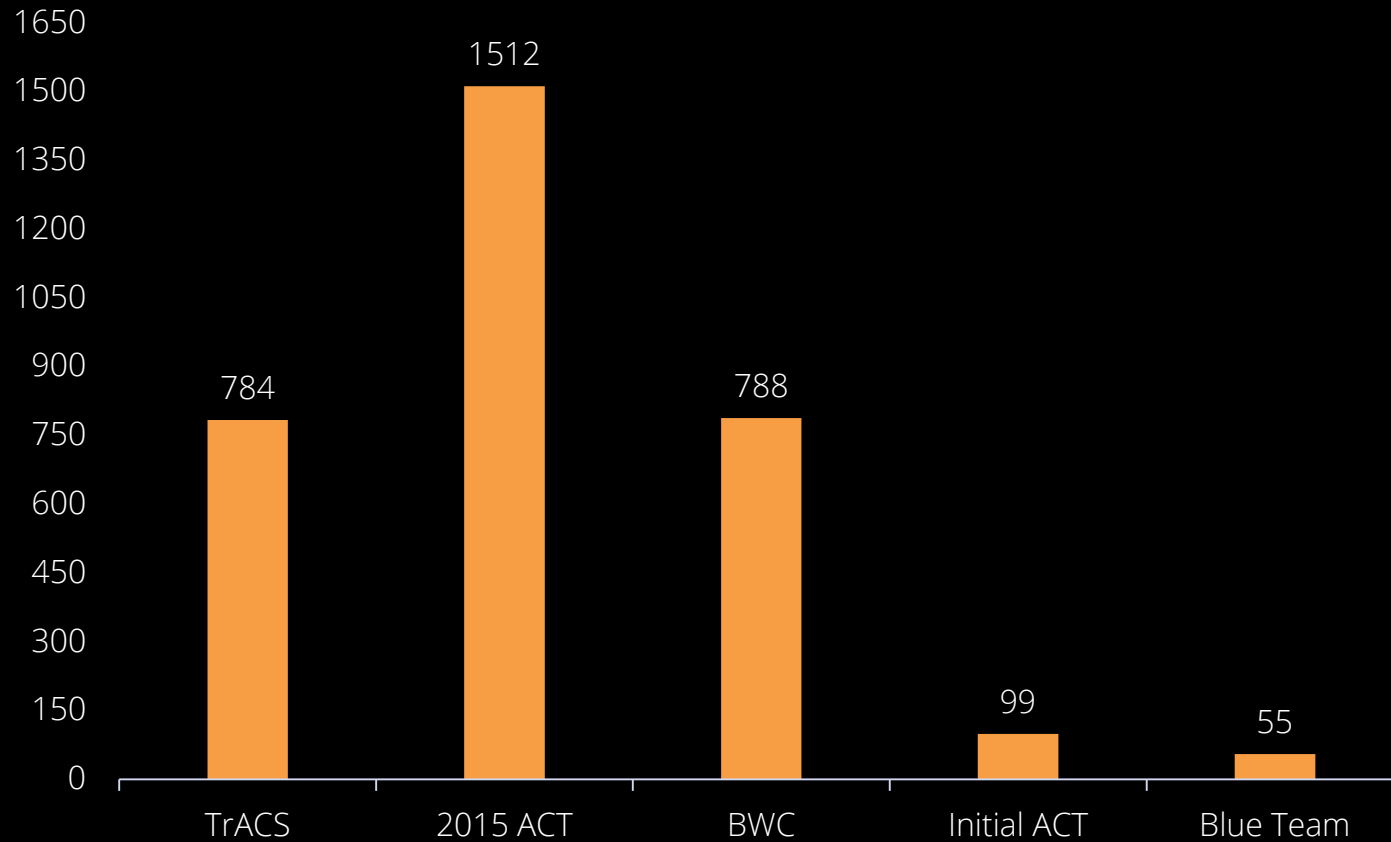


This was the first year that Court Ordered training was created and deployed.
1,861 total employees were trained during that year.

This was the only class held during the 2014 Calendar year.

2015 Training Classes

In 2015 the Training Division developed a variety of new classes and dedicated a significant number of hours to training.



2016 Melendres Related Training



7 Classes
Created

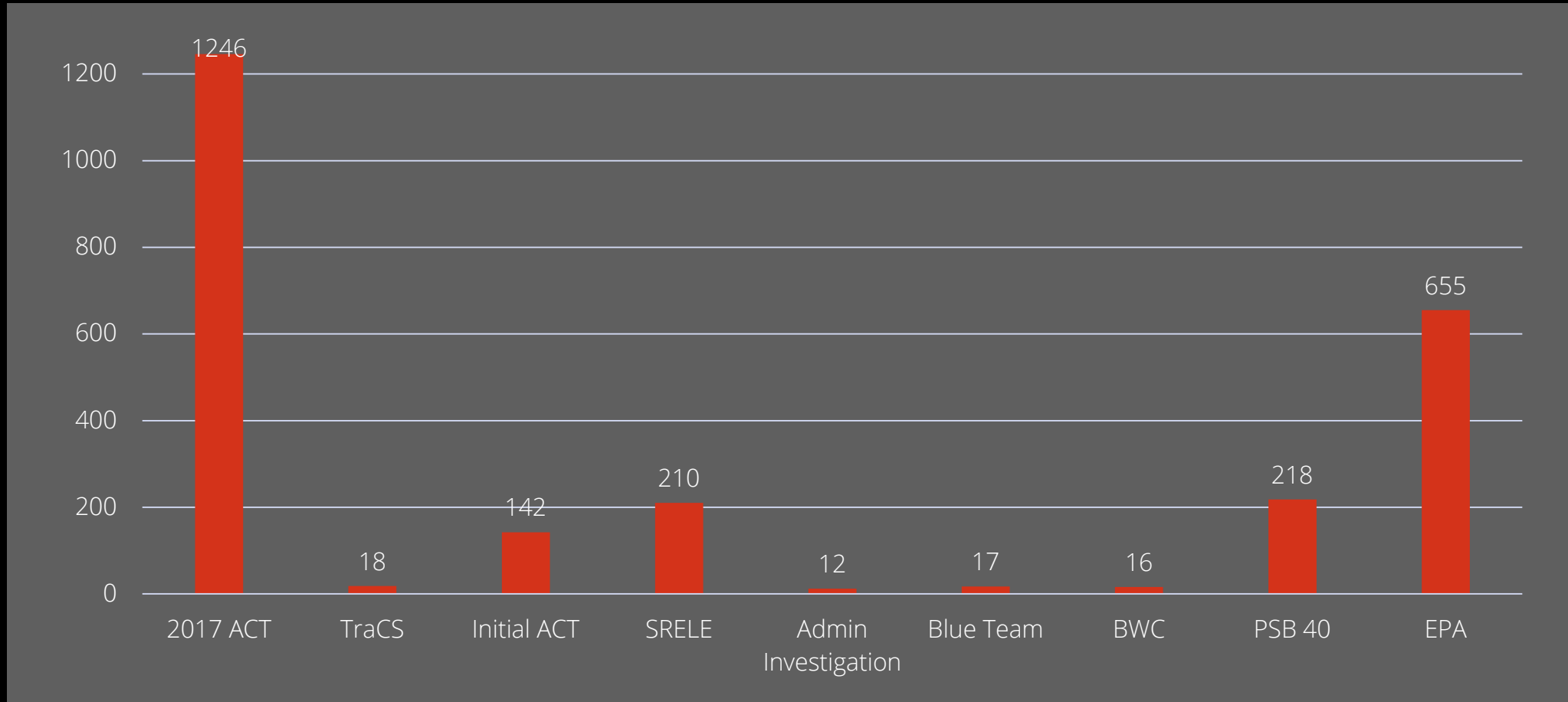
In 2014 there was 1 curriculum. In 2016 there were 7 individual curriculums developed.

3 full time class developers working 40 hours a week.

6,240
Development
Hours

2017 Training Classes

A significant investment has been made into the education of employees



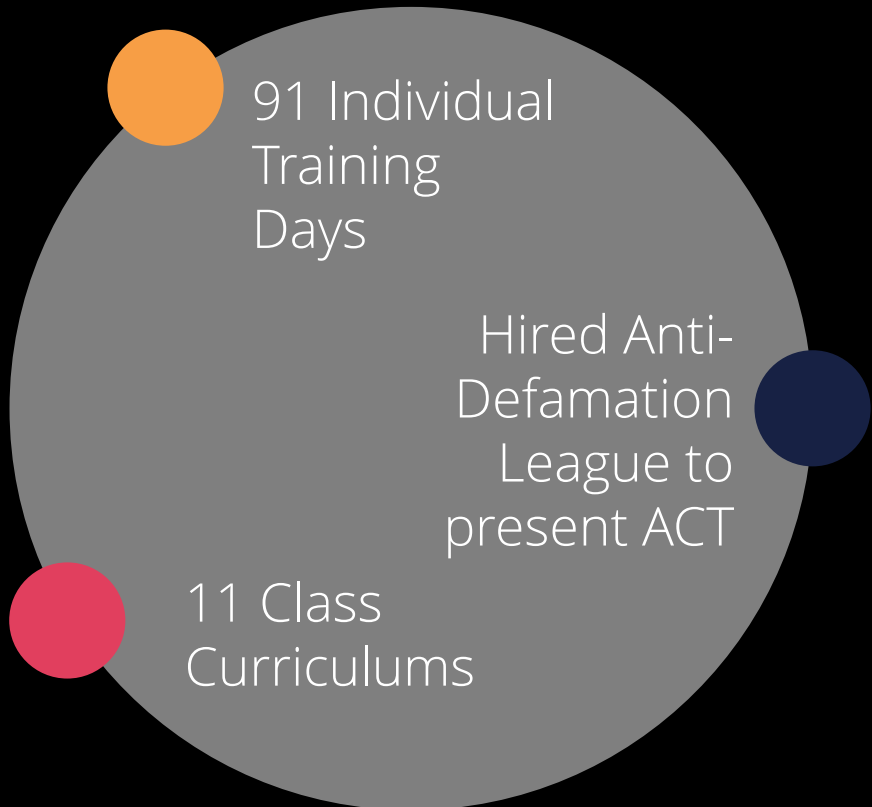
Employee Cost

\$998,730



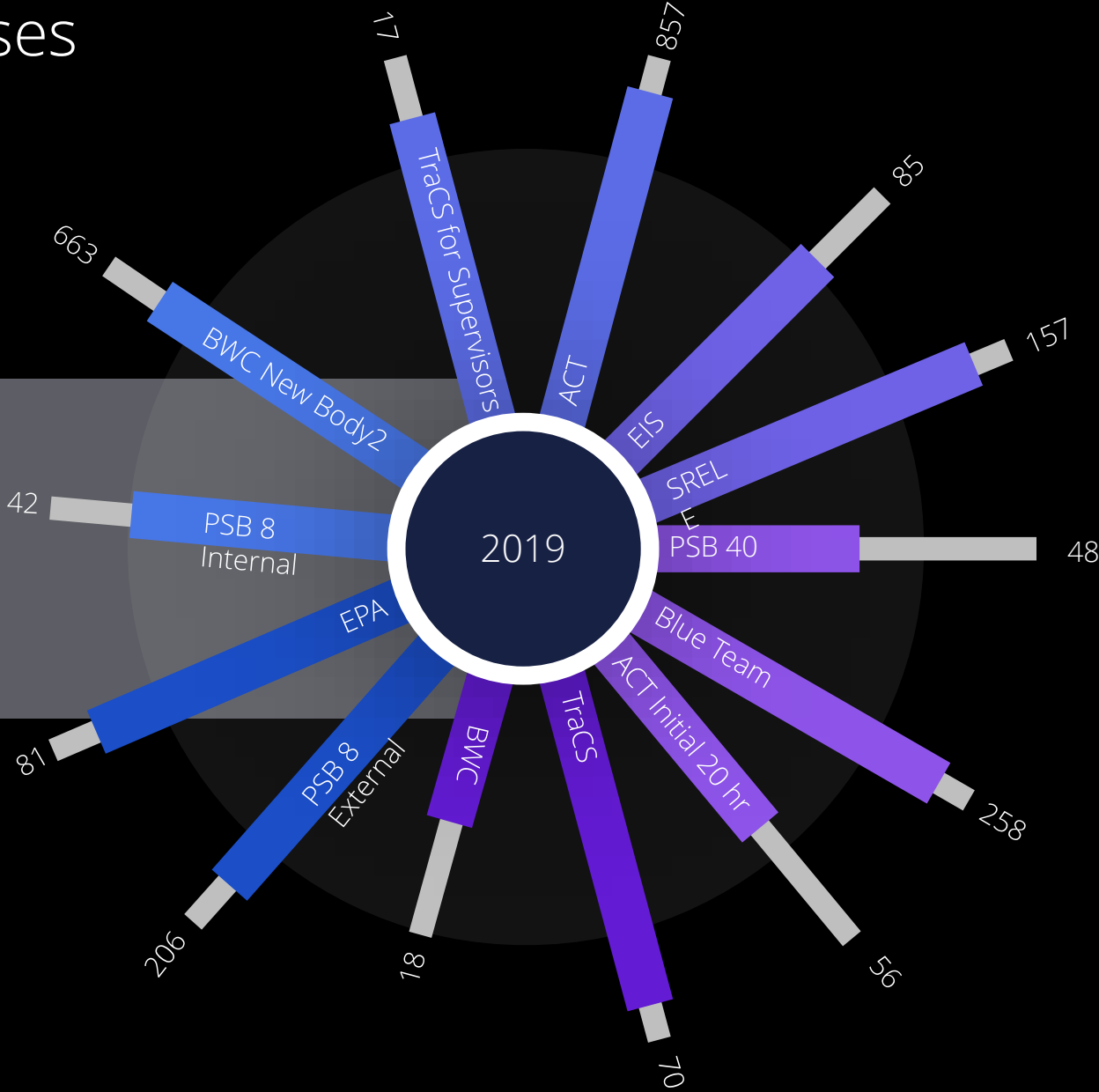
2,534 Employees
attended classes

2018 Training Classes



2019 Training Classes

2019 had a total of 2,585 employees attending 13 different classes related to or ordered by the Melendres Court Order.

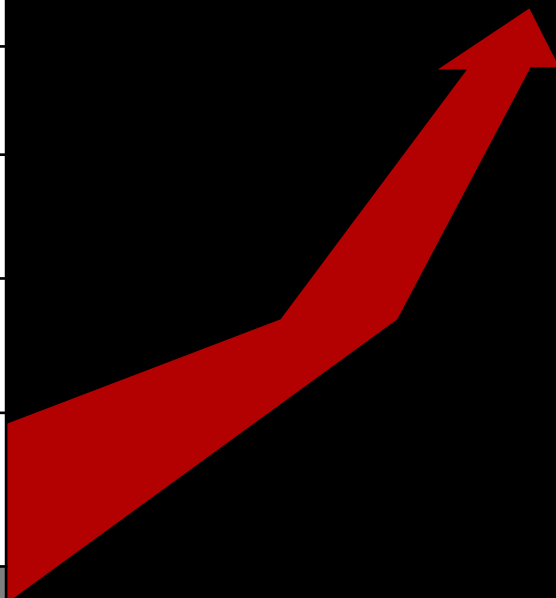


Training Summary

Melendres related training since the implementation of the Court Order

	2014	Total
Number of Classes Developed	1	14
Days of Training	Approx. 50	542
Employees	1,861	18,040
Hours of Training	37,220	167,983
Training Payroll	\$456,600	\$5,039,490
Work Hours of Development	785	32,100

Summary of Training 2014 - 2019



Upcoming Training for 2020

MCSO Training Division has already begun extensively developing classes and programs for the 2020 calendar year.

Annual Review and Revision of Classes

Development of Material for SRELE, ACT, PSB

Development of Enhanced Training with Community

3 Developers / Instructors Recently Received
Implicit Bias Certifications



MCSO is Committed to Continually Improving Training



Lecture Based Classes

Incorporating Adult Learning Styles

Online Classes and Briefings

Use of External Vendors and Continued Education for Developers

Classes offered are continually improving and evolving based on law and legal updates, improved education styles and methods of delivery, education and certification of our developers, and the feedback and involvement from the community.

Thank you for your time.

MCSO

Training Division

Questions?