

Lead Agency: Sheriff
Program Offer Type: Support
Related Programs:
Program Characteristics:

Program Contact: Mark Matsushima

Executive Summary

Professional Standards consists of the Inspections Unit and the Internal Affairs Unit (IAU). Inspections ensures the agency's operations and staff conform to established policies, procedures, existing laws, and ethical standards through scheduled and unscheduled inspections and audits. IAU investigates allegations of employee misconduct to ensure accountability of MCSO public employees. Professional Standards is headed by an Inspector who reports directly to the elected Sheriff.

Program Description

Professional Standards ensures accountability through continual inspections and investigations of MCSO operations and personnel. The Inspections Unit develops policies and procedures based on public safety industry best practices. The unit inspects and audits MCSO operations and correctional facilities, facilitates and monitors safety committees, conducts accident reviews, and provides Life Safety education and training. The Inspections Unit conducts performance audits of specific operations to discover and correct policy deficiencies. The Internal Affairs Unit conducts independent investigations of allegations of employee misconduct to ensure the integrity of and confidence in MCSO employees. Each complaint is initially evaluated by a Pre-Investigative Assessment (described below). IAU investigations are conducted in accordance with established due process requirements to ensure accountability of not only employees but the IAU process itself.

MCSO is an agency whose sworn members are authorized by law to arrest and confine citizens against their will. Its sworn members are authorized under justifiable circumstances to take human life. With that enormous responsibility and potential liability, the public deserves assurance that the agency is conducting its mandated duties lawfully, efficiently, and in the most cost-effective manner possible. Professional Standards, operating independent of the chain-of-command and reporting directly to the elected official in charge of the agency, ensures that accountability.

Performance Measures

Measure Type	Primary Measure	Previous Year Actual (FY10-11)	Current Year Purchased (FY11-12)	Current Year Estimate (FY11-12)	Next Year Offer (FY12-13)
Output	Total audits of Agency properties and assets and total inquiries	76	80	79	80
Outcome	Number of cases initiated to investigate leave abuse	7	8	2	2
Outcome	Number of cases initiated to investigate conduct related complaints	10	9	12	12

Performance Measure - Description

✔ **Measure Changed**

"Total inspections and audits of agency properties and assets" includes: individual narcotics case audits, weapons audits, weapons destruction processing, program unit audits, property audits (county owned/seized), and quality control audits. Data counted from audit files.

"Number of cases initiated to investigate leave abuse" and "Number of cases initiated to investigate conduct related complaints" data are from IA databases.

"Total inspections and audits of Agency properties and assets" was changed to "Total audits of Agency properties and assets and inquiries."

The number of cases initiated to investigate leave abuse has decreased due to the effectiveness of the Time Analysis Review Tracking program. Changes in employee behavior have resulted in fewer cases. Leave abuse cases are usually initiated by the Facility or Unit Commanders and Managers.

Legal/Contractual Obligation

Labor contracts:
Deputy Sheriff's Assn.: Article 19
Local 88: Article 17
Mult. Cty. Corr. Deputies Assn: Article 18

MCSO Agency manual

Revenue/Expense Detail

	Proposed General Fund	Proposed Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2012	2012	2013	2013
Personnel	\$965,538	\$0	\$928,886	\$0
Contracts	\$68,168	\$0	\$69,872	\$0
Materials & Supplies	\$25,857	\$0	\$26,505	\$0
Internal Services	\$76,258	\$0	\$77,760	\$0
Total GF/non-GF:	\$1,135,821	\$0	\$1,103,023	\$0
Program Total:	\$1,135,821		\$1,103,023	
Program FTE	7.00	0.00	6.40	0.00
Program Revenues				
Total Revenue:	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last year this program was: #60005A, MCSO Professional Standards
Reduced 1.0 FTE Management Asst. Position and restored the .4 FTE County Attorney Liaison position.