

# Training Overview

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Multnomah County Sheriff's Office

January 2018



# Training Program: **IMPORTANCE**





# Training Program: **MANDATED**

PRESIDENT'S TASK FORCE ON  
21ST CENTURY POLICING  
IMPLEMENTATION GUIDE

Moving from Recommendation

OREGON DEPARTMENT OF PUBLIC SAFETY STANDARDS AND TRAINING

## ETHICS BULLETIN

VOLUME 169 NOVEMBER 2017

### PROFESSIONAL STANDARDS—CRIMINAL JUSTICE

#### 610.00 – Enforcement of Immigration and Customs Enforcement (ICE) Detainers

##### Refer:

- 32 U.C.T. 3227, 1963 Vienna Convention on Consular Relations
- 8 U.S.C. 1373, Communication between government agencies and the Immigration and Naturalization Service
- Miranda-Olivares v. Clackamas County, 2014 U.S. Dist. LEXIS 50340, 2014 WL 1414305 (D. Or. Apr. 11, 2014)
- Governor's Executive Order 17-4, Renewing Oregon's Commitment to Protecting its Immigrant, Refugee, and Religious-Minority Residents
- ORS § 181A.820, Enforcement of Federal Immigration Laws
- National Crime Information Center (NCIC)
- Law Enforcement Database System (LEDS)
- Multnomah County Resolution 2016-132, Declaring Sanctuary County

##### Definitions:

- Immigration and Customs Enforcement (ICE) Detainers – A tool used by Department of Homeland Security (DHS)'s Bureau of Immigration and Customs Enforcement (ICE) officials to alert law enforcement agencies that a potentially removable individual is housed in that law enforcement agency's jail or prison. An ICE detainer is an official request from ICE to a state or local public safety entity, for the state or local public safety entity to notify ICE prior to releasing an individual from custody, so that ICE may arrange to take over custody.

##### Policy:

1. The Multnomah County Sheriff's Office (MCSO) primary mission is public safety. It is vital to this mission that community members feel comfortable interacting with members, reporting crimes, entering court, and generally participating as witnesses or victims in our criminal justice system, without fear of local law enforcement enforcing federal immigration law.
2. The Multnomah County Sheriff's Office (MCSO) values the work of the United States Department of Homeland Security (DHS), as a public safety partner. DHS missions include protecting the nation's security, securing cyberspace, and ensuring disaster preparedness. DHS also has the authority to draw a bright line with respect to federal immigration law.

...mandated the Board on Public Safety Standards and Training to maintain a role and protect the interests of the public, and O... possible for cer... and moral fit... or fall be...

OREGON LEGISLATIVE ASSEMBLY--2017 Regular Session

### Enrolled House Bill 2355

...nted pursuant to House Rule 12.00. Presession filed (at the request of Attorney Rosenblum)

CHAPTER .....

AN ACT

...ing to public safety; creating new provisions; amending ORS 51.050, 131.915, 131.920, 131.925, 137.633, 161.570, 161.615, 181A.410, 221.339, 419C.501, 423.478, 423.525, 475.005, 475.752, 475.824, 475.834, 475.854, 475.874, 475.884 and 475.894; and declaring an emergency.

the People of the State of Oregon:

1 to 4 of this 2017 Act:

...agency employing law enforcement officers to Oregon State Police, a sheriff or ...trian by a law ...alts in a

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FOR THE NINTH CIRCU

UNITED STATES OF AMERICA,  
Plaintiff-Appellee,  
v.  
RENE SANCHEZ

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# Training Program: **FORMATS**





# Training Program: **PATH FORWARD**

- Assess current training needs and delivery capabilities
- Create training delivery methodology within current parameters
- Identify acceptable training venues and supportive instructor cadre
- Create optimal training plan and schedule moving forward (180-Day Plan)





# 180-Day Training Plan: **FOCUS**

- Identify courses supportive of community and agency needs:
  - Increase understanding of issues facing individuals in mental health crisis
  - Crisis Intervention Training focusing on a decreased reliance on physical force
  - Serving vulnerable populations
- Improve public safety and community relations
- Ensure public safety readiness
- Comply with Oregon Jail Standards and DPSST mandates
- Address audit recommendations





# 180-Day Training Plan: **STAFFING**

## **Prior to 180-Day Training Plan:**

- 1 Lieutenant
- 2 Sergeants
- 3 Deputies
- 2 Office Assistant Sr
- Part-time Deputies
- Various Partners

## **Current Staffing:**

- 1 Captain
- 1 Lieutenant
- 2 Sergeants
- 5 Deputies
- 2 Office Assistant Sr
- 48 Part-time Deputies
- Various Partners



# Delivered: **MENTAL HEALTH FIRST AID**

## **Mental Health First Aid:**

- 417 Corrections Deputies
- 23 Classes
- 8 Instruction Hours
- 46 Instructors





# Delivered: **CRISIS MANAGEMENT**

## **Crisis Intervention (NAMI):**

- 419 Corrections Deputies
- 22 Classes
- 1.5 Instruction Hours
- 21 Instructors

## **Suicide Prevention:**

- 419 Corrections Deputies
- 22 Classes
- 2 Instruction Hours
- 21 Instructors

## **De-Escalation and Active Listening:**

- 462 Corrections Deputies / FSO's
- 22 Classes
- 3.5 Instruction Hours
- 21 Instructors



# Delivered: **COMMUNITY HEALTH & SAFETY**

## **CPR and First Aid:**

- 573 Corrections Deputies and Deputy Sheriffs
- 2 Instruction Hours

## **OSHA and Bloodborne Pathogens:**

- 586 Corrections Deputies and Deputy Sheriffs
- 2 Instruction Hours





# Delivered: **SAFETY SKILLS**

## **Confrontation Management Scenarios:**

- 128 Deputy Sheriffs
- 20 Classes
- 4 Instruction Hours
- 39 Instructors

## **Firearm Skills Training and Qualification:**

- 431 Corrections Deputies and Deputy Sheriffs
- 50 Classes
- 7 Instruction Hours for Corrections Deputies
- 5 Instruction Hours for Deputy Sheriffs
- 76 Instructors



# Measuring Training Effectiveness

## *Survey of Material Comprehension*

92% indicate that the course prepared them to **actively and compassionately listen to someone in distress**

93% indicate that the course prepared them to **recognize the signs of someone in mental health crisis**

94% indicate that the course prepared them to **offer basic aid and reassurance to distressed persons**



# Measuring Training Effectiveness

## *Survey on Application and Impact*

*"I have become far more patient when working with inmates with mental disabilities"*

**51%** have applied training concepts in their regular work just 2-4 months following training

*"It helps me understand the needs and gives me some different tools to use when I have to work around these inmates"*

*"It has helped defuse situations and lead to less use of force and therefore less injuries to staff and inmates"*

*"(The training gives me) realization of the situation at hand and the feeling of confidence in the eventual de-escalation"*

# The Next 180 Days

## Curriculum ensures compliance with mandates and service expectations:

- Ethics and Coping Skills
- Legal Updates (court holding, new laws, and MCSO Policy, e.g. ICE)
- Confrontation Management (Policy, Decision Making, Scenarios, and Report Writing)
- Trauma Informed Care, Suicide Prevention and Communications
- OSHA, DPSST, and Accreditation requirements (Bloodborne Pathogens)
- Incident Command - Active Threat Training
- Spring Firearms Training and Less Lethal Qualification (LE Deputies)



# Challenges

- New, continuing, and evolving mandates (DPSST increased hours)
- Changing times and community expectations (ICE)
- Lack of best practice in corrections (CIT)
- Venue limitations
- Project management and curriculum development
- Instructor quality
- Member scheduling/Backfill logistics and cost
- Pace is always becoming - planning while implementing/evaluating

