



SHERIFF DAVID J. MAHONEY DANE COUNTY SHERIFF'S OFFICE

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October 28, 2019

Ms. Sharon Corrigan
Dane County Board Chair
City-County Building, Room 114
Madison, WI 53703

Dear Chair Corrigan:

The County Board's Personnel and Finance Committee expressed interest in the efforts of the Sheriff's Office regarding how the Sheriff's Office is addressing equity and sustainability. The following items address the two questions showing the ongoing work to these important issues by the Dane County Sheriff's Office.

Equity

As outlined in the Dane County Sheriff's Office *Equity Work Plan* the Sheriff's Office is advancing racial equity through the planning, implementation or completion of the following policies and practices:

1. organizational efforts to advance racial equity
 - retention work group
 - exit interviews completed - information documented and analyzed to track trends
 - LPO Training provided to new supervisors and line staff -- ongoing efforts of LPO Committee for leadership development
 - Cultural Committee efforts
 - Micro Aggression Training
 - Implicit Bias Training
 - Mentoring of middle school students
 - Job interview training provided for diverse job applicants
 - Maintaining positive presence in the community through volunteering efforts – Sunshine Supper Club, clothing donations to homeless, and sponsoring family for Christmas
 - Development of mentorship program
 - Evaluation or training program criteria for FTO trainers
 - Minority Recruiter Position

- increase of marketing strategies that focus on non-traditional areas and educational institutions – new recruiting video published
- obtaining feedback from minority employees on ways to improve employment, advancement, and recruiting
- review and monitoring of hiring practices including testing, background investigation, and the interview process to assess barriers to employment and advancement
- education and training on Sheriff's Office vision and mission
- 2. program efforts to advance racial equity
 - establishment of 720 LE academy
 - identification of additional resources available to employees for retention efforts, specific training for employees when required
 - traffic stops that conclude with either a citation or warning record driver demographic information to track minority arrest trends
 - Citizens Academy
- 3. collaboration with community and other agencies to advance racial equity
 - community volunteer efforts – Polar Plunge, Torch Run, Walk A Mile in Their Shoes, Juneteenth, Amigos En Azul
 - Law Enforcement and Leaders of Color Collaboration
 - Citizens Academy
 - Sheriff's Office is a member of RESJ and GARE
 - In partnership with community organizations assist in identifying diverse candidates interested in applying to the Sheriff's Office
 - Department Town Hall Meetings
 - Employee monthly trainings on various EAP topics including implicit bias and work place bullying
- 4. resource mobilization
 - use of equitable hiring and promotion practices
 - review of all purchasing decisions to ensure racial equity
 - review of grant funded deployments using a Racial Equity Tool
- 5. brand and visibility
 - participation in community meetings
 - utilization of social media to increase community contact
 - recruiting video
 - Cultural Committee mentoring of middle school students
 - portrayal of diverse individuals in marketing material and in social media
 - Sheriff and Chief Deputy monthly attendance to Dane County Law Enforcement Leadership of Color Group

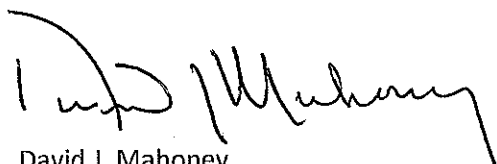
Sustainability

The Sheriff's Office is advancing sustainability to meet the needs of the Sheriff's Office and the community, now and in the future, through the planning, acquisition, implementation, and/or completion of the following:

1. 3 hybrid squad cars
2. compressed natural gas Freeway Service Team Truck
3. compressed natural gas HNT van
4. compressed natural gas TRT equipment truck
5. replacement of water stations throughout the PSB to reduce use of plastic bottles
6. portable ozone cleaning unit used to disinfect jail cells – uses only water and reduces use of caustic chemicals
7. recycling of shell casings at the Training Center
8. scheduling and payroll process is digital, paperless
9. warrants process is digital, paperless
10. probable cause forms for arrests digital, paperless
11. inmate rule book digital, paperless, also allows for downloading of books for inmates
12. Jail LED Lighting Improvement Project implemented to improve inmate and staff wellness, to maintain circadian rhythms, decreasing headaches and migraines
13. implementation of automated flush controls in the CCB to reduce water usage and eliminate intentional flooding by inmates, reducing damage to lower floors
14. Sustainability Grant funding applied for to replace cooling unit in PSB sub-basement and to purchase three electric vehicles for Detective use
15. New Jail Project design allows for medical and program services to be onsite reducing the need for conveyances and travel and for the ability of visitation to be digital reducing the carbon footprint of inmates and their families

As always, I am available to discuss any of the items listed individually or collectively in these two important areas of focus.

Sincerely,

A handwritten signature in black ink, appearing to read 'David J. Mahoney', written in a cursive style.

David J. Mahoney
Sheriff