

Dodge County Sheriff's Office

Annual Performance Objectives

SHERIFF DALE J. SCHMIDT

JANUARY — DECEMBER, 2022

PURPOSE

The Dodge County Sheriff's Office has identified one main objective which is projected to be completed or near completion by the end of the 2022 calendar year. Our annual objectives are developed to enhance public safety, the sheriff's office commitment to serving the community and to increase efficiency of sheriff's office operations. This document will serve as a tool to educate the public as to the direction of the sheriff's office in 2022. It will also serve as a guide to the employees of the sheriff's office as we strive to meet these goals.

CORE OBJECTIVE

The core strategy that the sheriff's office will focus on in 2022 will be working towards the Wisconsin Law Enforcement Accreditation Group (WILEAG) Accreditation. Accreditation is a progressive and time proven way of helping institutions evaluate and improve their overall performance.

The benefits of law enforcement accreditation include the following:

1. Promotes excellence and professionalism within law enforcement through voluntary compliance with recognized best practices.
2. Provides for enhanced sense of professionalism and pride for the agency and agency personnel.
3. Provides confidence that your agency is in functional compliance through an independent review and evaluation of agency operations.



DODGE COUNTY SHERIFF'S OFFICE

VISION STATEMENT

It is the vision of the Dodge County Sheriff's Office to partner with the community and develop proactive solutions toward making Dodge County a safe and enjoyable place to live, work, and visit.

MISSION STATEMENT

The Dodge County Sheriff's Office will safeguard the lives, property, and constitutional rights of our citizens through honest, ethical, and professional service to the community.

CORE OBJECTIVE (CONT.)

4. Security in the knowledge that the agency is well managed.
5. Confidence that operations and personnel are consistent and well directed.
6. Policies and procedures following best practices can help reduce liability and may increase savings on insurance costs.
7. Networking and collaboration with other professional agencies and organizations.
8. Potential for monetary incentives from our municipal insurance carrier.

ACCREDITATION PROCESS

The sheriff's office has already begun the process of preparing for accreditation. The typical timeline for an accreditation process takes about three years, however, our administration has set an aggressive timeline to complete the process by early 2023 with the bulk of the work being completed in 2022.

The completion of the accreditation will be aided by a Federal Community Policing Development Grant in the amount of \$75,000 which will pay for associated costs and wages expended in the completion of accreditation.

Our administrative team will follow the following process in achieving accreditation.

1. Adopt and implement standards.
2. Develop required policies and gather proof of compliance.
3. Complete an in-depth assessment to determine readiness for an on-site independent assessment.
4. Complete a mock assessment prior to applying for full accreditation.

POST ACCREDITATION

There really is no such thing as post accreditation, but rather it is an ongoing process which requires our agency to be evaluated on a regular basis to ensure we continue to meet standards and follow best practices.



OTHER KEY PERFORMANCE OBJECTIVES



1. RECRUITMENT AND RETENTION OF EMPLOYEES

Through the end of 2021, the sheriff's office has had success in recruitment and retention of employees in patrol, communications, criminal investigations and support, however, recruitment and retention of employees in the jail, both in Dodge County and around the country has been very difficult. There are many reasons for this to include a lack of interest in the law enforcement field, a negative connotation of law enforcement around our country, a lack of employees in the workforce and stiff competition for employees among our competitors for those employees. Other factors include compensation and benefits challenges, budgetary challenges, external influences and even employee satisfaction and burnout. Finally, we have also made the decision to make a significant schedule change which has left some employees uneasy.

A top priority for ALL employees of the sheriff's office will be to support the operations of the Dodge County Jail. Our jail employees must be a top focus as we move into 2022. Every employee will be expected to do their part to recruit staff to fill the vacancies in the jail. This will include the following:

- Convey a constant positive image of the sheriff's office as a great place to work as this will encourage others to want to be employed at our agency.
- Take every opportunity to "sell" the position of correctional officer during contacts with the public encouraging them to consider a career with the sheriff's office.
- Identify recruitment strategies to increase our pool of candidates .
- Conduct at least one recruitment open house.
- Work with the county board to adjust the compensation structure.
- Identify efficiencies to reduce the workload on current staff during shortages.
- Identify a recruitment team to lead recruitment efforts throughout the sheriff's office.

2. IMPLEMENTATION OF VIDEO AS A SERVICE

With our in car cameras and body cameras already coming to end of life, it is time to revisit replacement, but also storage and ability to disseminate those videos to the courts, attorneys, and via open record requests. As a result it was determined that the best option was to continue with our current system and upgrade to the WatchGuard Video as a system program which not only replaces our squad and body cameras, but it also upgrades our video vault to include all types of digital evidence in one location. It also places our video storage in a cloud-based system, greatly reducing the cost to the county for maintaining storage of our recorded videos.

stay Safe in Service of our Citizens