



**Program #72056B - Workplace Security Training & Development** FY 2025 Proposed

**Department:** County Management **Program Contact:** Dorothy Elmore  
**Program Offer Type:** Operating **Program Offer Stage:** Proposed  
**Related Programs:** 72056A  
**Program Characteristics:** New Request

**Executive Summary**

This program offer will respond to the high demand for security training and support from County departments. In FY 2023, the Workplace Security Program developed a Security and Safety Training Set in response to requests for security support and training from Multnomah County departments and Union Representatives. The training set represented a cross-section of security and safety-related topics intended to address the increase in the amount and severity of security-related incidents at County workplaces. Continued training needs and the rollout of the Workplace Violence Prevention Program has led to this request for ongoing funding for 1.00 FTE Training Support position (HR Analyst Sr.).

**Program Description**

In FY 2024, the Limited Duration Training Support position (HR Analyst Sr.) worked with Multnomah County's Central HR, Organizational Change, and Risk Management teams to deliver the County's first-ever Security and Safety Training Set. With security-related incidents of all kinds occurring more frequently across County workplaces this position needs to be funded with ongoing resources. According to the County's incident reporting portal, external reports, and Daily Activity Reports, there were 841 security incidents across the County between April and December 2023.

The Training Support position will:

- Continue to identify security training gaps and subject matter experts who can assist in training development and delivery
- Develop site-specific training for individual work centers (Libraries, DART, Behavioral Health, DCJ, Clinics, Shelters, etc.)
- Support the roll out of the OR-OSHA required Workplace Violence Prevention program, training, and related work center development

**Performance Measures**

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Number of security training participants	N/A	N/A	N/A	270
Output	Number of additional online or in-person security training modules developed.	N/A	N/A	8	5
Output	Number of individualized training plans delivered to departments, divisions, sections, and/or programs.	N/A	N/A	N/A	4

**Performance Measures Descriptions**

All four performance measures involve the identification, collection, development, and implementation of training to support County staff, security contract staff, Workplace Violence Prevention plans, and other security- and safety-related needs.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
	2024	2024	2025	2025
<b>Program Expenses</b>				
Personnel	\$0	\$0	\$0	\$181,935
Materials & Supplies	\$0	\$0	\$0	\$18,065
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$200,000</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$200,000</b>	
<b>Program FTE</b>	0.00	0.00	0.00	1.00

Program Revenues				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

Explanation of Revenues

This program is funded through the Risk Fund.

Significant Program Changes

Last Year this program was: