



Program #60120 - Professional Standards FY 2025 Department Requested

Department: Sheriff **Program Contact:** Jeff Heinrich
Program Offer Type: Administration **Program Offer Stage:** Department Requested
Related Programs:
Program Characteristics: In Target

Executive Summary

MCSO is an agency whose sworn members are authorized by law to arrest and confine citizens against their will. Sworn MCSO members are authorized under justifiable circumstances to use physical force against members of the public. With that enormous responsibility and potential liability, the public demands and deserves assurance that the agency is conducting its mandated duties equitably, inclusively, lawfully, and in the most ethical and efficient manner possible. The Professional Standards Unit operates independently of the chain-of-command and reports directly to the elected Sheriff, ensuring public accountability.

Program Description

Professional Standards consists of the Inspections Unit, the Life Safety Officer, the Internal Affairs Unit (IAU), the Use of Force (UOF) Inspector and the Professional Standards Liaison. These subunits and positions provide continuous examination of MCSO's personnel, policies and operations while holding the Sheriff's Office to the highest public safety standards and best practices.

Through internal auditing and investigations, the work of the Professional Standards Unit ensures internal and public accountability for individual misconduct and as well as the adoption of best practices to minimize the impacts of systemic inequity. Professional Standards ensures accountability through continual inspections and investigations of MCSO operations and personnel. The Inspections Unit makes recommendations for policies and procedures based on public safety industry standards and best practices through independent auditing. The Inspections Unit audits all facets of MCSO operations, facilitates and monitors safety committees, conducts accident reviews, and provides Life Safety training to meet Occupational Safety and Health Administration (OSHA) standards compliance. The Internal Affairs Unit serves as MCSO's primary system of employee accountability. IAU independently investigates complaints and allegations of employee misconduct to ensure that Multnomah County remains a place of safety, trust and belonging in which to both live and work. Each complaint is initially evaluated by a Preliminary Investigative Assessment. IAU's administrative investigations are conducted in accordance with established just cause and due process requirements to ensure accountability for both employees and the IAU process, itself. The Use of Force Inspector conducts comprehensive reviews of all control events and Use of Force reports, and makes recommendations for policies and procedures based on emerging standards and best practices in the area of confrontation management. The Use of Force Inspector also provides quarterly reports to the elected Sheriff on use of data and trends. The Sheriff's Office makes this data available on MCSO's public-facing website to ensure public accountability and transparency.

Performance Measures

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Control Event/Use of Force report review and audit by UOF inspector	394	600	272	600
Outcome	Number of processed complaints that required a full IAU investigation	19	30	20	25
Output	Number of OSHA, Blood-borne Pathogen, Respirator Training classes	18	19	12	12

Performance Measures Descriptions

The UOF Inspector is a newer dedicated position initiated by the Sheriff to promote accountability and transparency of force incidents. This position has significantly increased MCSO's capacity to review use of force and control events. "Number of processed complaints" are those that may result in formal discipline (from IAU databases). OSHA, Blood-borne Pathogen, Respirator Training classes are trainings offered by the Life Safety Office.

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 and Policy 500. HB 2929. ORS Chapter 181A.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
Program Expenses	2024	2024	2025	2025
Personnel	\$1,689,616	\$0	\$1,778,413	\$0
Contractual Services	\$34,000	\$0	\$34,000	\$0
Materials & Supplies	\$49,000	\$0	\$21,000	\$0
Internal Services	\$103,190	\$0	\$127,785	\$0
Total GF/non-GF	\$1,875,806	\$0	\$1,961,198	\$0
Program Total:	\$1,875,806		\$1,961,198	
Program FTE	7.00	0.00	7.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: FY 2024: 60120 Professional Standards