

Division: Executive Office

Program Characteristics: New Request

Program Description

The Sheriff’s Office continues to be impacted by staffing shortages due to a large number of retirements of our sworn staff. Additionally, recent changes in the law have added to the complexity of hiring. High vacancy rates impact our ability to retain staff and maintain safe, stable operations. The highest vacancy rate continues to be among Corrections Deputies – the staff responsible for operating our jails.

This program offer provides funding for two Background Investigators, two recruiters (Human Resource Analyst IIs), one Human Resources Technician, and one Office Assistant Senior. In the last fiscal year, the Sheriff’s Office has made progress in reducing the average number of days from when an applicant submits their application to when they are hired.

The additional capacity provided by the staff funded in this offer and improvements to our hiring process led to a 51% increase in hiring overall - a 20% increase for sworn staff and 98% increase for non-sworn staff - in calendar year 2025 compared to 2024. These additional staff reduce the burden of scarce resources and mandatory overtime for our law enforcement and corrections staff and increases the capabilities of our non-sworn staff to support the agency.

Equity Statement

The HR Unit integrates equity and inclusion values throughout all recruitment and employment practices to ensure we are hiring, supporting and retaining employees that reflect Multnomah County’s diverse population.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$0	\$854,921	\$903,124	\$0
Materials & Supplies	\$0	\$2,606	\$0	\$0
Total GF/non-GF	\$0	\$857,527	\$903,124	\$0
Total Expenses:	\$857,527		\$903,124	
Program FTE	0.00	6.00	6.00	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Agencywide vacancy rate, average across 12 months	0.096	0.07	0.06
Average number of days from application to hire date	159	185	175