



Program #60415D - FSU – Supervisor Position

3/7/2022

Department: Sheriff **Program Contact:** Chris Austin
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested
Related Programs:
Program Characteristics: Out of Target

Executive Summary

Members of the Facility Security Unit (FSU) serve as ambassadors of the Multnomah County Sheriff’s Office (MCSO), and are often the first point of contact for persons accessing the Multnomah County Courthouse, Justice Center, Juvenile Justice Complex, East County Courthouse, Inverness Jail, and the Gateway Center for Domestic Violence. The addition of a Program Supervisor to this unit is aimed at ensuring staff receive the individualized support they need to succeed and thrive. By expanding the supervisory capacity of the unit, the goals of the MCSO Strategic Plan and the Multnomah County Workforce Equity Strategic Plan (WESP) can be reached.

Program Summary

A recent analysis of the supervisory structure of the Facility Security Unit (FSU) revealed a gap in support to staff working in the unit. With only one exempt manager overseeing an operation of forty-one (41) members at seven (7) facilities, achieving the goals of the MCSO Strategic Plan or the Multnomah County Workforce Equity Strategic Plan (WESP) are challenging. In addition, the opening of the new Multnomah County Central Courthouse requires an on-site supervisor to manage its advanced technology and systems, as well as serve as a single point of contact for system partners using the building.

The FSU is committed to reimagining unit operations by working closely with MCSO’s Equity and Inclusion Manager to better understand employee engagement within power and privilege dynamics, and how it directly relates to our staff’s sense of safety, trust and belonging. By meeting our employees where they are at and better understanding how supervisors can support their individualized learning styles and goals, we hope to achieve our goal to create a sense of belonging that leads to higher morale and increased retention for all staff.

Adding a supervisor to this unit will provide time and space for one on one conversations with staff, as well as the ability to conduct annual performance reviews. By establishing a consistent, constructive means of providing feedback and mentorship we will create a path to recognize positive work, provide proactive support in areas of improvement and better understand our employee’s individual professional development goals and accommodation needs. This great work is only possible with a properly supported supervisory structure.

The FSU’s invaluable work to supporting those most vulnerable and marginalized in our community as they navigate criminal justice systems, will continue to grow stronger as we model a similar framework to employees through our supervisory support. The addition of a Program Supervisor will begin this important step forward in our cultural change within the unit.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of employee one on one meetings completed.	N/A	N/A	N/A	80
Outcome	Percentage of annual employee reviews completed.	N/A	N/A	N/A	100%

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$129,265	\$0
Total GF/non-GF	\$0	\$0	\$129,265	\$0
Program Total:	\$0		\$129,265	
Program FTE	0.00	0.00	1.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: