



Program #60415D - Facility Security - Add'l Positions FY 2024 Department Requested

Department: Sheriff **Program Contact:** Chris Austin
Program Offer Type: New **Program Offer Stage:** Department 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 anyone accessing local courthouses and jail facilities. The FSU consists of a diverse, non-sworn uniformed team currently under-staffed and overburdened with overtime due to the long-standing use of a shift model that is inequitable to staff when compared with their uniformed counterparts in the agency. Members of the FSU deserve a work environment that supports their professional development through access to training opportunities and an expectation of reasonable work-life balance and our community deserves to engage with employees who are informed and physically and mentally rested and able to meet their individual needs.

Program Description

In 2022 the FSU leadership in collaboration with the MCSO Equity and Inclusion Director began working on implementing the core concepts of the Workforce Equity Strategic Plan (WESP) into the fabric of its policy, practice and communication. By challenging the status quo in the unit, this leadership team has chosen to ensure the voices of their staff are a priority in policy decisions, operational discussions and addressing personnel matters in the unit.

This work has led to challenging, honest discussions that set aside the power dynamics of the traditional hierarchical supervisory structure, in favor of a discussion of the impacts of decision making on staff and the community. The focus of the conversations shifted from finding solutions that worked for the leadership, and instead aimed to ensure decision making did not further or create desperate impacts to marginalized individuals in our community and our workforce.

Two priorities stood out as imperative to turning this initial work into meaningful change; training and communication. Working with Organizational Learning and the MCSO EI Director a series of supervisory trainings were held to provide a roadmap to change within the unit. In addition, a routine process for staff one on one meetings with managers and a unit-wide survey were started. The mission of both these efforts was to create active listeners willing to hear the challenges facing the unit from the voice of our employees, and understand retention concerns after several FSOs left the unit.

The result of staff’s candor in both one on one meetings and survey results was that staffing and communication are ongoing challenges the leave them feeling unseen in our organization. This unit has historically relied on an overtime burden of over \$600,000 each year. These additional hours are a direct consequence of insufficient staffing levels, resulting in post closures, significant workplace stress, and limit staff’s ability to find work-life balance, all of which are addressed through relief factors within their uniformed counterparts. The Corrections Services Division seeks to continue its work towards the goals of the WESP by funding an additional Program Supervisor and eight (8) additional FSOs to the unit.

Performance Measures

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Number of staff hired in the Fiscal Year	N/A	N/A	N/A	9
Outcome	Reduction in overtime hours required to meet minimum staffing.	N/A	N/A	N/A	30%
Outcome	Reduction in post closures.	N/A	N/A	N/A	50%

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
Program Expenses	2023	2023	2024	2024
Personnel	\$0	\$0	\$1,002,794	\$0
Materials & Supplies	\$0	\$0	\$27,000	\$0
Total GF/non-GF	\$0	\$0	\$1,029,794	\$0
Program Total:	\$0		\$1,029,794	
Program FTE	0.00	0.00	9.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: