



TO: Chair Deborah Kafoury
Kim Melton, Chief of Staff
Serena Cruz, Chief Operating Officer
Christian Elkin, Budget Director

FROM: Sheriff Mike Reese, Multnomah County Sheriff's Office

DATE: February 18, 2022

RE: FY 2023 Budget Submission Transmittal Letter

Sheriff's Office Overview

Message to the Community

The Multnomah County Sheriff's Office (MCSO) envisions a safe and thriving community for everyone in Multnomah County. We are committed to supporting all community members through exemplary public safety services and we believe that public safety is the foundation of a healthy thriving community. MCSO published our Strategic Plan in January 2021 to guide our agency through the future of 2022. Our Mission and Vision Statement, Values, and Goals were updated with our employees, executive leadership team, and community partners to inform our work and develop meaningful strategies for innovation, infusing equity, and excellence.

Over the past year and through the remainder of 2022, we continue to strive to achieve the following goals as markers for success:

- MCSO operates with equity as a guiding value in order to establish a work environment that is centered on safety, trust and belonging.
- Achieve a fully-staffed workforce.
- All adults in MCSO custody receive services or a connection to services, with a focus on individual need, to help them avoid future justice involvement.
- All persons contacted by MCSO law enforcement who are experiencing substance use or mental health related challenges receive services or a connection to services.
- MCSO employees have training and development opportunities that enable them to be public safety leaders and professionally thrive.



- MCSO has aligned and expanded internal and external communications.
- MCSO operations are more efficient and effective due to improved integration of technologies.

Our agency's robust work to develop a plan for meaningful goals, provide accountability through measurables within the services we provide, and our ongoing commitment to the communities we serve directly align with the County's mission: *"The Multnomah County Board of Commissioners plans for the needs of a dynamic community, provides leadership to ensure quality services, prioritizes the needs of our most vulnerable and promotes a healthy, safe and prosperous community for all."* Their value in public safety to *"maintain safe neighborhoods through prevention, intervention, and enforcement,"* embody our values:

- We serve everyone with dignity and respect.
- We have the courage to do what is right and just.
- We believe all voices should be heard and valued.
- We practice unwavering compassion.
- We believe in fair treatment, access, opportunity, and advancement for all people.
- We hold ourselves and each other accountable as we strive for continuous improvement.
- We are dedicated to an environment of safety, trust, and belonging in which all of our employees can thrive.

Diversity, Equity, and Inclusion Efforts

A Commitment to Those We Serve

We are committed to treating everyone with dignity, respect, and fairness. We cannot achieve this without a focus on equity, and a commitment to holding ourselves accountable to our community's call for transformational reform and change.

We continue to acknowledge that systemic racism and implicit bias permeate our organizations and institutions, including criminal justice, health care, education and housing. Working towards justice means intentionally identifying and removing barriers for those who have been marginalized.

Multnomah County census data indicates a continual increase in Black, Latino/a/e and Asian/Pacific Islander populations throughout the communities we serve. MCSO understands that representation



matters in creating community-specific solutions and when building and maintaining trust. As an agency we are committed to the diversity of our membership, striving for a workforce that better mirrors the community we serve. We are looking within, examining current policies and procedures to make sure they reinforce equity now and into the future. The Sheriff's Office is committed to further developing a transparent policy process by investing in a Policy Advisor position who, in partnership with our Equity and Inclusion Manager, recently completed Equity and Empowerment Lens trainings and championed these trainings for the Executive level Policy Review team. In the late fall of 2021, the Executive-Leadership Team received a two-part training on the Equity and Empowerment Lens facilitated by a trainer from the Office of Diversity and Equity in collaboration with our MCSO Equity and Inclusion Manager. Executive Leadership is now equipped to appropriately utilize equity lens components in reviews and updates of budget program offers.

Our Equity and Inclusion Manager sits on the Executive Level of our organization and is present at high level meetings regarding agency policies and practices. Our Equity and Inclusion Committee (whom identify as 60% BIPOC, 40% LGBTQ+, 20% immigrants) is providing the agency with a different perspective on which to examine the impacts of policies and procedures as related to workplace satisfaction. They also provide strategic planning in regards to achieving the objectives of the County's Workforce Equity Strategic Plan (WESP). In order to ensure feedback from the Committee that's both honest and constructive to the Sheriff and Executive leaders, the Committee communicates in two ways; through direct means to the Sheriff and Chief Deputies or through the Equity and Inclusion Manager, to include presentations or reports.

Sheriff's Office Leadership is responsible for cultivating and upholding a workplace environment where a sense of safety, trust and belonging is experienced equally by all. We recognize that our employees are our greatest asset and their equitable inclusion best positions MCSO in achieving our agency goals. We are committed to the County's WESP, and continue to engage in foundational changes to how we operate both internally and externally and how we provide services to our community. We are committed to identifying efficiencies and cost savings with smart, equitable policies and practices.

MCSO's Equity and Inclusion Manager and the internal Equity and Inclusion Committee actively worked on the WESP during 2021. MCSO is in the process of developing approaches to meet the majority of the minimum standards and performance measures set forward in each of the focus areas. This is a significant increase from 2020 and brings us to an increase in dedicated work on Focus Area 1 in regard to training.

- MCSO/WESP training plan to be developed with support from budget allocations to meet the following training goals:
 - Both sworn and nonsworn Managers and Supervisors will receive DEI foundational concepts training



- All new hires will receive an introduction to MCSO DEI values and organizational support services during orientation
- All HR staff and all MCSO Managers/Supervisors/Command staff will receive specific ADA and Leave Laws training
- DEI on-line training will be developed for all-staff – E&I committee, E&I Manager, and SME consultancy groups to support

FY 2023 Budget Priorities and Key Issues

The State of Public Safety

In the wake of 2020, public safety professionals have been called upon to remain steadfast in our mission to protect and serve the community. As essential front-line professionals, we have partnered with healthcare providers, emergency housing supports, advocates, system stakeholders and local government to ensure our community members, including those who are the most vulnerable, are safe. A safe and thriving community for everyone accounts for our neighborhoods and those under supervision or in custody settings where we are responsible for their wellbeing, rehabilitation, and service connections.

Reducing Community Violence Involving Firearms

Violence involving a firearm throughout Multnomah County is a growing danger to our community's sense of safety, trust and belonging. Firearms related violence includes criminal acts committed with a firearm, family violence, group affiliations, and people at extreme risk to harm themselves or others. Individuals responsible for these crimes do not know, nor do they distinguish jurisdictional boundaries. For example, a shell casing recovered at a shooting in east Multnomah County was fired from a gun used in a similar crime seven hours later in Portland. Looking at the data, the County eclipsed its highest number of homicides annually in 2021. Tragically, publicly available data indicates that Multnomah County experienced 102 homicides in 2021, with 90 in the City of Portland alone, more than three quarters of which were homicides by firearm. Eight of the twelve homicides recorded in the City of Gresham were by firearm. And countywide there were more than 1,400 shootings, with nearly 450 of them resulting in injuries. Unfortunately, this trend is not slowing down.

To address this, MCSO's dedication to coordinated public safety initiatives with our partners and removing illegal firearms has been a focal point. Our seizure of firearms increased in 2021, with 863 firearms seized, recovered or surrendered to MCSO. Compare this to just 319 such events in 2020, 267 in 2019, and 281 in 2018.

Through a resource of dedicated Detectives and Deputy Sheriffs, we remain committed and focused on intervening and addressing the increasing demands on community safety related to gun violence.



Managing Corrections

MCSO's FY 2023 budget submission funds 1,117 jail beds. The complex dynamics of managing COVID 19 in congregate settings remain with us today. Although we have seen success with community vaccinations and boosters, we have also realized two dangerous variants in Delta and Omicron. We continue to allocate additional corrections resources dedicated to Personal Protective Equipment (PPE), cleaning protocols, and housing locations. With the use of two dorms at Inverness we have safely provided the ability to create health cohorts and physical distancing for adults in custody avoiding compression of housing units that increase risk of exposure.

From the outset of the pandemic, MCSO and criminal justice partners worked diligently to minimize the number of adults in custody. Policy coordination with law enforcement agencies, the Department of Community Justice, the Presiding Judge, and the District Attorney safely reduced the overall number of jail bookings and drastically reduced the number of adults in custody serving sentences. These policies remain today, however, there is growing concern over the number of adults in custody that are awaiting adjudication as COVID-19 continues to slow court processes.

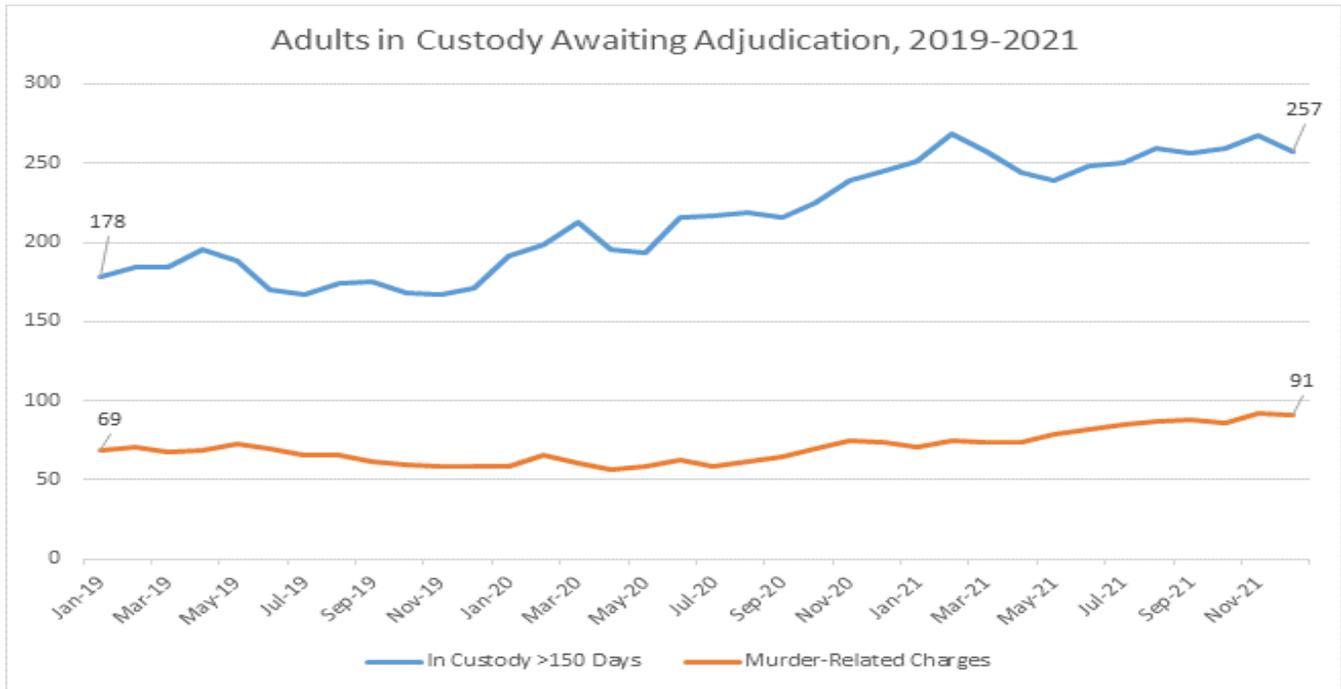
To maintain a sustainable reduction in the jail census Close Street Supervision is at their highest case counts in years to include more than 425 individuals. We have created additional staffing focused on service connections to assist clients in accessing community resources they need to ensure we provide equitable opportunity to succeed in pre-trial monitoring and better outcomes in their court cases. The size of our pre-adjudicated jail population with serious criminal allegations has grown steadily throughout the pandemic. This group largely comprises individuals with severe charges deemed ineligible for release through the recognizance process and at arraignment/pre-trial release hearings.

We have begun to identify an "intensification" of our corrections population. Not only do we recognize a growing number of individuals in custody awaiting adjudication for greater than 150 days but also the significant increase in those incarcerated for murder-related charges. The population of these individuals has steadily grown for the past 3 years. Those in custody for 150 days or greater jumped from 178 individuals in 2019 to 257 in 2021, while murder related charges also increased, growing to 91 during the same time period. (See figure below). We expect this continued increase in longer stay adults in custody as long as court process is delayed, and perhaps beyond that due to the increase in violent crime in our community. This growth will continue to put pressure on jail capacity, particularly in the event that dorm closures occur in FY23.

MCSO's Pathways to Employment Program (PEP) connects individuals in custody with job skill classes and supports job placement upon release from jail. MCSO partners with SE Works, WorkSystems, Inc., Aramark, and MHA AO to provide services to adults in custody. Utilizing a reach-in approach to employment readiness programming, supported by peer mentors and career coaches, ensures continuity in resources from the facility to the community. Providing employment opportunities gives



participants the resources they need to meet basic needs such as, food and shelter, which serve as a foundation to building a life free from justice involvement.



MCSO Employee Training

A comprehensive training program, aligned with agency and community values, sets the stage for a progressive, evolving organization to best serve the needs of the community. This has never been more important. MCSO continues to be committed to investing in our employees by providing them with expanded training opportunities to ensure they are successful in performing their jobs. Training courses are created, prepared, scheduled, and delivered via in-person lecture/discussion, hands on scenario skills training, and through the MCSO Online Training System. Training, the foundation for visionary change in the agency, will be based upon robust trauma informed and culturally responsive core competencies to enhance public safety and inspire greater community confidence in our agency. We have prioritized better connection to the WESP with the goal of outlining a training plan supported by budget allocations to meet the following training goals:

1. Both sworn and nonsworn Managers and Supervisors will receive DEI training
2. All new hires will receive an introduction to MCSO DEI values and organizational support services during orientation
3. All HR staff and all MCSO Managers/Supervisors/Command staff will receive specific ADA and Leave Laws training



4. DEI on-line training will be developed for all-staff

As a result of COVID 19, MCSO Training pivoted to an almost completely virtual model to deliver content not requiring in-person participation. While we continue to benefit from that structure, we also seek to gather our staff back together for critical learning. We will address State DPSST requirements while greatly improving our all-staff trainings around Equity & Inclusion (EI), leadership and management proficiencies, and overall professional development opportunities. We will also create more external training partnerships with subject matter experts to insure diverse perspectives and best-in-class offerings for maximum effectiveness. We expect further alignment for public safety training statewide through DPSST in the coming years that may roll to local communities versus being provided by the State.

Budget Overview

The Multnomah County Sheriff's Office budget submission totals \$184,363,349 and 822.23 FTE for FY 2023 for both in and out of target programs. In target programs are funded within the department's General Fund target allocation or by Other Funds; out of target programs are additional requests not funded within the department's General Fund target allocation. The submission is detailed in the table below showing the total allocation.

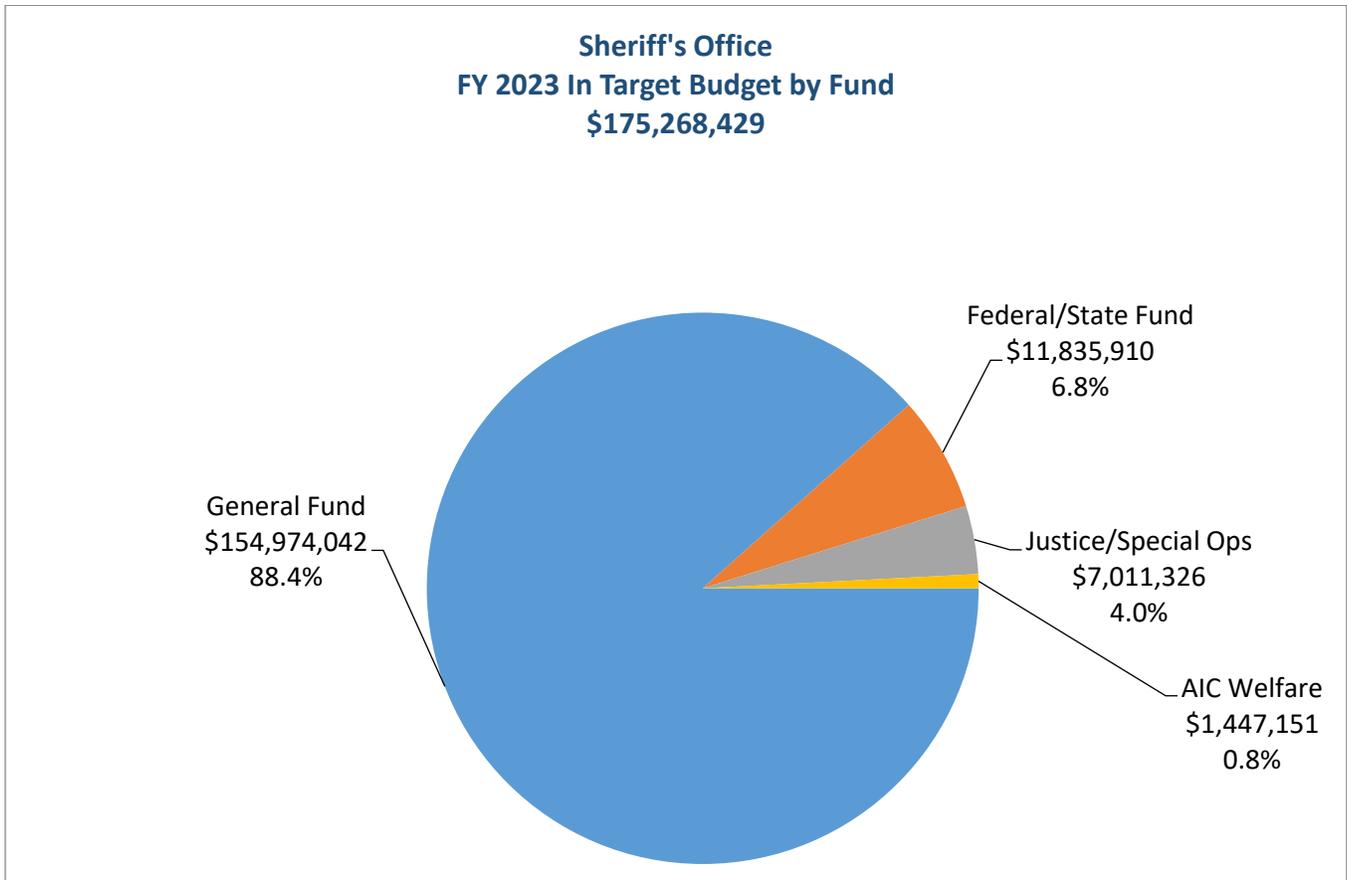
FY 2023 Sheriff's Office Budget Submission					
	FY 2023 General Fund*	FY 2023 Other Funds (except 1515)	FY 2023 ARP Fund** (1515)	Total Funds	Total FTE
In Target Programs	154,974,042	20,294,387	0	175,268,429	793.77
Out of Target Programs	6,597,522	0	2,497,398	9,094,920	28.46
Total FY 2023 Submission	\$161,571,564	\$20,294,387	\$2,497,398	\$184,363,349	822.23

*Includes both the General Fund and Video Lottery Fund.

** Submissions for the Direct County ARP allocation are Out of Target; other ARP sources (such as program-specific Federal, State, or local ARP funds) are considered In Target.

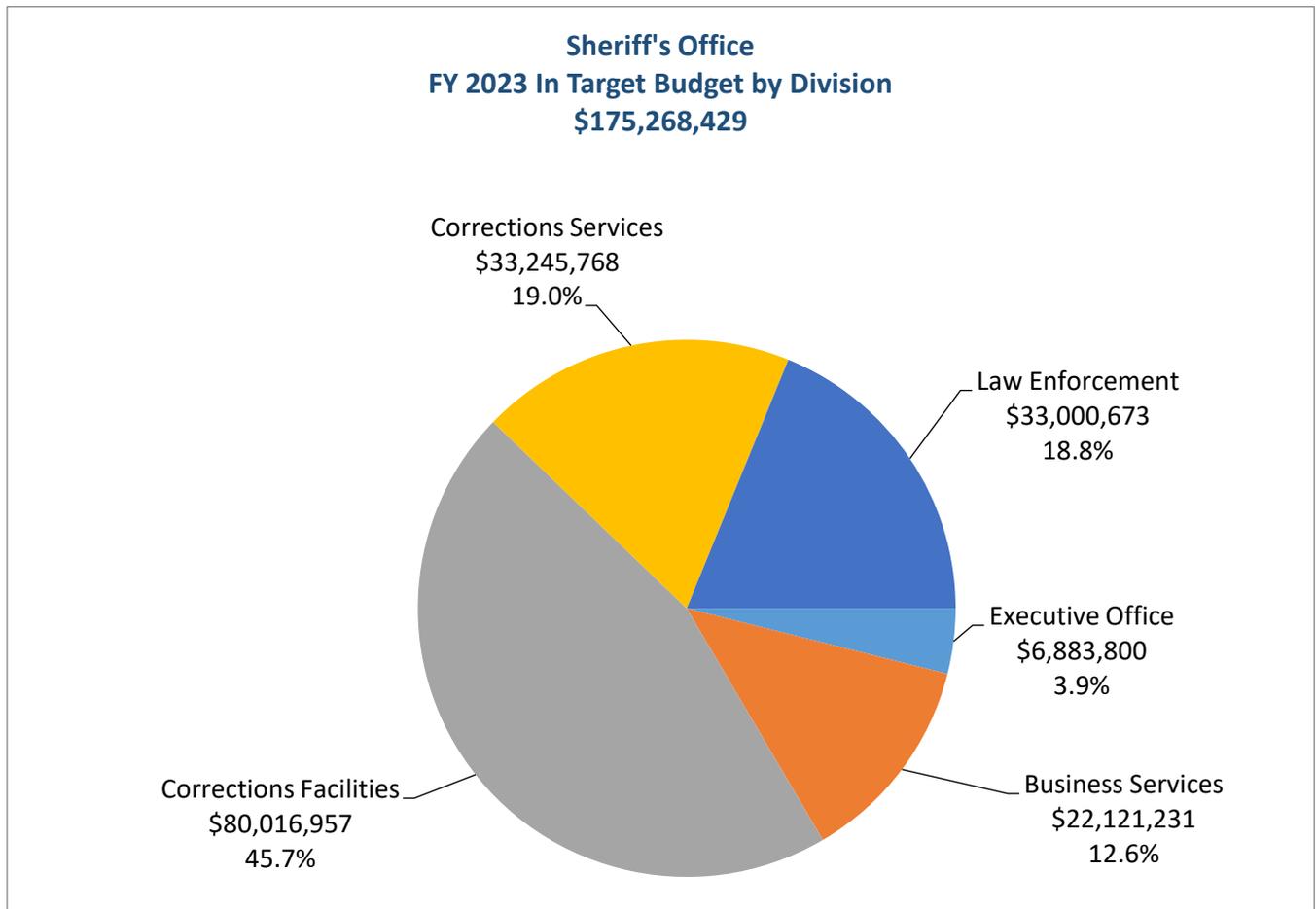


The Sheriff's Office is primarily funded by General Funds with smaller portions of Federal/State Funds, Justice/Special Operations Funds, and Adult in Custody Welfare Funds. The pie chart below shows the budget by fund for **in target programs**.





MCSO is made up by five divisions, with the **in target budget** distribution shown in the pie chart below.



This budget maintains/supports the Office of Sheriff and continues the core work by:

Maintaining professional and skilled staff- As the foundation of how we do our jobs each day, our mission is woven into all of our administrative processes and daily operations. MCSO's model of continuous improvement guides our management processes through a cycle of policy, training, operational practices and systems of accountability.

Building community trust- Trust is vital to our organization and critical in order to provide sustainable neighborhood initiatives in law enforcement. The Sheriff's Office is accountable to the community we serve. Our program measurements, to include evaluating outcomes, remain an opportunity to report to the community and track the impacts of our services.



Partnering with community- We partner with advocates, youth, and providers within the communities we serve to listen and evaluate the services we provide. From strategies specific to reducing crime to creating wrap-around connection for those re-entering the community, MCSO collaborates for inclusive programs with equitable outcomes.

Reducing overreliance on incarceration- Providing a valuable alternative to traditional incarceration allows those assessed as low risk to remain in the community with access to services while being assigned to the Close Street Supervision program. This program provides a suite of services to the corrections population while maximizing fiscal responsibility. Our jurisdiction provides an array of opportunities for out of custody recognizance, upwards of 30% of those booked are released, and we see a portion of these individuals struggling to find or maintain social services which may drive a failure to appear in court. Specific to the most vulnerable adults in our custody being released MCSO focuses on diversion and transition planning.

Providing compassionate care and custody- Responsibility for the wellbeing of those who are incarcerated within Multnomah County is a top priority. As corrections professionals we have an opportunity to leverage moments of clarity in order to provide an opportunity for change. In partnership with health professionals our highly trained staff are committed to the rehabilitation of adults in our custody with special attention given to the most vulnerable who are classified as having medical, mental health, or substance use disorders.

General Fund Target Allocation

MCSO's FY 2023 General Fund allocation is \$154,974,042.

The Sheriff's Office invests in innovative and collaborative programs to build relationships with those we serve. These models are effective by assigning dedicated staff in our service neighborhoods and in our most vulnerable corrections settings who are not responding to general mandated functions. They allow time and opportunity to be invested in prevention and intervention versus response. Meeting previous years' budget constraints has resulted in reductions to some of our most valuable programs and undermined our goal of building and maintaining community trust. This year we have the ability to recreate focused equitable services that are defined by the individuals that are served. We are maintaining services that address constitutional mandates, statutory regulations, and local codes; however, we are prioritizing the build back of previously impacted programs to offer client centered approaches with overall health and wellbeing in mind.



State, Federal, Large Grant Funds

Other Fund Changes					
Offer Number	Program Name	General Fund	Other Funds	FTE Impacts	\$ GF Backfill Requested
60250A	Training Unit	0	160,000	0.00	0
60432	MCIJ Work Crew	0	(686,513)	(3.90)	0
60330A	MCIJ Dorms 16,17 & 18	0	(43,475)	(0.24)	0
60565	Metro Detective & Illegal Dumpsite Cleanup*	0	(621,014)	(3.45)	0
60530	TriMet Transit Police	0	346,773	1.00	0
Total		0	(844,229)	(6.59)	0

*General Fund related to PO 60565 was also reduced by \$22,448 and .15 FTE

- Training Unit-Oregon State Hospital Fines: In response to the State Hospital’s delay in transferring patients into their care, Mult. Co. Judge Waller found OSH in contempt and set fines per day for those individuals in custody until their transfer. The Judge’s order in part stated, “Any fines paid shall be directed to the Multnomah County Sheriff’s Office to be used exclusively for funding of staff training for corrections staff on behavioral health issues of individuals in the custody in Multnomah County jails.” It further sets out the obligation that "OSH shall make the deposits to a Trust Fund with the Multnomah County Sheriff’s Office to exclusively fund staff training for corrections staff on managing the behavioral health issues of people in custody in Multnomah County jails."
- Adults in Custody Work Crew: A reduction in jail census has led to a very limited number of adults in custody who are eligible for outside work programs. Community partner contracts requesting corrections work crews were not renewed by the City of Portland or Metro. This unit refocused its efforts to job readiness skills that offer a more inclusive and equitable program to a larger proportion of adults in custody. This program will work closely with Corrections Counselors and service providers to better transition the development of skills and re-entry opportunities to employment outcomes.



- MCIJ Dorms 16, 17 & 18: A state reduction in Start Court funding includes a small reduction in funds to MCSO.
- Metro Detective Contract: Due to a staffing vacancy, we were unable to backfill this position. Metro and MCSO are currently in negotiations to collaborate for a renewed approach including our HOPE Team.
- TriMet Transit Police-Crisis Services Model: The collaborative work between MCSO, TriMet, and County Health Dept. has culminated into a dedicated health professional for leading the evaluation and creation of a crisis services model within Transit Police. Utilizing a health lens with a client/community centered approach will result in more equitable and trauma informed services. Adds funding for the Program Specialist Sr. position.

Other Significant Program Changes

General Fund Reductions

Significant Program Changes (Reductions)					
Offer Number	Program Name	General Fund	Other Funds	FTE Impacts	\$ GF Backfill Requested
60415C	Facilities Security-Libraries	(318,702)	0	(3.00)	0
60535A	School Resource Deputies	(278,405)	0	(1.85)	0
Total		(597,107)	0	(4.85)	0

- Facility Security Unit– Central Library: Due to an increase in critical incidents the presence of uniformed Facility Security Officers had become a more emergency response position which was not the intended purpose of the work duties as classified. This structure was not best aligned with the needs of the public or our library partners, as the position was intended. Alternative county classifications and options for training of a non-uniformed security teams are being developed. This is a model currently being utilized at other library branches.
- School Resource Deputies: The Reynolds School Board conducted surveys of their community members to obtain feedback on continuing to have School Resource Deputies in schools. In the



meantime, schools went virtual, due to the global pandemic and our current contract for services expired. We are in current early stages of negotiations with the School District to create renewed models of service that reflect the community’s needs.

Ongoing Out of Target Requests

The following table lists MCSO’s ongoing out of target requests in order of priority:

Out of Target Program Requests (Ongoing)					
Offer Number	Program Name	General Fund	Other Funds	FTE	New or Existing
60330H	MCIJ East Control	251,225	0	1.82	New
60305C	Booking & Release Posts	526,445	0	3.64	New
60110B	Human Resources/Backgrounder	865,107	0	7.00	New
60520B	Detectives Unit – Reducing Community Violence Involving Firearms	311,634	0	2.00	Existing
60510B	Civil Process – Reducing Community Violence Involving Firearms	314,382	0	2.00	1 FTE Existing/1 FTE New
60250B	Training - Expanded Core Competencies - Sworn	2,164,645	0	0.00	New
60250C	Training: DEI/Leadership/Prof. Development - All Staff	189,000	0	0.00	New
60100B	Policy Advisor Position	130,268	0	1.00	New
60130B	Improving Accountability w/Body Worn Cameras: On-going Portion	693,540	0	3.00	New
60225B	Leadership Position in LE Support	199,582	0	1.00	New
60415D	Leadership Position in FSU	129,265	0	1.00	New
60201	Program Coord in Wellness Program	143,154	0	1.00	New
Total		5,918,247	0	23.46	N/A



- **MCIJ East Control:** This day shift deputy monitors the facility's east end housing areas, perimeter, controls security doors and performs electronic supervision of housing areas. They serve as the primary radio communications control for the busiest operational period at the facility. The control center deputy also facilitates Law Library for adults in custody.
- **Booking & Release:** This offer restores 2 posts (3.64 FTE) within the Booking floor of MCDC that were cut during the FY21 budget process. Operationally, MCSO continues to staff these posts although unfunded due to the safety issues that arise without proper staffing to respond to emergency needs throughout the floor. This funding resolves a MCCDA Labor grievance.
- **Human Resources/Backgrounder Staff:** MCSO has consistent and revolving staffing shortages that have been severely impacted by the pandemic and retirements. We have a large number of corrections deputies eligible to retire in the next five years. Legislative mandates and community expectations have added to the complexity of hiring. Our HR team is under resourced for an agency our size. To meet hiring and recruitment needs we have added positions not currently funded in the budget. Continued high vacancy rates have long term bargaining implications and costs for labor contracts. This offer includes expanded recruitment advertising strategies to attract a more diversified candidate base that culturally reflects our community and starts to close our hiring gap. Also, budgets the College to County Program to expose participants from diverse backgrounds to MCSO careers, which aligns with the WESP plan.
- **Detectives Unit – Reducing Community Violence Involving Firearms:** To address this growing threat to the safety of our neighborhoods and our neighbors, MCSO is requesting funding for two Detective positions focused on gun violence investigations as part of the Federal Bureau of Investigation's Safe Streets Initiative and the Special Investigations Unit. These positions are currently funded by FY22 Business Income Tax revenue.
- **Civil Process – Reducing Community Violence Involving Firearms:** To address this growing threat to the safety of our neighborhoods and our neighbors, MCSO is requesting funding for two Deputy Sheriff positions to assist with the timely service of family protection orders and dispossession of firearms and ammunition when ordered by the court.
- **Training Expansion - Core Competencies:** MCSO's Training Unit provides core competency training for Law Enforcement, Corrections, and Civilian staff as a foundation for visionary change in the agency. A comprehensive training program, aligned with agency and community values, sets the stage for a progressive, evolving organization to best serve the needs of the community. This year, we will continue to support sworn employee responsibilities and meet State requirements while developing new, more robust trauma informed and culturally



responsive core competencies to enhance public safety and inspire greater community confidence in our agency. We will also create more external training partnerships with subject matter experts to ensure fresh perspective and best-in-class offerings for maximum effectiveness.

- **Training Expansion - All Staff Leadership/DEI:** This year we will continue to support sworn employee responsibilities and meet State requirements while greatly improving our all-staff trainings around Equity & Inclusion, leadership and management proficiencies, and overall professional development opportunities. This updated learning series meets the intentions of the WESP, Focus Area 1.
- **Exec. Office - Policy Advisor:** Leads all aspects of the policy work to include reviews with the executive team, facilitating subject matter experts within drafting, and coordinating Labor Group participation. Promotes organizational transparency by including community and governmental partners in policy development and specifically ensuring a public review process. Leads the application of the Equity Lens tools during policy review meetings and efforts to connect with diverse and marginalized communities to offer public and stakeholder review feedback in both an equitable and inclusive manner. Addresses ongoing impacts of annual legislative processes resulting in new laws and/or new court rulings.
- **Body Worn Camera System:** COVID-19 public health emergency has caused an increase in disproportionate impacts in the community within areas such as employment, education, and healthcare. These stressors have contributed to an increase in violent crime and exposed deep divisions in the community, particularly around public safety. This investment will insure we do our best work transparently, and when we don't, will hold us accountable and speed up adjudication processes. The implementation of body worn cameras ensures that MCSO is in alignment with our neighboring public safety partners - Gresham Police Department, Oregon State Police, and Portland Police Bureau who have already incorporated these tools or are in the process. These ongoing funds cover digital evidence storage and 3 FTE to handle the influx of public and media requests for footage. Footage will need to be vetted through the Oregon public records rules and in coordination with the DA Office.
- **Law Enforcement Support - Leadership:** Managing the work of Concealed Handgun Licenses, Civil Process, Alarms, and Records is public facing work requiring timely and accurate information. Due to the increase in public volume within many of these areas the unit has grown and is now housed in five separate locations. This Program Manager position will provide adequate staff support and program accountability for community transparency and customer service.



- Facilities Security Unit - Leadership: Providing direct welcoming and professional security within MCSO buildings requires proper staff support. This added FSU Supervisor position will be based at the new courthouse, a building that requires an on-site supervisor well versed in its unique operations and systems. In addition, it provides a second supervisor to help FSU align its supervisory goals with the WESP.
- Wellness Program: A funded commitment to wellness has downstream impacts to supporting retention and welcoming new employees. This Program Coordinator position and materials will focus on the wellness of our staff at a time where there is much exhaustion and burn out. Mental and physical wellness is becoming far more vital for safe and healthy careers. In addition, as previously directed in the 2019 Legislative Session, wellness within public safety has focused attention from a state policy level.

One-Time-Only Out of Target Requests

The following table lists MCSO's one-time-only out of target requests in order of priority:

Out of Target Program Requests (One-Time-Only)					
Offer Number	Program Name	General Fund	Other Funds	FTE	New or Existing
60500B	Encryption Package for MCSO Radios	352,082	0	0.00	New
60100C	Undersheriff Position	327,193	0	1.00	New
Total		679,275	0	1.00	N/A

- Encryption package for MCSO Radios: Communication between neighboring city and county public safety agencies is vital to timely emergency response and coordination to address calls for service. To support officer safety and uphold the integrity of emergency communications, surrounding agencies in and around Multnomah County have encrypted their police radios - Portland Police Bureau, Gresham Police Department, Clackamas & Washington County Sheriff's Offices, and Fire Departments. For MCSO to provide equipment to staff that remains compatible to communication with other jurisdictions, encryption of our radios is required. There are approximately 55 radios needing to be replaced.
- Executive Office – Undersheriff: Leads internal and external initiatives to effectively promote the Office's mission, vision, and values by ensuring quality, cost effective, and innovative public safety services during an election transition year. Provides leadership, guidance, and strategic direction to agency members and a branch of the Executive Team, including Business Services



and Law Enforcement Divisions. Maintains relationships with county, state, and federal partners, as well as with our community leaders serving unincorporated areas of Multnomah County and the contract cities of Maywood Park, Wood Village, Troutdale, and Fairview. The Undersheriff works directly with MCSO's Equity and Inclusion Manager to develop and evaluate Sheriff's Office programs and ensure alignment with the Workforce Equity Strategic Plan and the MCSO Strategic Plan.

Risks and Other Issues

The Oregon Legislative Short Session is currently underway. Through various drafted House/Senate Bills impacting public safety, it is currently unclear whether there will be new laws impacting MCSO's FY 2023 budget.

COVID-19 Impacts & American Rescue Plan

As an agency, we continue to manage the sudden and devastating impacts of COVID-19 within our community, our staff members, and our corrections settings. This includes the emergence of two variants of the virus that has sustained the pandemic into 2022 far longer than anyone could have anticipated. Through our budget we focus on our shared responsibility for public safety and the responsiveness that the Sheriff's Office has demonstrated during this ongoing health crisis.

As we noted in our FY22 budget, for MCSO related to the criminal justice system corrections has been most impacted. We are constitutionally responsible for the care and custody of all incarcerated adults in the county jail system. At the onset of COVID-19, the Multnomah County Sheriff's Office began collaborating with Multnomah County Public Health and Corrections Health to design protocols to protect the adults in custody, staff and our community based on guidance from local, state and federal health authorities. This has included the continued shift of almost all single cell housing at the Detention Center into Classification Units for monitoring health symptoms and creating cohorts of individuals to limit new intakes into the housing groups. Court movement has remained reduced and technology has been increased to provide virtual access to professionals and proceedings. At times an additional dorm(s) has been opened at Inverness to allow for maximization of space and distancing. Cleaning crews and procedures have been enhanced for sanitation. We remained committed to prioritizing vaccine access for the adults in custody to include boosters. Over the course of the



pandemic, as our health agencies learned more about the virus, guidance has changed to meet the new identified risks. We have adapted to this evolving crisis, changing our protocols to meet new recommendations. This dynamic process has required immediate flexibility without the opportunity to secure funding.

American Rescue Plan (ARP) Programs					
Offer Number	Program Name	MC Direct Allocation	Other ARP Sources	FTE	Limited Duration
60997	MCIJ Dorm 5 and Phone Calls for AIC	893,344	0	Temp \$ for 5.46 FTE	0.00
60998	MCIJ Dorm 13 Post & Corr Counselor	637,357	0	Temp \$ for 4.64 FTE	0.00
60992	Improving Accountability w/ Body Worn Cameras: OTO Portion	258,971	0	0.00	0.00
60993	Add'l Close Street Supervision Positions	348,461	0	3.00	0.00
60999	Electronic Signage and Washing Machine	60,000	0	0.00	0.00
60994	UV Disinfection Equipment	70,000	0	0.00	0.00
60995	Program Supervisor for Jail Programs Unit	129,265	0	1.00	0.00
60996	SE Works Program Coord	100,000	0	0.00	0.00
Total		2,497,398	0	4.00	0.00

- MCIJ Dorm 5 and Phone Calls for AIC’s: Mitigating the risks of transmission of COVID-19 continues to be especially challenging in congregate settings. MCIJ is comprised of primarily open dorm style housing to include units with over 50 corrections beds. One primary opportunity for reducing the risk of spreading the virus is physical distancing. By increasing the number of open housing locations during the pandemic, MCSO is able to lower the capacity of adults in custody in each dorm, allowing for maximized space. Funding for the ad-hoc operations of housing unit, Dorm 5 (59 beds), allows for increased physical distancing. This funding also pays for adult in custody phone calls to their loved ones due to the temporary closure of public in-person visiting.



- **MCIJ Dorm 13 and Corrections Counselor:** As stated above, one primary opportunity for reducing the risk of spreading the COVID-19 virus is maximizing space for physical distancing. Continued funding for the operation of this additional housing unit, Dorm 13 (75 beds), allows increased physical distancing throughout the facility.
- **Body Worn Camera System:** The COVID-19 public health emergency has caused an increase in disproportionate impacts in the community within areas such as employment, education, and healthcare. These stressors have contributed to an increase in violent crime and exposed deep divisions in the community, particularly around public safety. MCSO's investment in body worn cameras will insure we do our best work transparently, and when we don't, will hold us accountable and speed up adjudication processes. The implementation of body worn cameras ensures that MCSO is in alignment with our neighboring public safety partners - Gresham Police Department, Oregon State Police, and Portland Police Bureau who have already incorporated these tools or are in the process. This one-time only request covers devices, technology updates to interview rooms, initial set-up of e-storage, and related items.
- **Close Street Supervision:** To maintain a sustainable reduction in the jail census, the Close Street Supervision Unit has expanded capacity to manage adults in custody on pre-trial supervision. A sixth deputy will be added to assist in managing the more than 425 individuals on Close Street Supervision. In addition, two Correction Technicians will be hired to assist in connecting clients to the community resources they need to ensure we provide equitable opportunity to succeed in pre-trial monitoring with better outcomes in their court cases.
- **Electronic Signage and Washing Machine:** Mitigating the risks of transmission of COVID-19 continues to be especially challenging in congregate settings. Electronic signage installation will help provide timely COVID-19 and vaccine education information along with adult in custody specific messaging and updates from Corrections Facilities, Corrections Health and other agency partners when needed. The washing machine replacement will help support increased operations during the pandemic due to more frequent clothing and mask sanitation and replacements.
- **UV Disinfectant Equipment:** Mitigating the risks of transmission of COVID-19 continues to be especially challenging in congregate settings. This equipment is efficient and effective at disinfecting equipment shared between staff members and sanitizing frequently used corrections program rooms.
- **Program Supervisor in AIC Programs Unit:** COVID-19 public health emergency has caused an increase in disproportionate impacts in the community. Incarcerated people are at significant



risk of losing community resources and social supports. The Programs Unit is responsible for direct services with adults in custody. Counselors assigned to MCDC work with adults in custody who have a higher rate of mental illness and substance use disorders. This work includes participating in multidisciplinary teams, grievance monitoring, and partnership with the mental health courts. This supervisor position is dedicated to MCDC Counselors, due to their intensive collaboration with Corrections Health and the need for supported trauma informed work.

- SE Works Program Coordinator: COVID-19 public health emergency has caused an increase in disproportionate impacts in the community such as employment, education, and healthcare. Incarcerated people are at significant risk of losing community resources and social supports. The Programs Unit is responsible for direct services with adults in custody. This offer provides funding to SE Works to support a program coordinator's direct partnership with MCSO for more inclusive re-entry connection to the community, specific to employment.

Span of Control

Below is the MCSO span of control summary for FY 2023.

Agency Wide		
	Managers	Direct Reports
Executive	5	36.00
Business Services	7	67.50
Enforcement	5	135.55
Corrections Facilities	11	372.62
Corrections Services	7	181.10
Total =	35	757.77
	Span of Control =	21.65

Division Level Organization Chart

The Sheriff's Office is comprised of the Executive Office, Law Enforcement Division, Corrections Facilities Division, Corrections Services Division, and the Business Services Division, which are each briefly described below.



The Executive Office: The Sheriff directly oversees the MCSO Human Resources Unit, Professional Standards Unit, Communications, MCSO Policy Program, the Chief of Staff, and the Division Chiefs. The Sheriff's Office transitioned the Equity and Inclusion Manager position from Human Resources to the Chief of Staff, creating an internal unit focused on Executive Management.

The Law Enforcement Division: From Sauvie Island in the west, south to Dunthorpe, and extending east to the Columbia River Gorge, MCSO Deputy Sheriffs provide public safety services to the unincorporated Multnomah County and contract cities including Wood Village, Troutdale, Fairview and Maywood Park. The service area includes 290 miles of land and over 100 miles of waterways. The coordinated efforts of district patrol and other specialty units, such as the River Patrol, Detectives, the HOPE Team (Housing Outreach and Programs Engagement), and Civil Services, deliver comprehensive services that meet the needs of the community and its citizens.

The Corrections Divisions: The Sheriff's Office corrections functions operate under the organizational structure of two complementary divisions. They work independently to perform distinct and unique functions and mandates but they also share mutual priorities and goals. The Corrections Services Division provides programs to adults in our custody that include Medication Supported Recovery; oversees Close Street Supervision, the Jail Capacity Management Plan, job readiness programs and the classification of adults in custody; and manages Court Services including the Facility Security Unit, and the Auxiliary Services Unit. The Corrections Facilities Division manages the staffing, operations, and physical plants of Multnomah County's Inverness Jail and Multnomah County Detention Center.

The Business Services Division: The Business Services Division units provide support services across all of MCSO's operations. The units include the Fiscal Unit, Logistics Unit, Planning and Research Unit, Training Unit, CJIS Unit, and Law Enforcement Support Unit (Records, Civil, Concealed Handgun Licensing, and Alarms Units). These components of MCSO provide core resources to the agency and strengthen the foundation for client-based services.

Sincerely,

A handwritten signature in black ink that reads "Michael Reese". The signature is written in a cursive, flowing style.

Sheriff Michael Reese

