



Workplace Security Program Updates

Presented to the Board of
County Commissioners

Multnomah County
5/9/2023

Vision

Using a trauma-informed, racial justice and equity lens, the program provides a multi-disciplinary approach to safety and security that is beyond conventional enforcement and embraces collaboration and creativity with a range of stakeholders in order to provide support to employees and the community we serve.



Workplace Security Program Overview

Workplace Security Program #72056A

Risk Fund \$807,800 3 FTE

Provides high level subject matter expertise, policy guidance, training and security plan development, security vendor management; is a central point of contact for security matters across the County; advises leadership

Security Operations Center Program #72056B

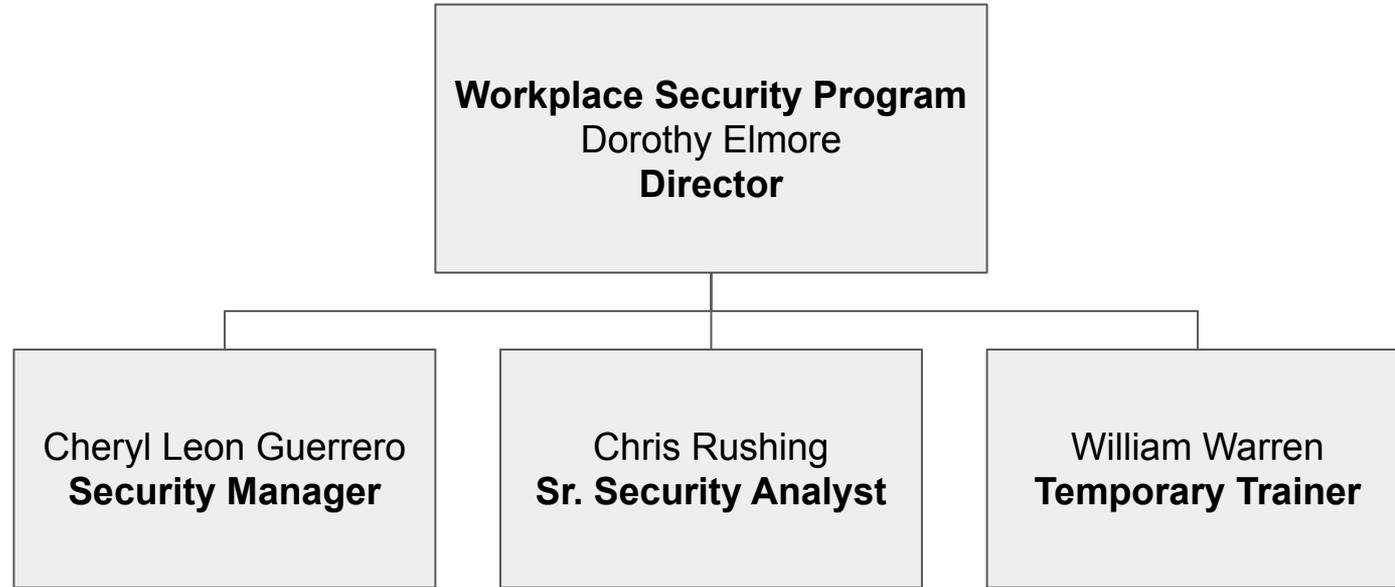
One-time-only General Fund \$260,000

Timing of request too late for inclusion in FY 2024 Internal Service Rates

Establishes a multi-function security alerting, reporting and communication hub supporting 24/7 emergency service operations



Organizational Chart - Who We Are



Changes to Security Landscape

- Security threats, concerns, and liability have increased and are more severe
- Staff and customers both have an increased expectation of a secure and safe environment
- Response training, tactics, and processes have changed and become more complex



Changes to Security Landscape

- Limited resources are available and need to be maximized
- Security needs have changed and require updates to contracts
- Staff, union and customers need an avenue to communicate and participate in security discussions, mitigation, training, and outcomes



Highlight Accomplishments

- **Completed 38 Vulnerability Assessments across all work centers**
 - Magnetometer installation, facility hardening, and upgrades to key facilities
- **Secured over \$110,000 in radio assets for communication needs without cost**
- **Continual response to County incidents**
 - Real-time response, investigation, and support to security incidents
- **Continual update to Programs, Policies, Procedures, Documents and Rules**



Highlight Accomplishments

- **Training**
 - Bringing on support, developing training packages for multiple topics and focusing on active shooter and trauma / culturally informed security
- **Communication Tools**
 - Commons Page, contact through security centric email
 - Regular meetings with Safety Committees, Union partners, and work centers
- **Transition Existing Contracts to Workforce Security Program**
 - Migrating contracts
 - Maximize efficiencies
 - Centralizing reporting to keep County data internal



Operational Focus

- **Completion of Security Vendor Changeover**
 - Interim vendor roll-in
 - Phased timeline negotiated
- **County Wide Training**
 - Robust training designed to support staff, union partners, and security vendors
- **Security Operations Center (SOC)**
 - 24/7 Dispatch, escort, field support
 - Increasing efficiencies and expanding requested services



Operational Focus

- **Boardroom Upgrades**
 - Finalizing implementation plan
- **Policies and Administrative Guidance**
 - Continuing updates, currently working on weapons (pepper spray) guidance
- **Communications Strategy**
 - Bi-Weekly Communication strategy in coordination with County Communications
- **Workplace Violence RSK-3**
 - Working with Risk to implement Origami as a single reporting point



Library security program

- FY24 budget: \$3M
- Hybrid approach
- Completed equity review of library rules and implemented revised rules in March 2023.
 - Reduced number of rules from 27 to 10.



Questions?

