

FY 2026 Sheriff's Office - Summary of Ongoing Addition Packages

Priority Number	Package Number	Program Offer Number(s)	Program Offer Name(s)	Amount	FTE
1	Addition-01-Ongoing	60215B	Additional HR & Background Staff	1,766,315	12.00
Grand Total				1,766,315	12.00



Multnomah County FY 2026 Department Requested Budget

Sheriff's Office

Addition-01-Ongoing

Ongoing

Priority

Related Program Offer(s)

Related Program Offer Name(s)

Budget Summary: General Fund

	Personnel	Contractual Services	Materials & Supplies	Internal Services	Capital Outlay	Total
Budget	1,750,344	0	15,971	0	0	1,766,315
FTE						12.00

Brief Description

MCSO is experiencing a staffing crisis affecting all areas of its service provision and most notably its ability to staff and operate County jails. MCSO lost roughly half of its entire Corrections workforce between 2021 and 2022, an unprecedented level of turnover spurred by the COVID-19 pandemic. MCSO staffing has not recovered since. Vacancy rates among the Corrections Division have remained at or over 10% and, in an effort to reduce this number, MCSO has devoted disproportionate resources to Corrections hiring efforts, resulting in reduced hiring for positions in other divisions. The result is an agency with significant vacancies across its entire workforce, resulting in low staff morale, high turnover, and in many cases, reduced scope of operations.

This program offer provides for the expansion of the MCSO Human Resources unit, adding funding for six Background Investigators, three recruiters (Human Resource Analyst IIs), two Human Resources Technicians, and one Office Assistant, Sr. Of these twelve funded positions, eight have been operating without County funding for several years and four are new operational additions.

Service & Equity Impacts

With this expanded funding, MCSO will be able to process an estimated 80 additional background investigations annually. This funding will also provide a 25% increase in recruiting capacity, allowing MCSO to fill an increasing number of vacant civilian positions that support critical jail and law enforcement operations.

As an essential 24/7 public safety organization, MCSO has seen an increase in career transitions for corrections, law enforcement, and civilian roles. These ongoing recruitments generate a high volume of applicants that require regular contact by HR staff to manage and support people through state and federal requirements for hiring into public safety positions. The additional staff addressing recruiting components and administrative support, allow for a more equitable and inclusive process where people have frequent contact to address questions and consistent access to timely communication for next steps. Added Backgrounders, allow for a more personal connection with applicants and aim to reduce the time period to complete required verifications and interviews.

In addition, the staffing challenges within corrections means that County jails run on mandatory overtime, a practice that puts an undue burden on MCSO corrections division staff. It also means regular closure of facility posts, which results in inequitable access to amenities for AICs. Finally, with such a large and ongoing focus on corrections the inclusion of recruiting and hiring for civilian roles has been strained and required Central County HR resources.