

Multnomah County Sheriff's Office CBAC

TO: Chair Deborah Kafoury and Board of County Commissioners 5 pages

FROM: MCSO Community Budget Advisory Committee (CBAC)

DATE: April 29, 2022

SUBJECT: MCSO Community Budget Advisory Committee Report & Recommendations

EXECUTIVE SUMMARY

Priorities:

- Expanded training
- Adults in Custody services/resources
- Equity & Inclusion
- Reduce incarceration rates by replacing jail time with expanded rehabilitation/employment services

Core values:

- Transparency
- Justice transformation
- Consensus and respect for differing opinions
- Improved outcomes for the community and individuals in the criminal justice system
- Strong accountability
- Data informed

PROCESS

The MCSO CBAC met nine times as a group between September 2021 and April 2022. Staff members attending the meetings included MCSO's Chief of Business Services, the Planning & Research Manager, and the Budget and Finance Manager. The goal this year was for more meetings starting earlier in the fiscal year so we could have time for deeper dives into operations and the various Divisions that make up the Sheriff's office, as well as delve into subject matters important to the Committee.

Each monthly meeting was dedicated to a different area of the agency including Law Enforcement, Corrections Facilities, Corrections Services, Equity & Inclusion, and Internal Affairs. The heads of each of these areas met with the Committee and provided an overview of their respective Divisions or Units and identified what's working/key challenges, their vision for

the future, and key areas highlighted for Committee support. There was time for questions and answers, and follow up information was provided, as needed. The Committee requested an extra meeting with MCSO's Equity & Inclusion Manager, thus two meetings were dedicated to the critical work we're doing in this area. In addition, one of the monthly meetings was facilitated by a CBAC member and focused on prioritizing key MCSO CBAC takeaways/priorities.

EMERGING ISSUES & CHANGES

Discussion during the monthly meetings, combined with continued world events that call for evolving law enforcement transformation and allocating law enforcement funding to the right services and resources, drove the following CBAC takeaways and thoughts.

- Would like to see more transparency around Internal Affairs (IA) with an interest in including restorative justice practices as part of the process; having a non-sworn member field IA complaints; providing adequate supports for complainants; staff education on how the complaint process works; ensuring an Equity Lens is utilized in the IA process; creating more paths for IA transparency with the public.
- There is excitement about the growing Equity & Inclusion (EI) work in the agency. Ensure accountability measures are in place around EI work as well and insure the two additional EI dedicated positions approved in FY22 remain in the budget despite hiring challenges that have prolonged the hiring process.
- The Committee would like to learn more about MCSO's recruiting strategies and results.
- Would like to see more training resources, specifically around working with trauma, mental health and racial disparities for more comprehensive sworn members' training, as well as the inclusion of non-sworn staff members in MCSO's training program. The Committee also wants to see accountability measures built into the training program to ensure outcomes.
- We want to see the County continue with the Turn Self In program
- The Committee would like to see a substance abuse treatment jail dorm as part of the strategic plan
- Staff non-sworn members in the jails to provide extra AIC services, i.e. art, mindfulness, etc.
- While it's hopeful to see much more emphasis placed on equity work both with MCSO and in companies and organizations nationwide, we want to be sure MCSO's training investments go beyond disturbing national trends, where investments often only go so far as to provide one to two-hour lecture-based training to partial staff, which is inadequate. There must be both accountability and healing. Law enforcement agents and staff working with folks in jails and on the streets must be held accountable for their actions with immediate, direct feedback and repercussions, as applicable. One member feels strongly we should be advocating for physical and programmatic changes in the environment of the jails and law enforcement actions on the streets.

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Many other communities across the country and world are finding creative and humane solutions, with great results. See example: <https://traumainformedoregon.org/wp-content/uploads/2019/05/Corrections-Trauma-Informed-Care-infographic.pdf>.

Commitment to true equity means investment in these kind of changes will be made.

Note – the majority of Committee members feel we haven’t engaged in enough research and don’t know enough at this point to be advocating for changes in the jail system.

BUDGET FEEDBACK

We want to learn more to make sure MCSO is expanding recruitment efforts to include professional skill sets around public health and trauma informed social services to create a supportive environment for incarcerated people, all of which fulfills MCSO’s commitment to equity in direct and measurable ways. Also, along with the difficulty of filling positions, MCSO should consider permanence of jobs as a critical factor in attracting and retaining candidates. The Internal Affairs evolutions listed above are also critical in creating a safer workspace.

We want to see MCSO continue to invest in more support systems for incarcerated people, especially as they spend more time in jails waiting for cases to be adjudicated. We support investing in GED programs, job skills training, helping people bridge between jail and the community, and more counseling and treatment. The programs unit should be the shining star of MCSO. We strongly support the continuation of free AIC phone calls even after in-person visits start back up.

We encourage MCSO to continue following the rest of Multnomah County in entrenching an Equity Lens for all Program Offers that explain who the programs serve and benefit with identified gaps. We also encourage the agency to focus on long-term positive outcomes by investing in the community, even if it does not fix everything immediately.

PROGRAM OFFER RECOMMENDATIONS

These Program Offers, in particular, align with the values and priorities we established to guided our thinking, as well as with our budget recommendations. Of the 12 General Fund and eight American Rescue Fund Program Offers submitted by MCSO, our specific recommendations are as follows in priority order:

- 1) 60250B & 60250C (GF) - Expanded Training Program \$2,353,645
To support a re-envisioned training program that offers more core competencies beyond what is mandated by the state. Designed to more deeply train around crisis intervention, communication skills, mental health, substance use, Equity & Inclusion,

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etc. Also adds non-sworn training for Equity & Inclusion and professional development. Adds partnerships with outside experts.

- 2) 60305C (GF) - Booking & Release Positions \$526,445
Restores unbudgeted staffing positions critical to intaking and releasing AIC's.

- 3) 60201 (GF) – Wellness Program \$143,154
Provides for a Wellness Coordinator and other resources to focus on staff wellness, an important part of the County WESP plan. The Wellness Coordinator will work hand in hand with MCSO's Equity & Inclusion Unit to insure we're addressing and responding to staff needs, given the nature of public safety work, as well as coming out of the past challenging two years.

- 4) 60993 (ARP) - Close Street Supervision Staffing \$348,461
As part of mitigating COVID transmissions, the number of adults on pre-trial supervision has grown considerably during the pandemic. Additional staff are needed to manage the current numbers of more than 425 adults on Close Street Supervision. The additional staffing will assist in connecting clients to the community resources they need to ensure equitable opportunity for success in pre-trial monitoring with better outcomes for their court cases.

- 5) 60997 (ARP) - Inverness Jail Dorm 5 and Phone calls for AIC's \$893,344
Continues to allow IJ to flexibly manage their congregate setting during the pandemic. Creates one dorm dedicated to providing more physical distancing for AIC's, as needed. Also covers the cost of AIC phone calls to loved ones while still unable to have in-person visitors.

- 6) 60996 (ARP) - SE Works Program Coordinator \$100,000
SE Works partners with MCSO on our AIC Pathway to Employment (PEP) program, which provides AIC's stronger re-entry opportunities into the community and employment post incarceration. This would cover the salary (no benefits) for the coordinator with SE Works so the program can continue and grow.

- 7) 60100B (GF) - Policy Advisor \$130,268
Will lead MCSO's policy work; insure all policies are written and/or revised through an Equity lens; and leads the internal and external stakeholder public policy review process.

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- 8) 60998 (ARP) - Inverness Jail Dorm 13 / added Corrections Counselor \$637,357
Continues to allow IJ to flexibly manage their congregate setting during the pandemic. Creates one dorm dedicated to providing more physical distancing for AIC's, as needed. Also covers the cost of an added Corrections Counselor for mental health support for AIC's.
- 9) 60130B (GF) - Body Camera System / Personnel \$693,430
Provides for the storage of body camera footage and the needed personnel to manage the storage and pulling of film. Adds transparency to the Sheriff's office and greater accountability; will also help speed up the adjudication process.
- 10) 60992 (ARP) – Body Camera Equipment \$258,971
Covers the cost for the body camera equipment for all officers to provide greater transparency and accountability.

Programs/initiatives we would like to see re-instated, included, or augmented:

1. Re-instate the Turn Self In Program across applicable County Departments, including the Sheriff's office.
2. More transparency and accountability around Equity practices in the Internal Affairs Unit.
3. Continuing to grow Equity & Inclusion resources to build on the work currently being done.

CBAC NOTE - There continues to be questions around the role the CBAC Committee should play in this process, and as stated last year, specifically around the tension between a general focus on bringing community values to bear on the budget process versus offering opinions on particular expenditures and budget items. We also continue to feel the true purpose and mission of the CBAC is ambiguous.

ACKNOWLEDGEMENTS

The Committee would like to give special thanks to Erin Hubert, who has gone above and beyond to respond to our requests for information and a clear process, and has respectfully moved us forward while navigating the many bumps of volunteer-based groups. We also want to thank Rebecca Sanchez for making the time to meet with us a second time to discuss Equity & Inclusion. And finally, to the staff who honestly shared their struggles and obstacles with running this complex organization.

MCSO would also like to recognize the commitment and leadership of our CBAC Committee and their invaluable engagement, questions, insights, and support!

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