

To: Chair Jessica Vega Pederson and Board of County Commissioners  
From: Multnomah County Sheriff's Office Community Budget Advisory Committee (CBAC)  
Date: April 27th, 2023  
Subject: MCSO Community Budget Advisory Committee Report and Recommendations

## **Executive Summary**

### Priorities in deciding our recommendations

- Foster equity and inclusion with attention to standards of behavior, training and accountability for all MCSO staff.
- Adults in Custody services/resources
- Expanded rehabilitation/employment/treatment services

### Core values guiding our recommendations

- Transparency
- Justice transformation
- Respect for differing opinions
- Improved outcomes for the community and individuals in the criminal justice system
- Strong accountability
- Data informed
- Safety of all who live, work, visit and are incarcerated in Multnomah County

### Process

The MCSO CBAC met ten times as a group between September 13, 2022 and April 24, 2023. Staff members regularly attending the meetings included MCSO's Chiefs of Business Services Erin Hubert and Jon Harms Mahlandt and Finance Manager Scott Schlimpert. Others who attended for presentations included Sheriff Mike Reese, Sheriff Nicole Morrisey O'Donnell, Chief Deputy Chad Gaidos, Program Manager Stephanie Lacarrubba, Program Unit Supervisor Steve Ciccotelli, Chief James Eriksen, Sgt. Gary Kirby, Det. Chris Stephens, Equity & Inclusion Director Rebecca Sanchez, Sr. Research Evaluation Analyst Wendy Lin-Kelly, and HR Analyst Jonathan Wexler. Presentations and discussions included Adults in Custody (AIC) Services, Discharge Planning, Equity & Inclusion Progress and Accountability and Recruitment of Sworn Staff. All shared their successes and challenges for their units.

We have an agreement among our committee that minority opinions would be included in this report. Where we could not reach consensus is prefaced with ***non-consensus***.

### Emerging issues and changes

There are several dynamics at play for MCSO's FY24 Budget. The first of these is the potential for reductions to MCSO's County General Fund allocation, which would mean elimination of all or part of MCSO's non-mandated programs. While these reductions have not been identified at this time, in previous years this has typically meant cuts to corrections programming, community supervision, or specialized law enforcement functions. The second factor for MCSO in FY24 is a potential reduction to State funding via Senate Bill 1145, which currently funds a significant number of MCSO's jail beds. Current estimates suggest a reduction of \$3.4 million in each of the next two fiscal years, but the State budget machinations underpinning those reductions won't be resolved until later this Spring. Were the reductions to take place as estimated, MCSO estimates the need to close three to four dorms at Inverness Jail. These dorms are currently used to offer least-restrictive housing options to women, persons with mental health needs, and persons in protective custody. The third and final factor affecting MCSO is the cessation of American Rescue Plan (ARP) funding. In FY23 the Board elected to fund some ongoing County work through ARP rather than through its general fund. With the funding all but used up heading into FY24, some critical Sheriff's Office programs are at risk to be eliminated if they are not returned to the County General Fund. Among these is Dorm 13 at Inverness Jail.

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; 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.

### 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

Reductions to Meet County General Fund Constraint (~\$2.5million)

*In-Jail Human Trafficking Sergeant* - **We do not support.** This position provides intelligence invaluable to the prevention of human trafficking.

*Three deputies from Close Street Supervision unit* - **No consensus**

*Three deputies and one sergeant from Work Crew unit* - **We support**

*Two deputy sheriffs serving as the Community Resource Deputies for Corbett and Sauvie Island* - **We do not support.** Both are unincorporated and neither has the ability to pay for these positions. "Working with schools, businesses, neighborhood associations and diverse community organizations, Community Resource Deputies seek to understand specific community needs and utilize problem solving skills to assess, investigate and intervene in criminal activities. CDRs make a positive impact on the communities they serve by building relationships and establishing and fostering community trust by reaching out to vulnerable and underrepresented populations and utilizing innovative and inclusive community policing strategies." It is our belief that this particular language illustrates that these two areas of Multnomah County are deserving of the dedicated Community Resource Officers.

Reductions to Meet SB1145 State Cut (~3.4 million)

Three jail dorms at MCIJ, to include ~14 deputies and 2 corrections counselors - **We do not support** - We are of the belief that our jails are currently full or near full of offenders that pose a significant risk to the people of Multnomah County were they not confined. Anticipating no significant decrease in violent crimes in the near future, decreasing jail capacity would put dangerous offenders back on the streets. We are also concerned that if dorms are cut, vulnerable people would be put into single cells, which we do not support.

Proposed Additions

*Expansion of Facility Security Unit by 9 FTE (8 officers and 1 supervisor)* - **We support**

*Program supervisor for Law Enforcement Support unit* - **We support**

*Behavioral Health Deputy Sheriff (to work with BJA grant-funded clinician)* - **We do not have enough information to reach consensus**

CBAC NOTE - There continue to be questions around the role the CBAC Committee should play in this process, and as stated in the two previous years, 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.

With the lack of clear support from OCI for recruiting new members of CBAC, and attrition of some current members, our committee fell to 4 active members. We are very concerned that there has been inadequate capacity to recruit new team members, especially who represent more diverse communities. Besides the low numbers, we also feel this is inadequate representation of “the community” and think that there needs to be significant updating of the process by which people find out about, join and are supported to be members of CBACs. In addition, it makes no sense to end terms on the calendar year versus the CBAC budget year, which ends in the Spring. Overall, the entire recruitment and administrative process for our CBAC has been confusing and our committee members have spent valuable time simply trying to understand this when it should be clear with pertinent information given to us.

In addition, the information brought to the CBAC members, and the opportunities we have to offer feedback, has been inadequate to have actual influence in the budget process. While we did get to meet with many program heads in MCSO, it was well before any of them knew what program offers would be on the table, so we couldn't actually ask them about the specifics we would later see. This has been an issue for years, but this year it was magnified because we weren't given the program offers to review until late in the process! One member of CBAC went onto the public Multnomah County website and found the status of program offers - otherwise, we were told that the information was embargoed and we couldn't see it. We had just a few weeks to try to understand the program offers and write our letter.

Half of our committee feels like our CBAC is an insignificant puppet within a barely-functioning system.

We need to make a special note about the budget priorities regarding DEI work in MCSO given that the new Sheriff admits little experience or understanding about race. At our January 11th CBAC meeting, when asked what experience she has learning about race Sheriff Morrissey answered: “What I can say is that I am going to use some of the sheriff's office work that I've done with Rebecca because that was one of my first experiences that I have had engaging and learning on a deeper level and those conversations have been really challenging and really hard. . . I have not had extensive training on how I show up as a leader, as a white person.”

While it was the voters who elected Sheriff Morrissey, it is now the responsibility of the MCSO and County leaders to invest deeply not only in her learning and performance around race and equity, but also consider giving larger roles or purviews in MCSO to people who are well trained and experienced with the nuances of racial dynamics. A few trainings will not get Sheriff Morrissey “up to speed” on the intricacies of race and the many ways that oppression shows up in all aspects of the MCSO office, internally and externally. There need to be other people who have lived experience, deep knowledge, and authentic connections with BIPOC communities that are along Sheriff Morrissey's side as she governs the office. We as the CBAC strongly suggest that money be invested both in her education but also in the DEI team to have greater power and influence in MCSO operations. The plans that Rebecca and the DEI team have created need to be fully invested in and amplified, with some mechanism to hold Sheriff Morrissey accountable. Especially given the context that Multnomah County purports itself to “Lead with Race” – the county needs to go the extra mile and invest the funds to make sure that a department with a white leader who has admitted little experience with racial dynamics can live up to that standard.

### Acknowledgements

The Committee would like to give special thanks and kudos to Erin Hubert & Jon Harms-Mahlandt, former and current Chiefs of Business Services. Our thanks also go to Mike Reese and Nicole Morrissey O'Donnell, former and current Multnomah County Sheriffs, for their unwavering support of CBAC and to Chief Deputy Chad Gaidos, Program Manager Stephanie Lacarrubba, Program Unit Supervisor Steve Ciccotelli, Chief James Eriksen, Sgt. Gary Kirby, Det. Chris Stephens, Equity & Inclusion Director Rebecca Sanchez, Sr. Research Evaluation Analyst Wendy Lin-Kelly, and HR Analyst Jonathan Wexler who helped us understand the mission, values, intricacies and challenges of the Multnomah County Sheriff's Office.