



Program #10030 - Employee Retention Incentive Payments - Year 2 FY 2024 Adopted

Department: Nondepartmental **Program Contact:** Jeff Renfro
Program Offer Type: New **Program Offer Stage:** Adopted
Related Programs:
Program Characteristics: One-Time-Only Request

Executive Summary

In FY 2023, several large bargaining units completed successor bargaining. These new contracts featured retention incentives that would be paid out as two lump-sum payments. The Chair chose to extend the retention incentives to most County employees. The specific details of the payments differ by bargaining unit. The first payments retention incentive payments were paid out in FY 2023. This program offer budgets the second retention incentive payment.

Program Description

The majority of Multnomah County employees entered FY 2023 with an open labor contract. Successor bargaining for all bargaining units included proposals meant to increase employee retention. The final agreements for each bargaining unit included retention incentives, paid out as two lump-sum payments. The specifics of the payments differ by bargaining unit, but AFSCME Local 88 retention incentives are an FY 2023 payment of 2% of employee pay with a minimum of \$2,500 and an FY 2024 payment of 1% of employee pay with a minimum of \$2,000.

In part to reward Multnomah County employees for the extraordinary level of work provided during the Pandemic and to increase retention, the Chair chose to extend retention incentive payments to most County employees. The first payment was made in FY 2023. ARP resources were used to pay the retention incentives for eligible employees.

This program offer budgets the second retention incentive payment, to be paid out in July 2023. ARP resources will not be used for eligible employees, to preserve ARP funding to winding down pandemic-era programming. The second payment will be covered by One-Time-Only General Fund resources derived from FY 2022 departmental underspending and FY 2022 revenue collections above the forecast. Retention Incentives for Library employees are covered by Library District funding, and are budgeted in Library program offers.

Performance Measures

| Measure Type | Primary Measure | FY22 Actual | FY23 Budgeted | FY23 Estimate | FY24 Offer |
|--------------|--|-------------|---------------|---------------|------------|
| Output | Number of employees receiving retention incentive payment. | N/A | N/A | N/A | 5,073 |
| Outcome | % of employee receiving payment on time. | N/A | N/A | N/A | 100% |

Performance Measures Descriptions

Revenue/Expense Detail

| | Adopted General Fund | Adopted Other Funds | Adopted General Fund | Adopted Other Funds |
|------------------------|-------------------------|------------------------|-------------------------|------------------------|
| Program Expenses | 2023 | 2023 | 2024 | 2024 |
| Personnel | \$0 | \$0 | \$14,303,913 | \$0 |
| Total GF/non-GF | \$0 | \$0 | \$14,303,913 | \$0 |
| Program Total: | \$0 | | \$14,303,913 | |
| Program FTE | 0.00 | 0.00 | 0.00 | 0.00 |

| Program Revenues | | | | |
|----------------------|------------|------------|------------|------------|
| Total Revenue | \$0 | \$0 | \$0 | \$0 |

Explanation of Revenues

The payments are made using One-Time-Only General Fund revenues, derived from FY 2022 departmental underspending and FY 2022 revenue collections above the forecast. The revenue is budgeted as BWC in the General Fund Revenues Program Offer (95001).

Significant Program Changes

Last Year this program was: