

Division: DCHS Administration

Program Characteristics:

Program Description

Department of County Human Services Human Resources (DCHS-HR) leads the recruitment, retention, performance management, labor and employment compliance, and development of DCHS' workforce, allowing DCHS to fulfill its mission and provide services in accordance with DCHS priorities.

DCHS-HR consults with managers, supervisors, and employees on a range of complicated labor/employment topics, policies, contracts, and priorities. DCHS-HR also leads Department labor relations, ensuring collaborative and harmonious relations with unions. This mitigates risk and ensures a highly functioning workforce. In FY 2027, this team will continue to support a hybrid workforce, professional development, education, trauma-informed practices, and compliance. DCHS-HR also supports equity, collaborating with the Equity Department on the Workforce Equity Strategic Plan (WESP) and Department-level equity goals. DCHS-HR is a resource and support in responding to critical incidents in a trauma-informed manner. This team leads and manages recruitment, retention, and development of DCHS' workforce, providing resources to manage staff through the employment life cycle. This ensures a high-functioning workforce that serves the changing needs of Multnomah County residents. DCHS-HR also supports collaboration and alignment with Central Human Resources, Labor Relations, other Department Human Resources, and Legal.

Equity Statement

DCHS promotes an equitable, safe, and welcoming environment for staff and the community by actively reducing systemic barriers and ensuring inclusive opportunities. Equity guides HR strategies for recruitment, compensation, and retention. This includes coordinating with the Department's Equity Manager and Diversity, Equity, and Social Justice Committee (DESJC) to address harm, and implementing the Workforce Equity Strategic Plan (WESP).

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$1,921,555	\$0	\$2,039,292	\$0
Contractual Services	\$8,000	\$0	\$8,000	\$0
Materials & Supplies	\$13,545	\$0	\$14,400	\$0
Internal Services	\$232,045	\$0	\$218,392	\$0
Total GF/non-GF	\$2,175,145	\$0	\$2,280,084	\$0
Total Expenses:	\$2,175,145		\$2,280,084	
Program FTE	10.00	0.00	10.00	0.00
Program Revenues				
Other / Miscellaneous	\$1,938,555	\$0	\$2,039,292	\$0
Total Revenue	\$1,938,555	\$0	\$2,039,292	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Recruitments	406	425	415
Number of Department of County Human Services job applications received	4,297	5,550	6,000