

**Department:** Health Department

**Program Contact:** Steve Sutton

**Program Offer Type:** Support

**Program Offer Stage:** Adopted

**Related Programs:**
**Program Characteristics:**
**Executive Summary**

Health Department's Human Resources provides expertise, consultation and leadership to ensure a highly skilled and diverse workforce is hired and retained while upholding the department's core values of equity and inclusion, managing the compliance of personnel rules and legal requirements and developing and maintaining partnerships with labor unions and community stakeholders. The Human Resources team is staffed with individuals of diverse educational, professional, cultural and lived backgrounds that offer a high-level of expertise and competency and also reflect our departments workforce core values.

**Program Description**

The program consists of critical functions that support the Health Department's Human Resources objectives. Recruitment and staffing continue to be a critical priority in our operating goals. The staffing crisis as well as the stress of on-going emergency response actions within the Health Department, drives our need to strengthen HR staff resources, build skills and increase capacity to respond at the highest level. Other Human Resources operations areas include Workday (employee enterprise system) implementation, Leave Administration, ADA, Privacy Compliance, Class Comp, Data Management and Employee Record Maintenance. The Workforce Equity Strategic Plan (WESP) focus areas; Organizational Culture, Promotion and Professional Development, Retention and Recruitment and Workforce Development require all functional and support areas of HR operations to achieve effective and measurable outcomes.

Offering employee relations that involve working with management and staff on matters related to team development, employee and supervisor performance management and coaching, and corrective action and discipline continue to be our priority as well. This work also involves partnering with union staff representing AFSCME Local 88, Dentists, Physicians and Psychiatrists, Pharmacists and Oregon Nurses Association collective bargaining agreements.

Other priorities include maintaining organizational effectiveness within our functional areas in addition to our ability to report accurate workforce data that will inform our decisions and align with our equity lens. Our objective is to continue to provide high-quality customer service and responsiveness to all levels of our workforce including during any emergency response coordination and actions.

**Performance Measures**

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	% increase in diversity of workforce	2.5	3	2	3
Outcome	% increase in diversity of hires through the increased focus on diversity in recruitment strategies	6	4	3	3
Output	% Completion of Annual Performance Planning and Review	71%	90%	90%	90%

**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	\$4,180,668	\$0	\$4,211,081	\$0
Contractual Services	\$7,859	\$0	\$8,252	\$0
Materials & Supplies	\$15,029	\$0	\$15,781	\$0
Internal Services	\$688,908	\$0	\$400,770	\$290,595
<b>Total GF/non-GF</b>	<b>\$4,892,464</b>	<b>\$0</b>	<b>\$4,635,884</b>	<b>\$290,595</b>
<b>Program Total:</b>	<b>\$4,892,464</b>		<b>\$4,926,479</b>	
<b>Program FTE</b>	26.68	0.00	24.88	0.00

Program Revenues				
Intergovernmental	\$0	\$0	\$0	\$290,595
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$290,595</b>

Explanation of Revenues

State: Public Health Modernization - \$152,720

Federal: Federal Strengthening Public Health Infrastructure & Workforce - \$137,875

Significant Program Changes

Last Year this program was: FY 2023: 40039A Human Resources

Human Resources reduced 2.00 FTE to meet constraint - One Office Assistant and one Human Resource Analysts II.