Division: DCJ Director's Office

Program Characteristics:

Program Description

Human Resources (HR) supports the department's over 500 regular, temporary, and on-call employees. This includes three union contracts as well as employees assigned to 24-hour operations in Juvenile Detention and the Multnomah County Justice Center. The HR unit is responsible for training and providing employees with the tools needed to perform their job duties and strengthen their performance. DCJ HR and training business partners work closely with both internal and external customers to design responsive programs and services to promote the County Core Competencies. HR staff work with management and members of three unions to promote effective communication, problem solving and adherence to County personnel rules and DCJ policies.

HR's main areas of focus are: Recruitment & Hiring, Training and Development, Performance Management, Employee Relations, Workforce Equity, Time & Attendance and Compliance

Equity Statement

The HR Unit advances equity through a workforce development model that provides staff with the training and tools necessary to deliver fair, effective services. By prioritizing equitable recruitment and hiring, the unit strengthens staff capacity and ensures the workforce reflects the diverse communities it serves. Internal disparities are reduced through the implementation of Workforce Equity Strategic Plan (WESP) initiatives and proactive collaboration with unions and management.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	$2,847,450	$0	$2,638,119	$0
Contractual Services	$167,550	$0	$142,550	$0
Materials & Supplies	$72,340	$0	$24,100	$0
Total GF/non-GF	**$3,087,340**	**$0**	**$2,804,769**	**$0**
Total Expenses:	**$3,087,340**		**$2,804,769**	
Program FTE	15.00	0.00	13.00	0.00
Total Revenue	**$0**	**$0**	**$0**	**$0**

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Total number of regular employees supported per day	443	420	465
Total number of temps/on calls supported	79	75	80