

**Department:** County Management

**Program Contact:** Serena Cruz

**Program Offer Type:** Innovative/New Program

**Program Offer Stage:** As Proposed

**Related Programs:** 72000A

**Program Characteristics:**
**Executive Summary**

This scaled program offer increases resources for professional services to enable the COO's office to respond to emergent issues, facilitate communication, team-building, employee engagement and professional development for the County's leadership, and innovate around strategic county-wide matters.

**Program Summary**

As the pandemic and extreme weather events have taught us, timely, emergent issues of a county-wide nature can be difficult to predict, and often require flexibility and quick deployment of resources. Furthermore, with many new department directors and a new COO team, the time is ripe for County leadership to build relationships and develop a strategic vision for the future. COO professional services funds may be utilized for:

- County leadership team building and equity training
- Development of program in support of managers of color in partnership with ODE and CHR
- A COO/Chair employee-engagement tour
- Re-institution of the Executive Learning Series
- Consulting to support strategic planning across departments
- Research and consulting related to initiatives like workforce security, future of work, etc.
- Resources to fund countywide initiatives such as de-escalation training
- Executive recruitment consultants

By way of illustration, in the 2018/2019 Executive Leadership Series, the COO provided County executives quarterly professional development and change management opportunities with a focus on equity. In 2019, Multnomah County's first management conference "Together: Forward" was held at the Oregon Convention Center. The conference was intended as a "level-setting opportunity to communicate a model of excellence for leadership development and accountability, recharging Multnomah County's organizational culture and envisioning a future together as One County." As the County emerges from the COVID-19 crisis and embraces new leadership, similar opportunities to come together and think strategically as a leadership team will be invaluable.

**Performance Measures**

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of executive leadership training sessions provided.	N/A	N/A	1	4
Outcome					

**Performance Measures Descriptions**

The number of training sessions held is a tangible output of this fund. The more qualitative outcomes of trust, strategic visioning, and communication among directors are also critical.

**Legal / Contractual Obligation**

N/A

**Revenue/Expense Detail**

	<b>Adopted General Fund</b>	<b>Adopted Other Funds</b>	<b>Proposed General Fund</b>	<b>Proposed Other Funds</b>
<b>Program Expenses</b>	<b>2022</b>	<b>2022</b>	<b>2023</b>	<b>2023</b>
Contractual Services	\$0	\$0	\$100,000	\$0
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$100,000</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$100,000</b>	
<b>Program FTE</b>	0.00	0.00	0.00	0.00

<b>Program Revenues</b>				
<b>Total Revenue</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>

**Explanation of Revenues**

Supported by General Fund revenue. \$50K is Ongoing, and \$50K is One-Time-Only

**Significant Program Changes**

Last Year this program was: