

**Department:** County Management

**Program Contact:** Alison Sachet

**Program Offer Type:** Administration

**Program Offer Stage:** Proposed

**Related Programs:**
**Program Characteristics:**

### Program Description

Multnomah County and the Department of County Management need research, evaluation, and data analytic support to measure strategic goals, operational effectiveness, workforce equity, and make data-informed decisions that impact County employees and the community.

The Evaluation and Research Unit's (ERU) program goal is to lead Countywide research, evaluation, and data analysis efforts to inform decision making. The ERU collaborates with diverse partners to ensure research and evaluation efforts are conducted ethically, transparently, and are responsive to employee needs.

The ERU's main program activities are to:

- Track, analyze, and report on organizational health and development.
- Evaluate the effectiveness of County initiatives and programs.
- Support Countywide strategic planning.
- Consult with leadership and staff to ensure data collection is done with integrity and leads to actionable measures.
- Foster collaboration and growth by sharing resources and hosting learning opportunities.
- Partner with diverse employee advisory groups and use people-centered research methods to advance equity and inclusion.

The ERU's main program outputs are:

- Countywide Strategic Goals: Helps the county develop clear, measurable goals, and provides data to help track progress towards goals.
- Employees' Experiences: Measures how employees experience their work environment (e.g., sense of belonging, job satisfaction, relationships with others, equity efforts) and processes (e.g., budget process).
- Employment Trends: Tracks and reports how hiring, promotions, and separations differ by demographics across the County workforce.
- Equal Pay: Assesses whether employees are paid equally, regardless of legally protected characteristics (e.g. gender, race, age).
- Program Evaluations: Evaluates the effectiveness of various County programs.
- Workforce Equity Strategic Plan: Measures progress toward implementing the Workforce Equity Strategic Plan (WESP) benchmarks.
- Manager competencies: Assesses Department of County Management managers on county competencies by conducting biennial surveys.

### Performance Measures

Measure Type	Performance Measure	FY24 Actual	FY25 Budgeted	FY25 Estimate	FY26 Target
Output	Number of consults performed and reports, presentations, and/or dashboards issued	161	150	170	175
Output	Number of partner engagement activities	44	30	45	50
Output	Number of Data Consortium members to coordinate across County departments	N/A	20	19	19
Outcome	Response rate to the Countywide Employee Survey	63%	63%	63%	63%

### Performance Measures Descriptions

- ERU added 1.00 FTE in FY 2025, accounting for the increase in Measure 1 output from FY 2024 to FY 2025.
- Measures 2 and 3 show how broadly the ERU gets input from diverse partners across the County.
- Measure 4 shows how well the ERU communicates and gains trust from employees to complete the biennial survey. FY 2024 Actual is the 2023 survey response rate. We anticipate a similar response rate for the 2025 survey.

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2025	2025	2026	2026
Personnel	\$760,187	\$0	\$779,952	\$0
Materials & Supplies	\$46,202	\$0	\$44,267	\$0
Internal Services	\$30,690	\$0	\$41,962	\$0
<b>Total GF/non-GF</b>	<b>\$837,079</b>	<b>\$0</b>	<b>\$866,181</b>	<b>\$0</b>
<b>Program Total:</b>	<b>\$837,079</b>		<b>\$866,181</b>	
<b>Program FTE</b>	4.00	0.00	4.00	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

This program is supported by the General Fund.

## Significant Program Changes

**Last Year this program was:** FY 2025: 72014A Evaluation and Research Unit

Includes FY 2025 Program Offer 72014B.