

Division: Central Human Resources

Program Characteristics:

Program Description

To provide essential services to the community, Multnomah County needs a skilled, diverse, and supported workforce. The Office of the Chief Human Resources Officer (CHRO) leads the effort to build and keep this workforce. This program provides the leadership, strategy, policy direction, and administration needed to manage the County's employees fairly and effectively. The Office of the CHRO oversees the entire Central Human Resources Division, including teams that handle employee hiring, training, pay, benefits, labor contracts, and computer systems (like Workday) used to track employee information. We serve all employees, departments, and County leaders so they can focus on their work for the public.

Key activities of this program include:

- **Following the Law:** We make sure the county follows all federal and local employment laws.
- **Setting Direction/Strategy:** Creating plans and policies to find and keep talented diverse employees.
- **Building Relationships:** We meet with union leaders, elected officials, and department heads to advise, solve problems, and listen to feedback.
- **Supporting Employees:** Running appreciation programs, such as Years of Service awards, and Employee Recognition Awards to celebrate employee dedication and foster a workplace of belonging.

The Human Resources Shared Services project, led by the Office of the CHRO to centralize County HR functions, began in FY 2026 and is slated to conclude by FY 2028. Associated budget changes are not reflected in the FY 2027 submitted budget.

Equity Statement

Staff maintain compliance and apply the County's core values of equity and inclusion. This program addresses historical inequities and barriers in employment (e.g., pay, growth, and benefits) by developing and implementing equitable Countywide policies, negotiating fair labor contracts, supporting comprehensive benefits and wellness offerings, and ensuring compliance with employment and labor laws.

Revenue/Expense Detail

	2026 General Fund	2026 Other Funds	2027 General Fund	2027 Other Funds
Personnel	\$855,816	\$0	\$874,940	\$0
Contractual Services	\$18,488	\$0	\$18,488	\$0
Materials & Supplies	\$63,605	\$0	\$63,605	\$0
Internal Services	\$410,611	\$0	\$353,198	\$0
Total GF/non-GF	\$1,348,520	\$0	\$1,310,231	\$0
Total Expenses:	\$1,348,520		\$1,310,231	
Program FTE	3.63	0.00	3.63	0.00
Total Revenue	\$0	\$0	\$0	\$0

Performance Measures

Performance Measure	FY25 Actual	FY26 Estimate	FY27 Target
Number of countywide job applications received	25,448	22,000	24,200
Number of employees celebrated for reaching milestone years-of-service anniversaries	713	761	830