



**Program #72020C - Central HR Wellness - Trauma Informed Program Coordinator** FY 2025 Proposed

**Department:** County Management **Program Contact:** Amy Allen  
**Program Offer Type:** Operating **Program Offer Stage:** Proposed  
**Related Programs:**  
**Program Characteristics:** New Request

**Executive Summary**

The Trauma Response & Employee Care Program within Employee Wellness provides culturally responsive support and resources to employees, trauma informed expertise and consulting on policies and practices grounded in equity, and training and support for managers and Human Resources staff so that Multnomah County is prepared for, and responds effectively to, traumatic events and crises in the workplace.

**Program Description**

Traumatic events in the workplace (i.e. threats of violence, employee or client death, workplace or natural disaster, etc.) can negatively impact employee wellbeing, morale, engagement and retention, as well as the ability to successfully carry out work.

This program will help mitigate these impacts and foster resiliency by funding 1.00 FTE Human Resources Analyst Sr. who will oversee and provide:

- Direct support and guidance to Human Resources teams, supervisors, and employees in response to a traumatic event or crisis in the workplace (i.e. responding to calls, doing onsite visits, leading debriefings, consulting with leadership, coordinating response and recovery logistics, assisting in navigation of employee mental health resources, etc.)
- Development and communication of consistent and clear critical incident and trauma preparedness, response and recovery practices, protocols and policies in collaboration with other teams who play a role in crisis/trauma response work (i.e. Workplace Security Program, Department and Central HR, Risk Management, Office of Diversity and Equity, Emergency Management and all Departments)
- Countywide trauma response, recovery and grief readiness trainings for Human Resources staff, managers, and divisions
- Navigation of County mental health and other supportive resources for employees
- Real time reporting and incident follow up with Workplace Security and/or HR teams following a traumatic incident
- Facilitation of a cross-departmental coalition to inform processes and practices

**Performance Measures**

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Number of trauma informed-related service requests.	N/A	N/A	N/A	30
Output	Number of participants in trauma informed or related trainings.	N/A	N/A	N/A	800

**Performance Measures Descriptions**

The first output measure counts the total number of expected service requests. The second output measure represents the total number of participants attending trauma informed or related training opportunities.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Proposed General Fund	Proposed Other Funds
Program Expenses	2024	2024	2025	2025
Personnel	\$0	\$0	\$0	\$214,040
Materials & Supplies	\$0	\$0	\$0	\$10,000
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$0</b>	<b>\$0</b>	<b>\$224,040</b>
<b>Program Total:</b>	<b>\$0</b>		<b>\$224,040</b>	
Program FTE	0.00	0.00	0.00	1.00

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

Explanation of Revenues

This Program is supported by Risk Fund revenues.

Significant Program Changes

Last Year this program was: