

**Department:** County Management                      **Program Contact:** Shelly Kent  
**Program Offer Type:** Innovative/New Program                      **Program Offer Stage:** As Requested  
**Related Programs:**  
**Program Characteristics:** Out of Target

**Executive Summary**

Future of Work Coordinator to provide leadership and project management for countywide planning for return to onsite work transition, as well as rules and processes that support a telework staffing environment.

**Program Summary**

Program funds a Future of Work Coordinator (HR Manager 1, limited duration) to serve as a project manager for countywide planning for return to onsite work transition, as well as development of rules and processes that support a telework staffing environment.

County leadership and key stakeholders developed high level guiding principles to serve as a foundation to help shape the Future of Work at Multnomah County, including a shared commitment to prioritizing community and customer needs, establishing effective remote and onsite strategies that match our services, employees and workgroup needs; and advancing equitable practices that ensure all employees, whether working remotely or onsite, are supported with opportunities to grow and thrive.

Program activities include bringing stakeholders together to develop plans and reach agreements, assisting with supervisor and employee communications, updating policy and process documents as needed, collaborating with Human Resources and Labor Relations managers on staffing and strategies to bring employees back onsite, supporting employee and supervisor training efforts, and serving as a liaison between Central Human Resources, Facilities and Risk Management on safety workspaces.

**Performance Measures**

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Number of employees impacted by the decisions made from the future of work committees	N/A	3600	3600	4500
Outcome	Percentage of department managers who have the resources and tools needed to make informed decisions	N/A	100%	100%	100%
Output	Number of employees in a telework arrangement of some kind	N/A	N/A	2800	3100
Output	Number of communications on Future of Work (weekly Mondav Minute. Multco Matters. Management Monthly)	N/A	N/A	152	152

**Performance Measures Descriptions**

Output and Outcome: The work of this position will impact the majority of employees either through ensuring that safety protocols are in place for employees returning to work onsite and/or through employees having some form of telework schedule. The work of this position will help decisions to be made consistently across the county.

## Legal / Contractual Obligation

Federal, state, local laws, rules, and regulations covering wage and hour, discrimination, harassment, labor relations, privacy, employment at will, hiring, defamation, Health Insurance Portability & Accountability Act and other employment related issues including twelve labor agreements.

## Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
<b>Program Expenses</b>	<b>2022</b>	<b>2022</b>	<b>2023</b>	<b>2023</b>
Personnel	\$0	\$191,604	\$0	\$197,557
Materials & Supplies	\$0	\$8,396	\$0	\$7,443
<b>Total GF/non-GF</b>	<b>\$0</b>	<b>\$200,000</b>	<b>\$0</b>	<b>\$205,000</b>
<b>Program Total:</b>	<b>\$200,000</b>		<b>\$205,000</b>	
<b>Program FTE</b>	0.00	0.00	0.00	0.00

<b>Program Revenues</b>				
Intergovernmental	\$0	\$200,000	\$0	\$205,000
<b>Total Revenue</b>	<b>\$0</b>	<b>\$200,000</b>	<b>\$0</b>	<b>\$205,000</b>

## Explanation of Revenues

American Rescue Plan (ARP) Direct County Funding - \$200,000

## Significant Program Changes

**Last Year this program was:** FY 2022: 72901 ARP - Future of Work Coordinator

This is a program under priority area 5 - Critical County Infrastructure. The position is an investment in the county's leadership team to support employees returning to work onsite safely and to develop rules and processes for telework schedules.