Multnomah County				
Program #90001 - Human Resources				
Department:	Community Services	Program Contact:	Cynthia Trosino	
Program Offer Type:	Support	Program Offer Stage:	As Adopted	
Related Programs:	90000, 90002			
Program Characteristic	s:			

## Executive Summary

The Department of Community Services Human Resources program provides direct support to Division Managers and to all current and prospective employees. Services provided by the Human Resources program include, but are not limited to, recruitment and selection services, performance management, employee orientation and organizational development, succession planning and consultative services regarding a wide range of management, and employee and labor relations issues.

## **Program Summary**

The program provides a broad range of services for both Division Managers and employees regarding human resources and labor relations issues.

- DCS Human Resources staff consults and advises management and employees on interpreting and applying the County's human resources performance planning process, personnel rules, policies, procedures, collective bargaining and labor agreements, and other applicable laws and regulations governing public sector employment.

- The program provides DCS managers with additional support in the form of recruitment and retention services, performance management consultation, discipline and grievance processing, and dispute resolution.

- The program facilitates the department's Family Medical Leave Act (FMLA) and Oregon Family Leave Act (OFLA) requirements, maintains its personnel records and provides an essential liaison relationship with the County's Central Human Resources and Labor Relations staff.

e Offer
60
100%

Average days to fill recruitments represents the speed with which HR fills positions, beginning with the requisition receipt and ending when a job offer is accepted by a candidate. Percent of new employees provided a 30-day new hire survey represents our goal to ensure that all new employees have the opportunity to share what is and is not working and support organizational improvement.

## Legal / Contractual Obligation

Three collective bargaining agreements; federal, state, county and department regulations covering compensation, disciplinary action and work schedules.

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds	
Program Expenses	2020	2020	2021	2021	
Personnel	\$763,342	\$0	\$798,303	\$0	
Materials & Supplies	\$2,500	\$0	\$2,500	\$0	
Internal Services	\$0	\$0	\$652	\$0	
Total GF/non-GF	\$765,842	\$0	\$801,455	\$0	
Program Total:	\$765	\$765,842		\$801,455	
Program FTE	5.00	0.00	5.00	0.00	
Program Revenues					
Total Revenue	\$0	\$0	\$0	\$0	

This program is supported by County General Funds and Department indirect revenue.

## Significant Program Changes

Last Year this program was: FY 2020: 91001-20 Human Resources

No significant changes in this program offer.