

# **Budget Amendment: Human Resources Changes and Savings**

Introduced by Commissioner Meghan Moyer

Instructing the Office of the Chief Operating Officer to reimagine HR in Multnomah County and eliminating eight HR positions or fiscal equivalent.

Human Resources (HR) professionals provide a wide range of internal services that are essential to Multnomah County's success, including recruitment, training, contract negotiation, benefit management, and creating a diverse and inclusive workplace. However, employee feedback and initial budget review reveal inconsistencies in HR practices between and within Departments, duplication of functions due to the "hybrid" nature of the current HR structure, and a HR to staff ratio that is approximately twice the industry recommended standard for local governments.

The Office of the Chief Operating Officer is directed to report back to the Board by December 31, 2025::

1. Clarify HR roles, including authority and decision-making between Central HR and Departmental HRI;
2. Propose a new structure for HR;
3. Identify HR redundancies and other cost-saving efficiencies;
4. Propose interim steps to bridge any necessary planning period and the realization of financial savings in FY26;
5. Reductions totalling \$1.5m in savings in FY26, either by eliminating the following vacant HR positions or identifying other savings in Central and Department HR. Suggestions:
  - a. #78001 (Job Code 9080 1.0FTE \$170,188)
  - b. #72009B (Job Code 9670 1.0FTE \$161,750)
  - c. #72017 (Job Code 9748 2.0FTE \$443,424)
  - d. #40000A (Job Code 9715 & 9748 2.0 FTE \$369,358)
  - e. #40039 (Job Code 9669 & 9748 2.0 FTE \$522,964).

**Total Savings: \$1.5m (in first fiscal year, with more savings each following year)**