



Department of County Management FY 2020 Proposed Budget

Presented to the
Board of County Commissioners

Multnomah County
April 30, 2019

Located at: www.multco.us/budget

Agenda

- Introduction
- Citizen Budget Advisory Committee
- Department Budget Overview
- Budget Overview by Division
 - Trends
 - Budget and Policy Changes
- General Fund Reductions
- New, One-Time-Only, General Fund Reallocations
- Legislative Impacts & Future Policy Issues
- Summary
- Questions



Community Budget Advisory Committee

Committee Members:

- Trent Wilson, Committee Chair
- Ben Brady
- Sam Caldwell
- Nick Prelosky
- Moses Ross
- Danielle Schneider
- Karen Williams



Who We Serve/What We Do

Filled **4,886** seats
in training and
learning events

Processed
133,677 vendor
payments

10,340 employee
engagements
with Wellness
Program offerings

Maintained
322,000 property
tax accounts

Processed **1,032**
contracts &
amendments valued
at \$247 million

Bond rating all
categories
upgraded to **Aaa**

DART served over
54,000 walk-in
customers

Benefit administration
for **12,147** active
employees/dependents
and **1,502**
retirees/dependents

Tracked **25,000**
job applications



Who We Serve/What We Do

Certificate of
Achievement for
Excellence in
Financial Reporting
34 years in row!



Key Budget Themes & Decision Process

Department of County Management continues to operate at the heart of organizational transformation, moving from new ideas (strategies, structures and tactics) explored in FY19, to implementation in FY20

- Bring Workday up to full capacity, and provide ongoing business support for MultCo Align (Workday Support Programs 72022 & 72046)
- Director's Office and Central HR will take responsibility for standing up a Complaints Investigation Unit (Non-D Program #10040)
- Support countywide Diversity, Equity and Inclusion efforts to implement the Workforce Equity Strategic Plan (WESP)

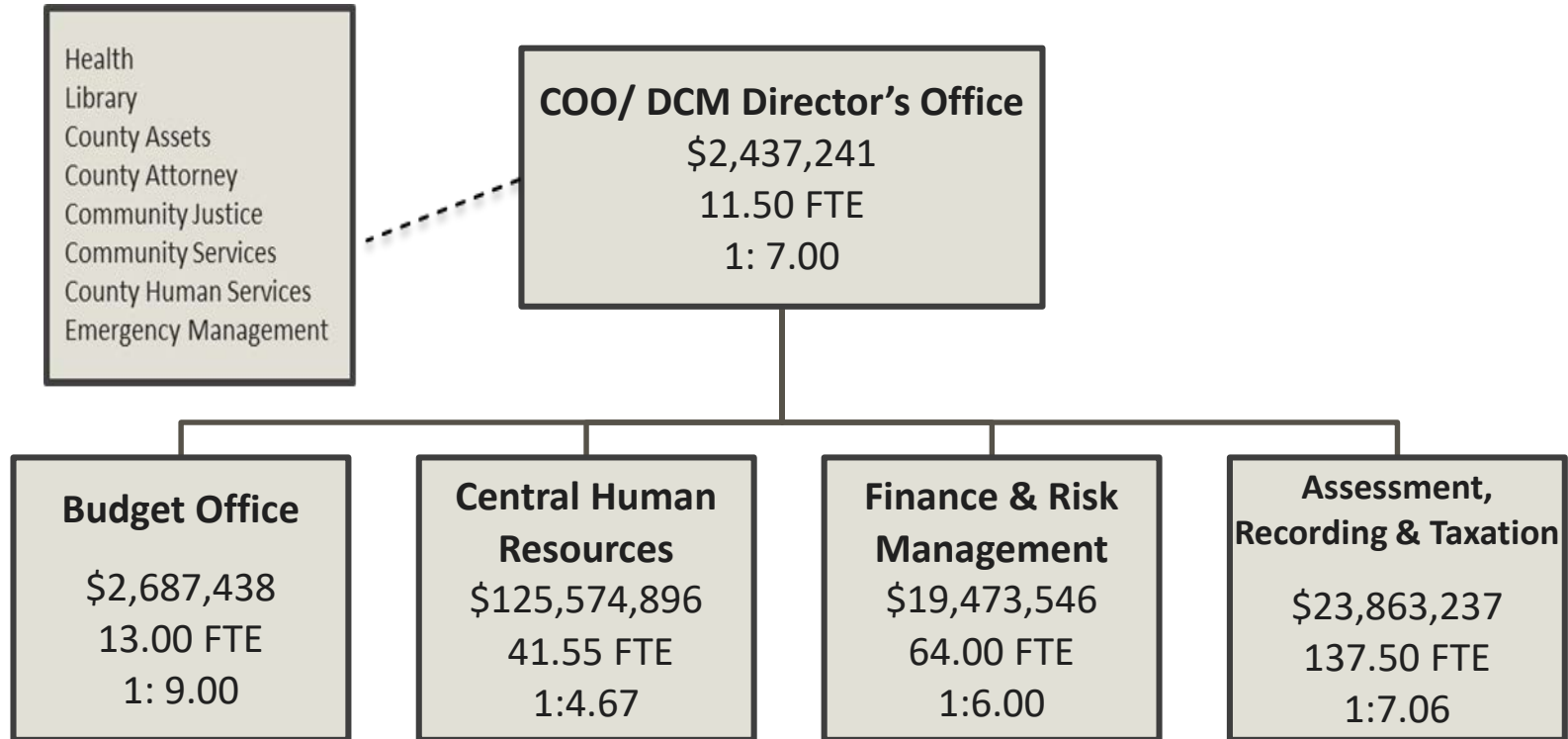


Key Budget Themes & Decision Process

- New Equity and Inclusion Manager to lead department's diversity, equity and inclusion efforts, and continue implementation of department WESP plan
- Reorganization of Talent Development in Central Human Resources to better train and develop managers and employees, and support countywide WESP
- Design a Leadership Development & Accountability Model
- Build capacity for Diversity & Equity training, conflict mediation and resolution
- Continued strategic succession planning efforts include ramp down of Strategic Capital Planning program & transitioning work of Economic Development program

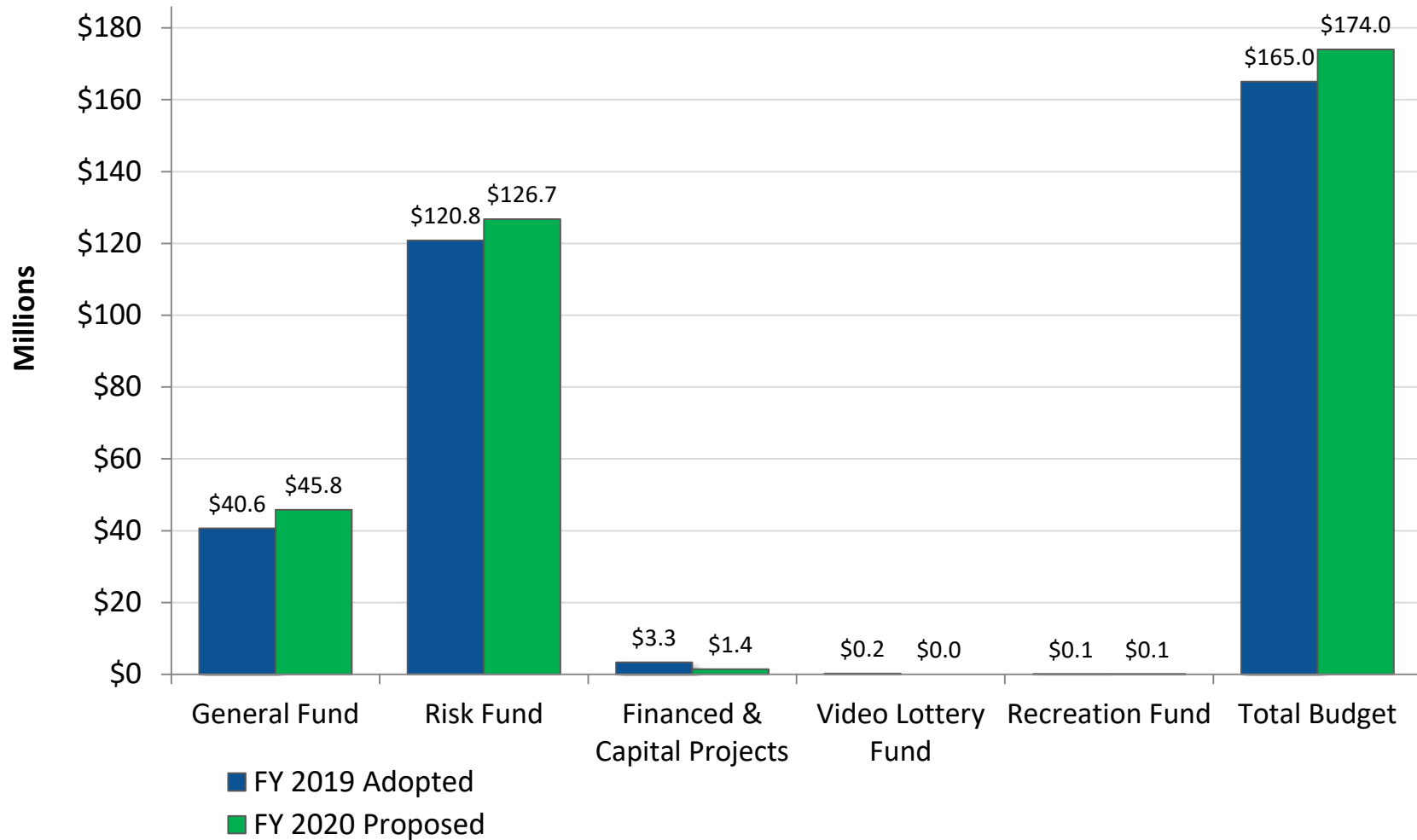


Organizational Chart

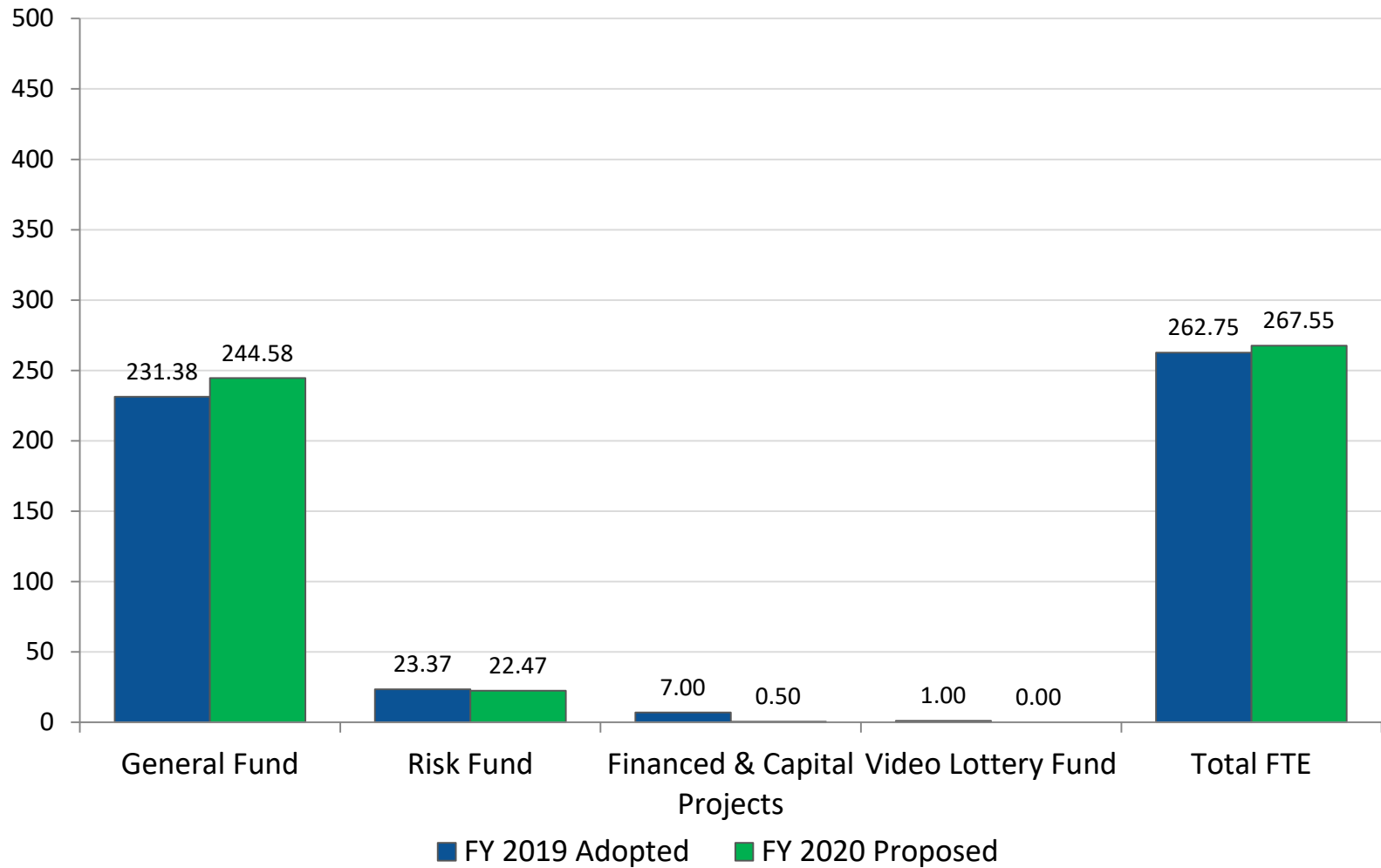


Budget by Fund - \$174,036,358

(Expenditures)

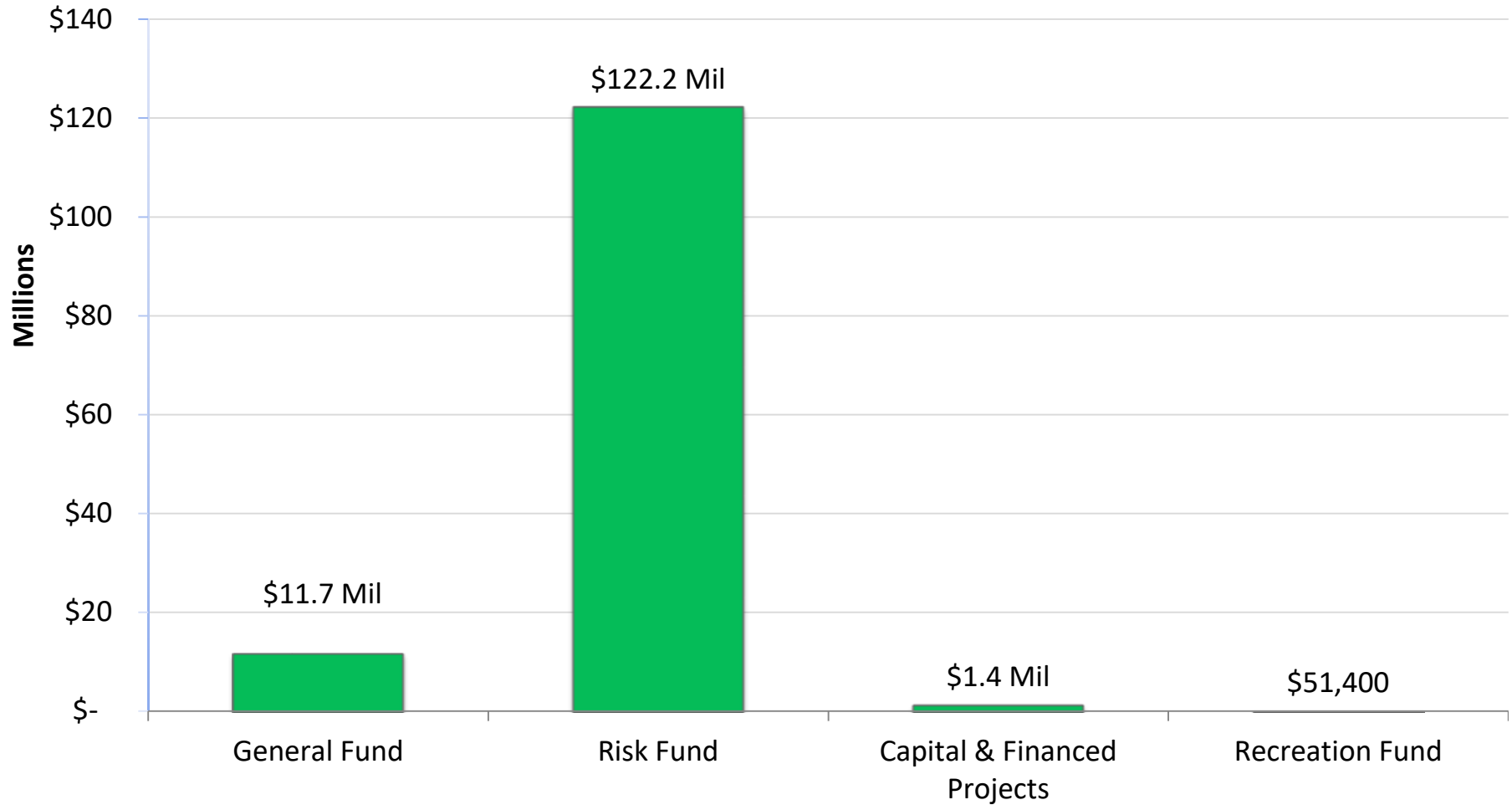


FTE by Fund

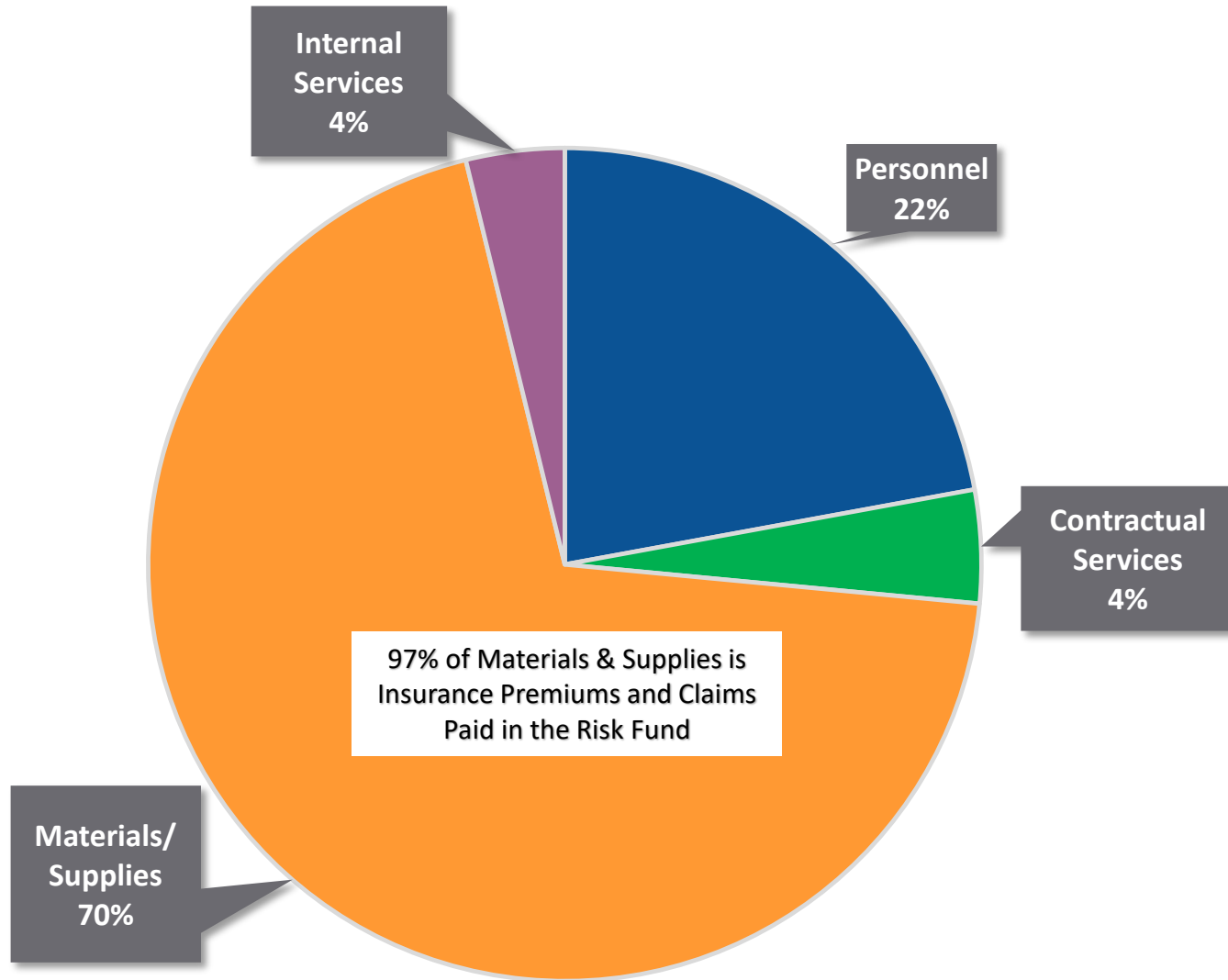


Budget by Funding Source - \$135,337,792

(Revenues)



Budget by Category - \$174,036,358





FY 2020 Proposed Budget by Division

COO/DCM Director

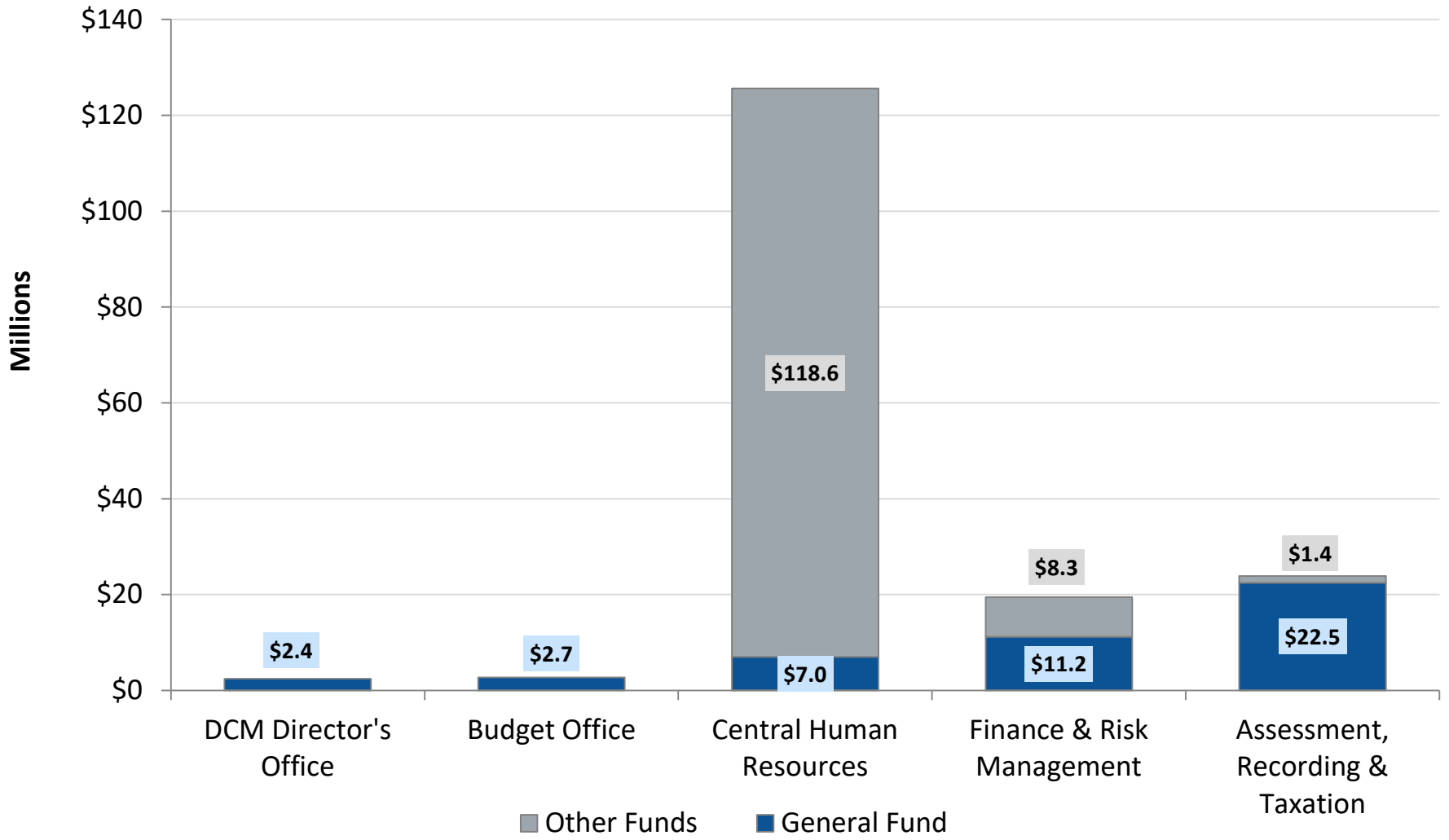
Budget Office

Central Human Resources

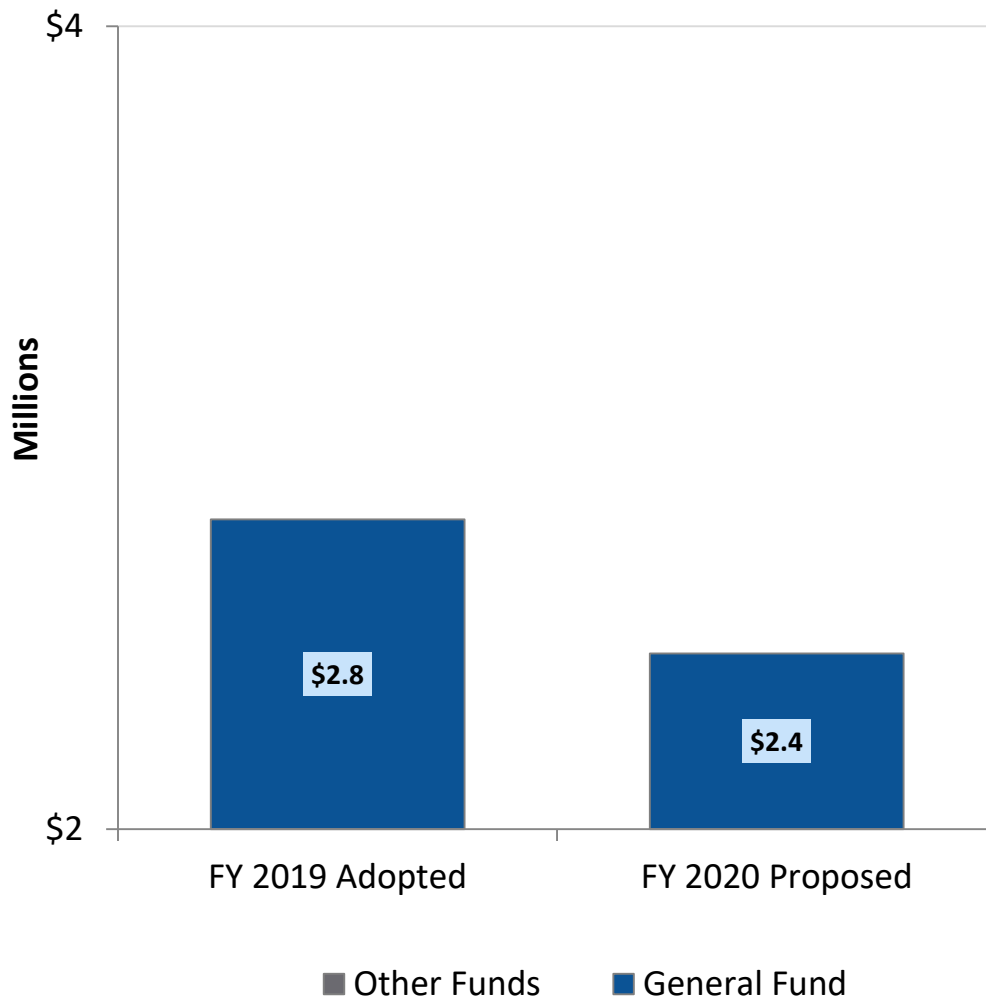
Finance & Risk Management

Assessment, Recording & Taxation

Budget by Division



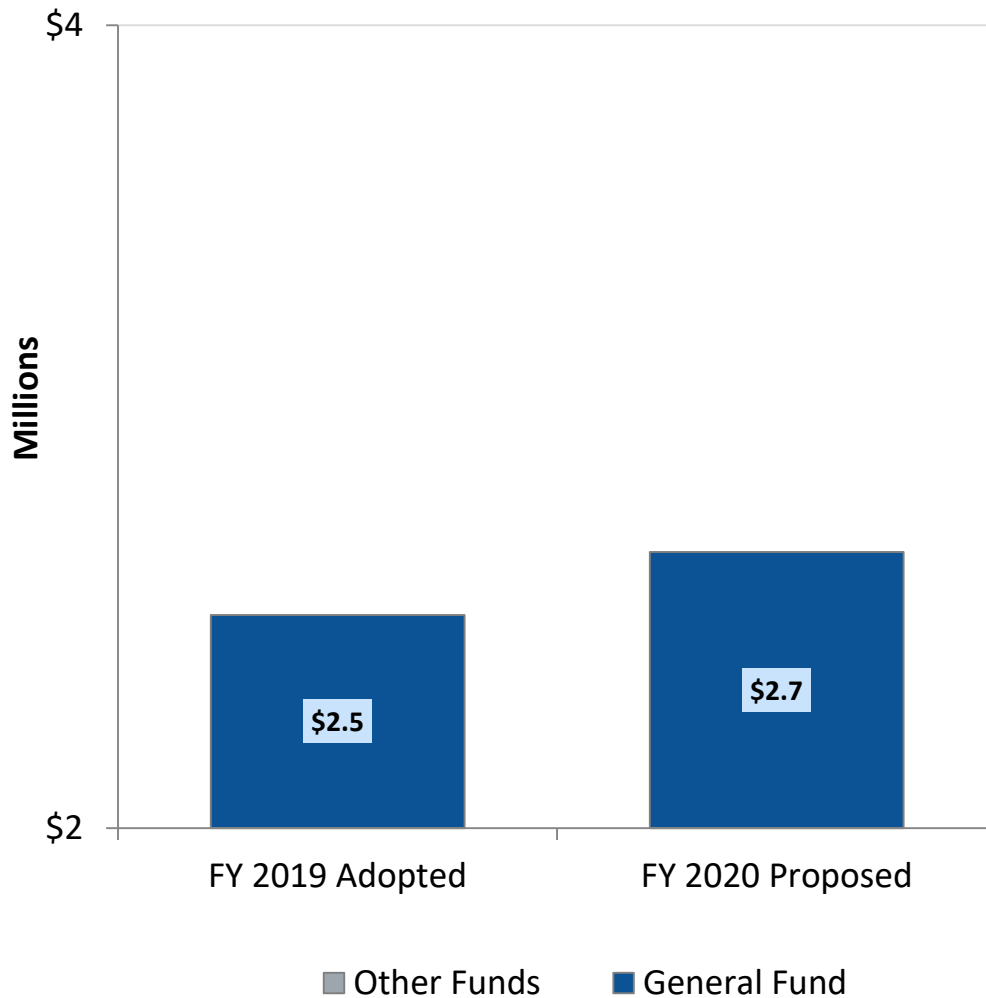
DCM Director's Office



- GF decreased by \$334K
- Cut Capital Asset Strategic Planning program 72013
- Added OTO program offer 72000C Strategic Capital Planning Ramp Down & Economic Development – restores LDA Capital Planning Director
- Added new Equity and Inclusion Manager to lead department equity and inclusion efforts and help implement department WESP.
- Added new OTO program offer 72000B Continuous Quality Improvement Pilot / County Contractors



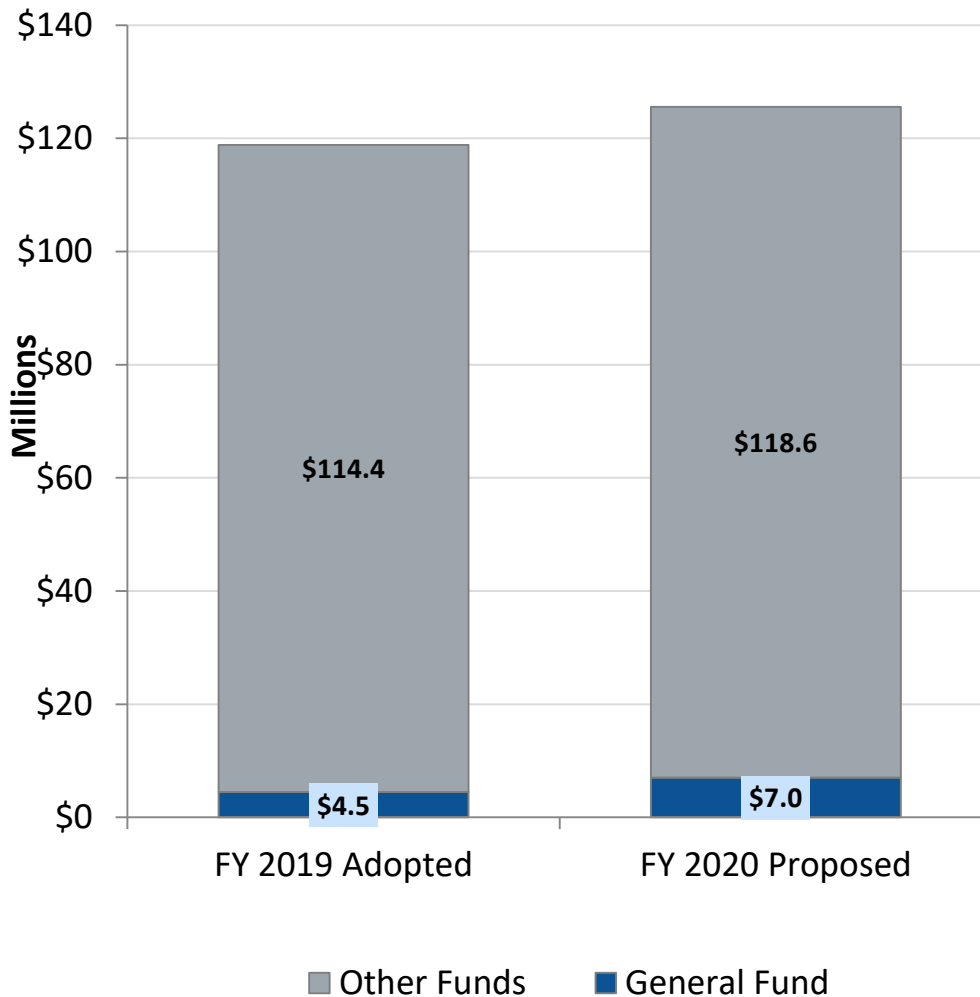
Budget Office



- Carryover of \$90,000 for OTO Program Offer 72042 Mental Health System Analysis Follow-up
- General Fund Increase of \$156,466 (includes \$90K carryover)



Central Human Resources



- Gen Fund increased by \$2,557,053 and 7.80 FTE
- Other Funds increased \$4,186,254
- New Deputy Chief Human Resources Officer position
- Workday Support – Central HR (72022) - moved from Capital Project Fund to General Fund
- Added new OTO program 72017B Leadership Development & Accountability
- Added new OTO program 72017C WESP Conflict Mediation & Resolution



Central Human Resources:

Hires, Promotions, and Reclassifications by Year

	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
Promotions	223	246	210	272	131
Reclassifications*	245	238	165	160	70
Hires and Inter-governmental transfers	587	682	519	564	386

*Reclassifications Include manger/employee requested reclassifications only

Hires Detail by Year

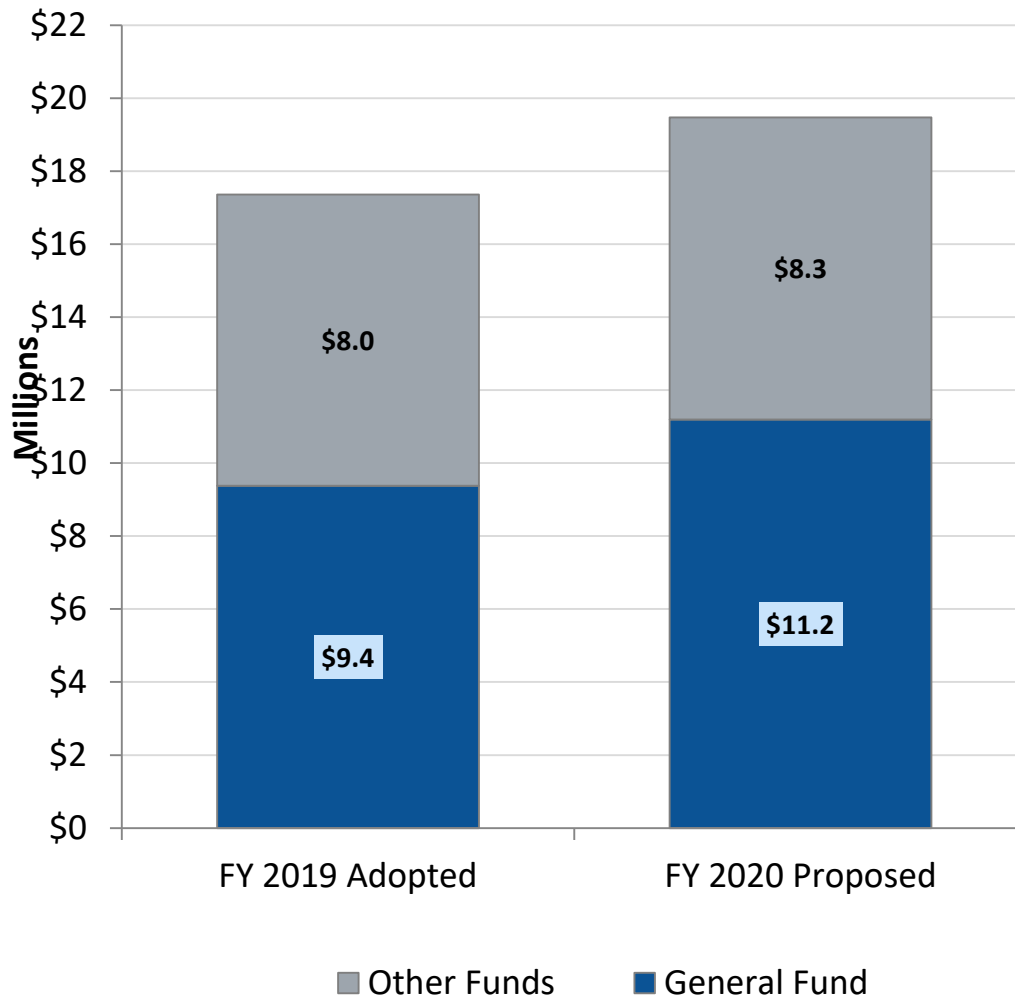
	FY 2015	FY 2016	FY 2017	FY 2018	FY 2019
New Positions and/or Vacancies	395	465	370	388	249
On-call & Temporary to Regular	158	163	116	119	47
Limited Duration Appt.	34	29	28	44	18
Permanent IGA Transfer		25	3	12	4
Direct Appointment			2		8

Actions for FY 2018 are as of 4-10-2019, with the exception of reclassifications (pulled as of 12-31-2018)

For in-depth analysis of HR Trends please visit <https://multco.us/budget/hr-trends-reports>



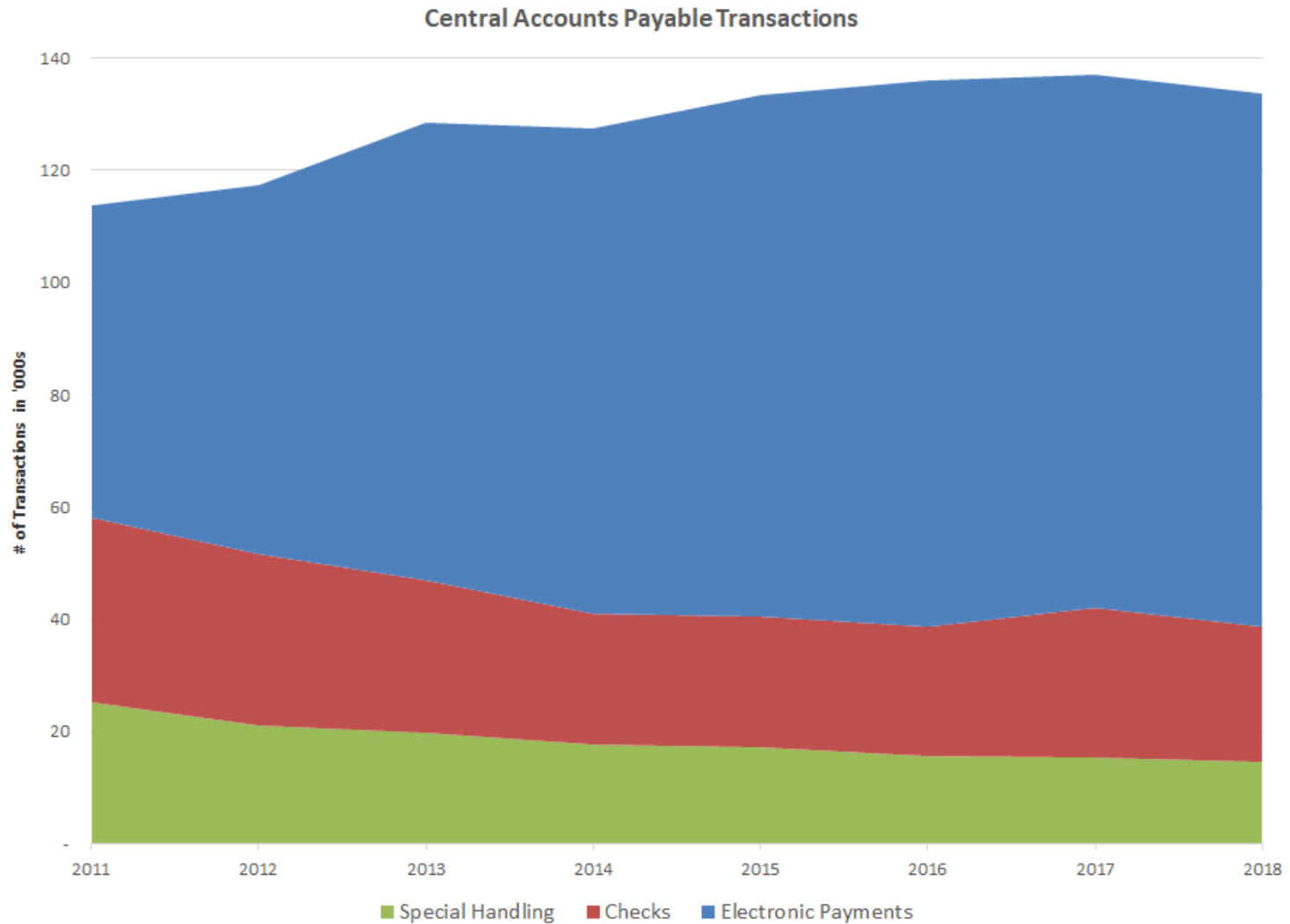
Finance & Risk Management



- GF increased by \$1,807,389 and 3.40 FTE
- Other Funds increased by \$304,734, and decreased 1.40 FTE in Other Funds
- Cut program 72011 FRM Economic Development
- Added new OTO program offer 72005B FRM Labor Compliance
- Added new OTO program offer 72008B FRM Motor Vehicle Tax
- Workday Support – Finance 72046 - moved from Capital Project Fund to General Fund

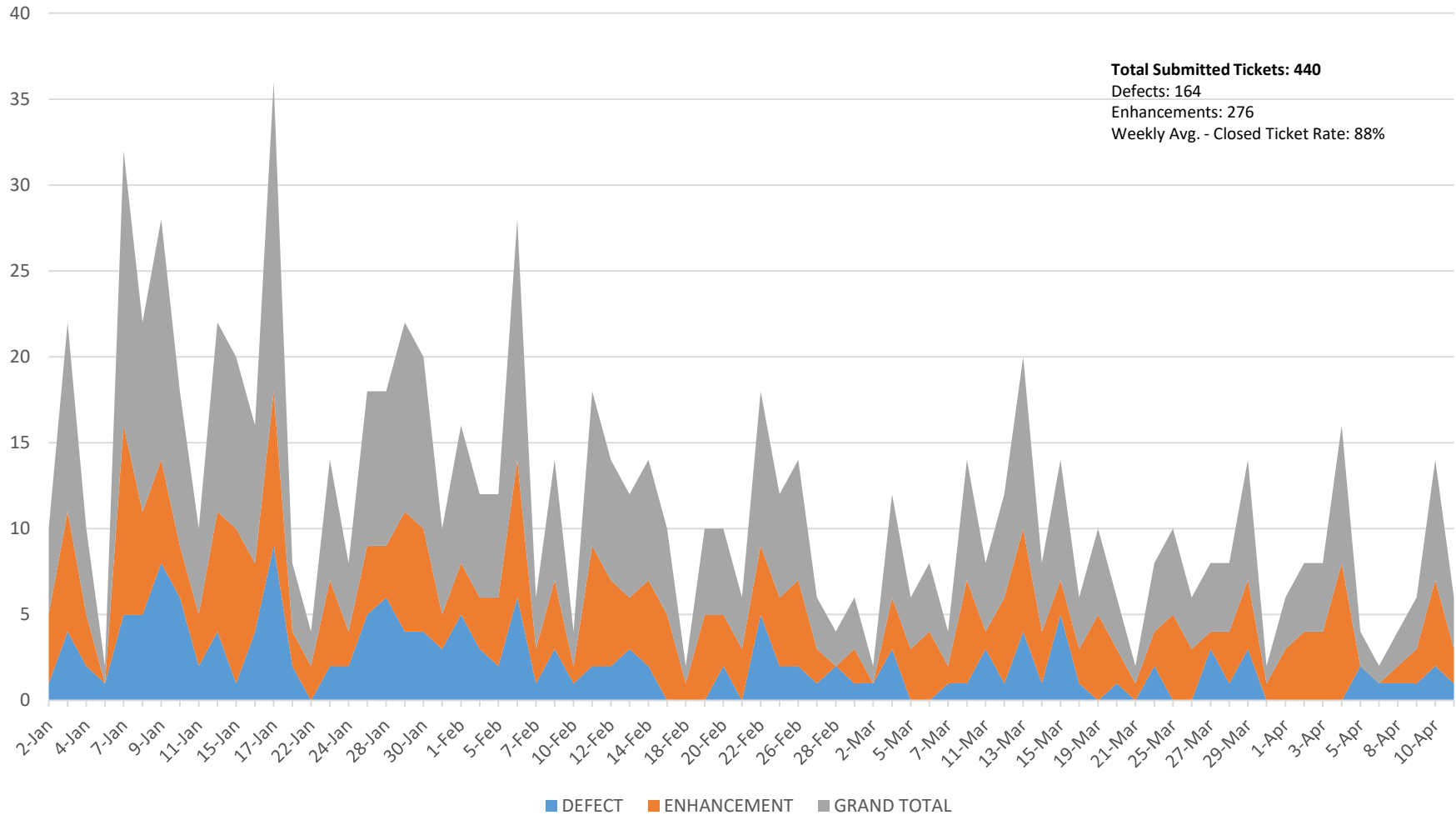


Finance & Risk Management

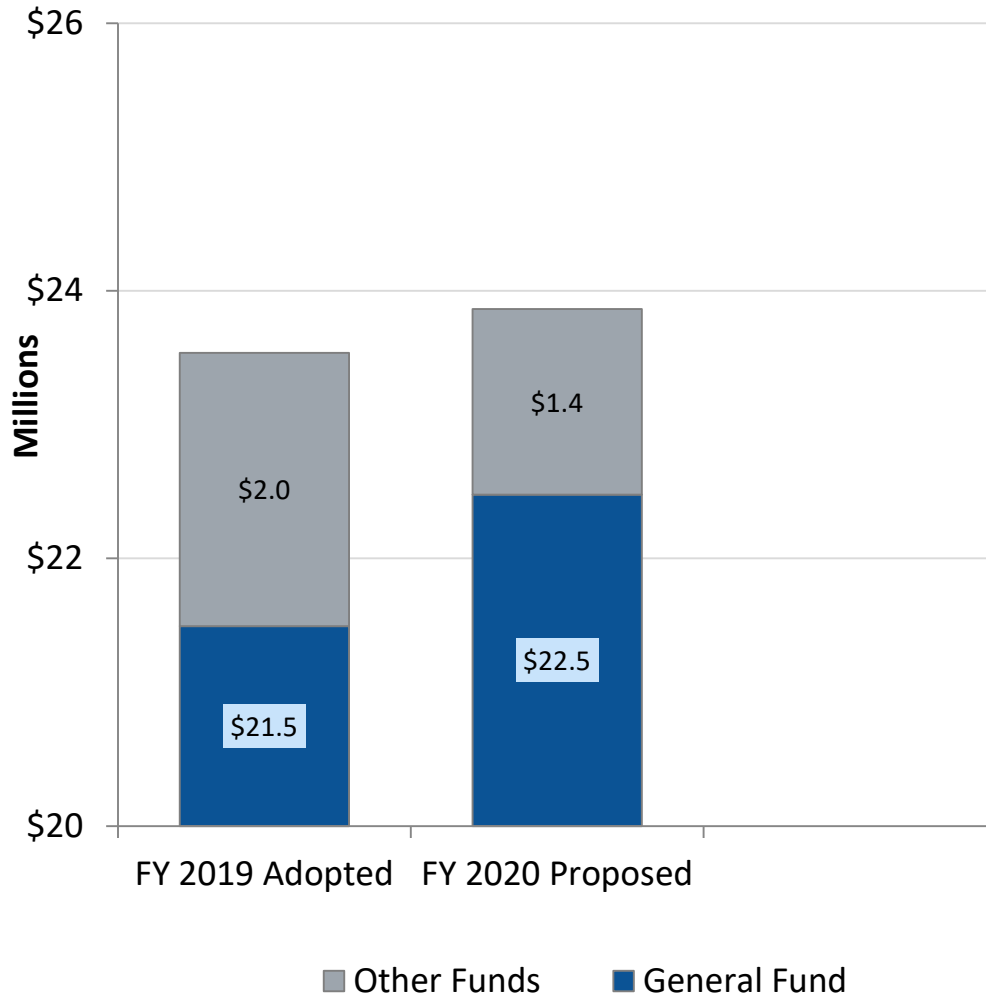


Finance & Risk Management

ERP FINANCE WORKDAY SUPPORT - TICKET ACTIVITY



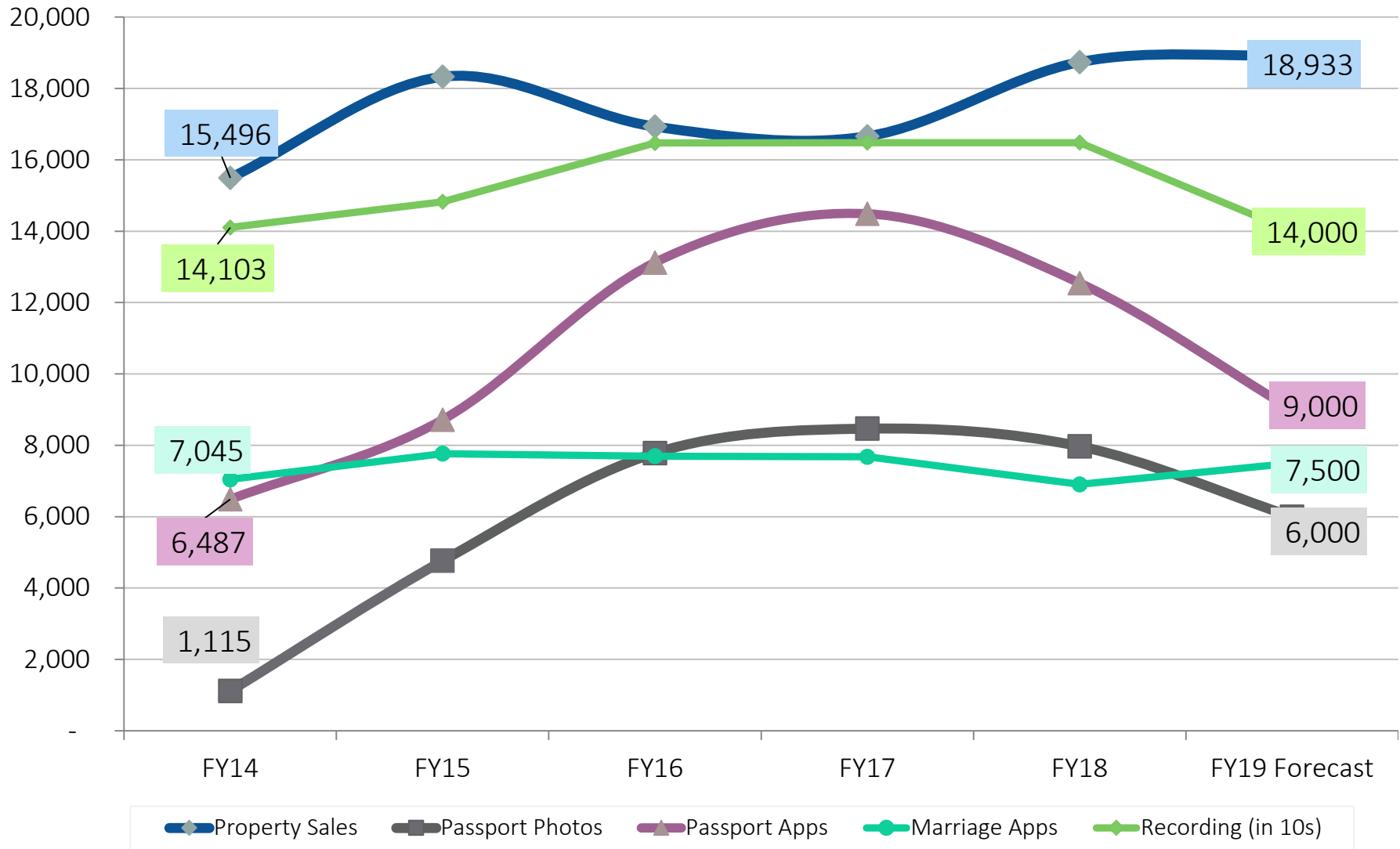
Assessment, Recording & Taxation (DART)



- GF increased by \$983,364
- Net increase of 3.00 FTE
- Reclassified a position to Property Appraiser and added 3 new Property Appraisers positions (total 4 new Appraisers)
- Other Funds decreased by \$656,908 as a result of ORION go live
- Carryover of \$1.3 Mil for final ORION project deliverables

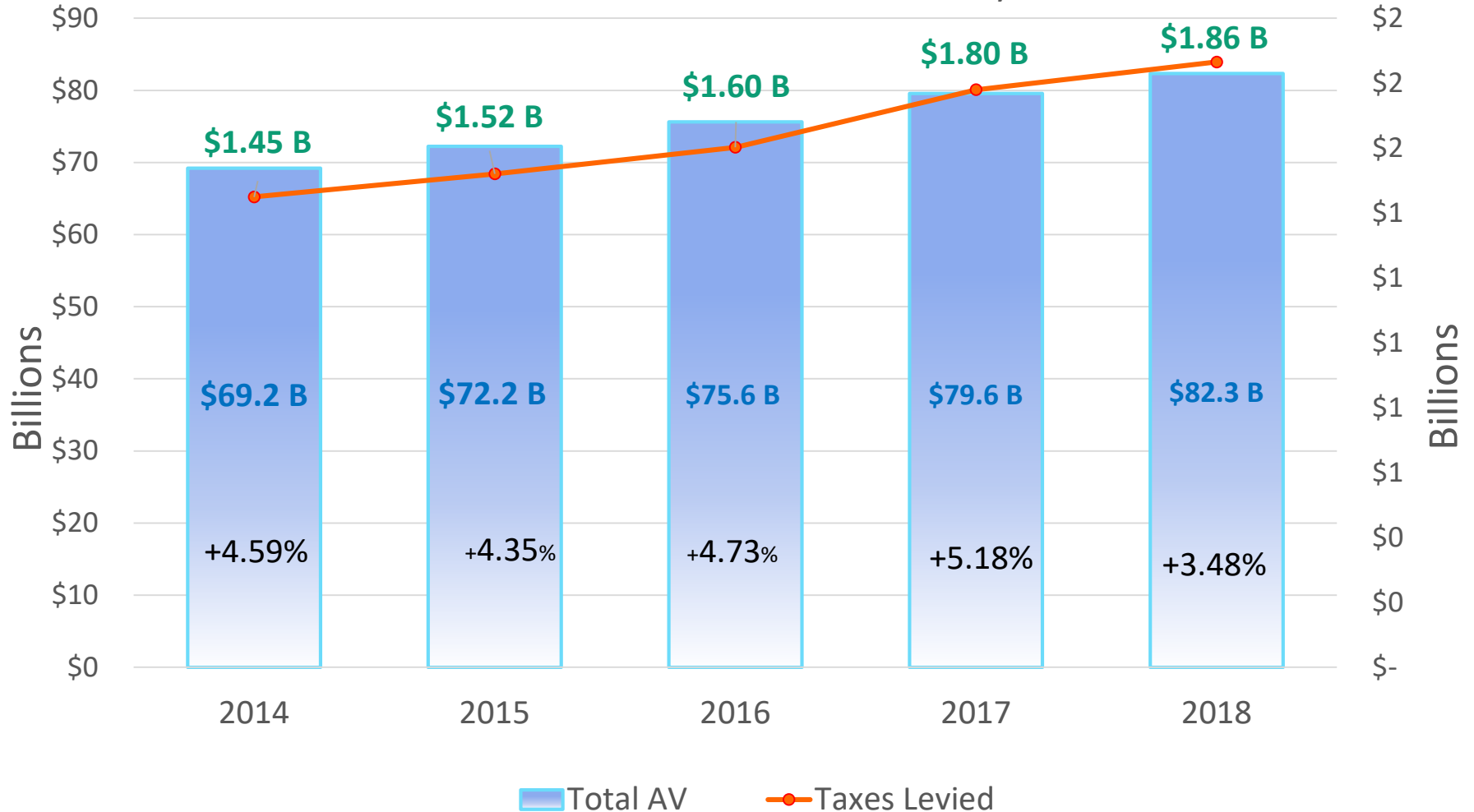


Assessment, Recording & Taxation: Service Trends



Taxable Value and Taxes Levied

Taxable Value and Total Taxes Levied by Year





FY 2020 Proposed Budget Summary & Impacts



General Fund Reductions

Prog. Name/# or Description	FY 2020 General Fund	General Fund FTE
DART Commercial Appraisal (72033) & DART Residential Appraisal (72034) Reduced mileage reimbursements to align with historical usage	\$20,000	0.00
DART Personal Property Assessment (72031) Hammer Industries Software licenses not used	\$15,000	0.00
DART Application Support (72037) Rocket Software cost reduction due to subscription change	\$30,000	0.00
DART Application Support (72037) Technical Imaging Systems microfilm services discontinued	\$34,000	0.00
DART Appraisal Programs (Various) Core Logic desktop licenses reduction	\$13,000	0.00
Capital Asset Strategic Planning (72013) Cut position #717418, Capital Planning Director; moved remaining budget to DCM Director Program 72000A. <i>(OTO Program 72000C Strategic Capital Planning Ramp Down & Economic Development funds LDA Capital Planning Director)</i>	\$246,857	1.00
FRM Economic Development (72011) Cut Program, and cut position 716664, Economic Development Officer; reallocated internal services to DCM Finance & Risk Management programs <i>(OTO Program 72000C Strategic Capital Planning Ramp Down & Economic Development - LDA Capital Planning Director fills gaps for eliminated Economic Development Director)</i>	\$188,777	1.00
Department of County Management Total	\$547,634	2.00



General Fund Reallocations within target

Prog. Name/# or Description	FY 2020 General Fund	General Fund FTE
DCM Director Reallocations to fund new DCM Equity Manager:		
DCM Director's Office (72000A), New DCM Equity Manager position	\$147,094	1.00
FRM Payroll / Retirement Services (72007), Cut Position 716130 (6027) Finance Technician	(\$94,577)	(1.00)
All DCM Program Offers – reallocation of Internal Services from DCM Programs to Workday Support Central Human Resources (72022) and Workday Support Finance (72046)	(112,076)	NA
FRM Purchasing (72005A), Increase Personnel costs for position reclassifications	\$59,559	NA
DART Reallocations to fund 4 new Appraiser positions:		
DART Residential Appraisal (72034), 4 new Property Appraiser 1 positions	\$378,270	4.00
DART Administration (72023), Cut position #704804 Executive Specialist (vacant)	(\$110,612)	(1.00)
DART Personal Property Assessment (72031), Reduce Temporary Staffing	(\$50,000)	NA
DART Appraisal Programs, Remove extra lines for personnel costs, across multiple programs	(75,451)	NA
DART Division Programs, Reduce Materials and Services and Contracted Services across programs	(\$142,207)	NA



General Fund Reallocations within target

Prog. Name/# or Description	FY 2020 General Fund	General Fund FTE
Central HR Reallocations to fund new Deputy Central Human Resources Officer		
Central HR Administration (72016), Remove Position 713714 HR Manager 1	(\$190,427)	(1.00)
Central HR Services (72017A), Allocate position 713714, HR Manager 1	\$190,427	1.00
Central HR Administration (72016), Cut Position R1-717266 HR Analyst Senior	(\$168,471)	(1.00)
Central HR Services (72017A), Add Position 717266 HR Manager 1	\$155,732	.80
Labor Relations (72018), Cut Position R1-718882 HR Manager 2, moved to Central HR Services to create the Deputy Chief Human Resources Officer Position	(\$209,131)	(1.00)
Central HR Services (72017A), Add Position 718882 HR Manager Senior, new Deputy Chief Human Resources Officer	\$244,782	1.00
Central HR Programs, various, Reduction Materials and Services	(\$22,912)	NA
Department of County Management Total Reallocations within GF Target	\$0	2.80



New, OTO, Backfill & Restored Offers

Prog. Name & # or Description	FY 2020 General Fund	GF Backfill	FY 2020 Other Funds	Total	Restoration	OTO	NEW
Leadership Development and Accountability (72017B)	\$527,006	N/A	\$0	\$527,006		X	X
WESP- Conflict Mediation & Resolution (72017C)	\$168,471	N/A	\$0	\$168,471		X	X
Labor Compliance (72005B)	\$199,877	N/A	\$0	\$199,877		X	X
FRM Motor Vehicle Tax (72008B)	\$150,258	N/A	\$0	\$150,258		X	X
Continuous Quality Improvement Pilot / County Contractors (72000B)	\$161,888	N/A	\$0	\$161,888		X	X
Strategic Capital Planning Ramp Down & Economic Development (72000C)	\$246,857	N/A	\$0	\$246,857		X	X
Mental Health System Analysis Follow-up (72042)	\$90,000	N/A	\$0	\$90,000		X	
Workday Support- Central Human Resources (72022)	\$1,001,475	N/A	\$0	\$1,001,475		X	
Workday Support - Finance (72046)	\$248,525	N/A	\$0	\$248,525		X	
Department of County Management Total	\$2,794,357	\$0	\$0	\$2,794,357			



Legislative Impacts & Future Policy Issues

- State Impacts
- Federal Impacts
- Continue to support the ongoing implementation of Workday
- Rightsizing ongoing Workday Support
- Ongoing funding for Leadership Development and Accountability Program



Summary

Implementation of Workforce Equity Strategic Plan

Assist County leaders in maintaining financial resiliency

Continue Strategic Succession Planning Efforts

Design Leadership Development & Accountability Model

Ongoing funding for HCM and Finance Workday Support Teams

Ramp down Strategic Capital Planning & Economic Development Programs

Build Capacity for Diversity & Equity Training, Conflict Mediation & Resolution

Continuous Quality Improvement Pilot to assist County social service Contractors

Labor Compliance Pilot Program to educate & support wage theft prevention

Ongoing funding for Leadership Development and Accountability Program

Continue to Support the ongoing implementation of Workday



Questions

