



Complaints Investigation Unit FY 2024 Proposed Budget

Presented to the Board of
County Commissioners

Multnomah County
May 4, 2023

Located at: www.multco.us/budget

Agenda

- Introduction
- Budget Overview - Approach & Equity
- Budget Overview
- New position/future plans for CIU
- Questions



Budget Approach

- Maintain current service level with our team of three investigators and investigation coordinator.
- Reduced internal service costs to meet the 1.5% constraint request.
- Requested ongoing funding for the CIU Resolution and Development Coordinator pilot which includes one additional FTE - \$196,400.

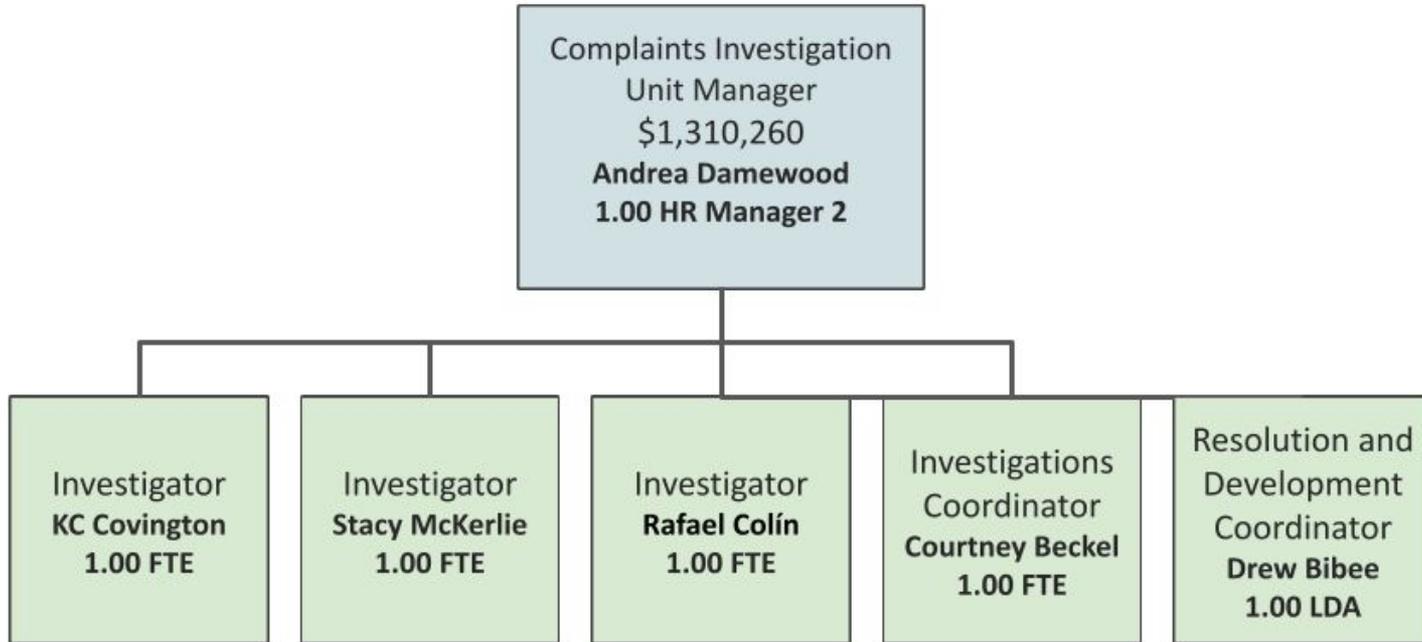


Applying an Equity Lens/Equity Investments

- Protected class complaints are enmeshed with equity and the work of the WESP.
- Our team of professional investigators conducts investigations of harassment and discrimination, often with intersecting identities.
- Newly-funded ongoing position is responsive to stakeholder feedback for additional conflict resolution resources.



Organizational Chart - Who We Are



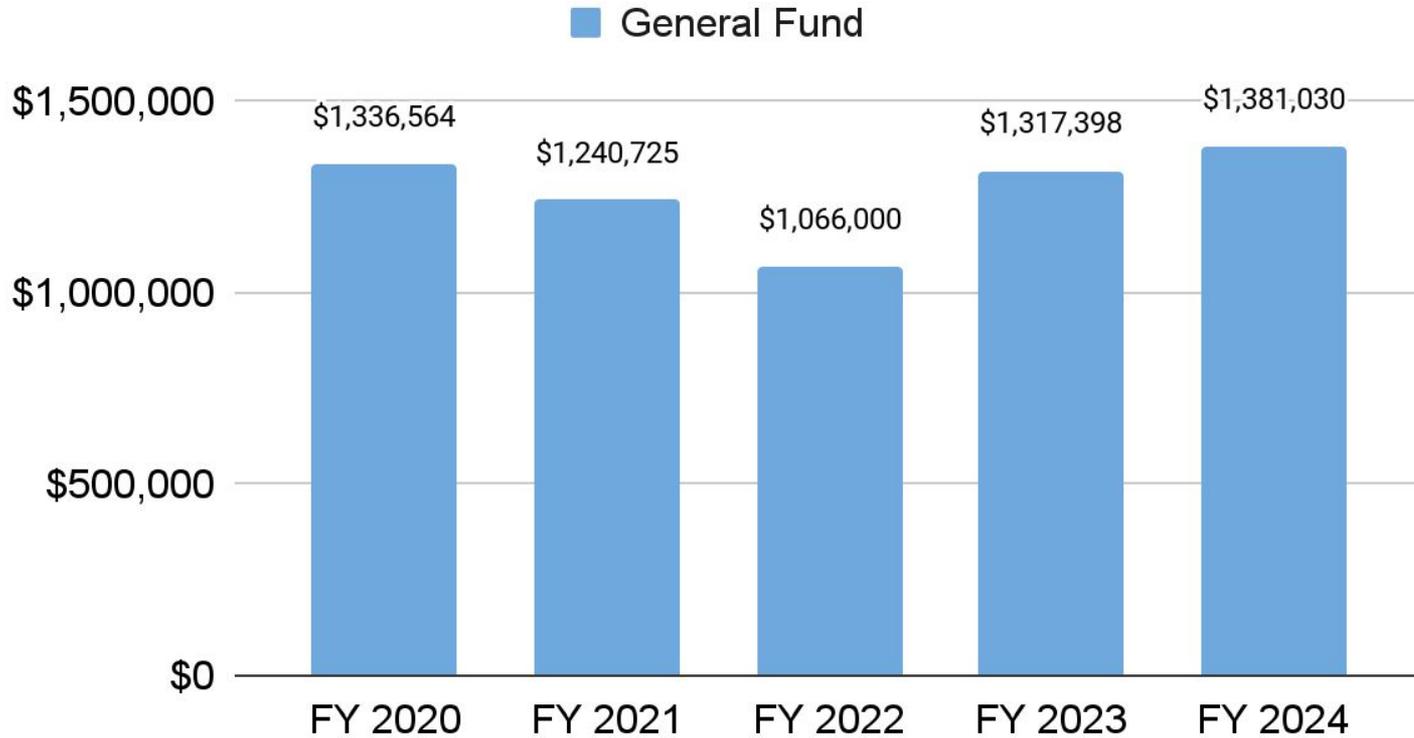
FY 2024 Program Offers

FY 2024 Program Offers		General Fund	FTE
10040A: Complaints Investigation Unit	Existing - ongoing	\$1,184,630	5.00
10040B: Resolution & Development Coordinator	New - ongoing	196,400	1.00
TOTAL		\$1,381,030	6.00



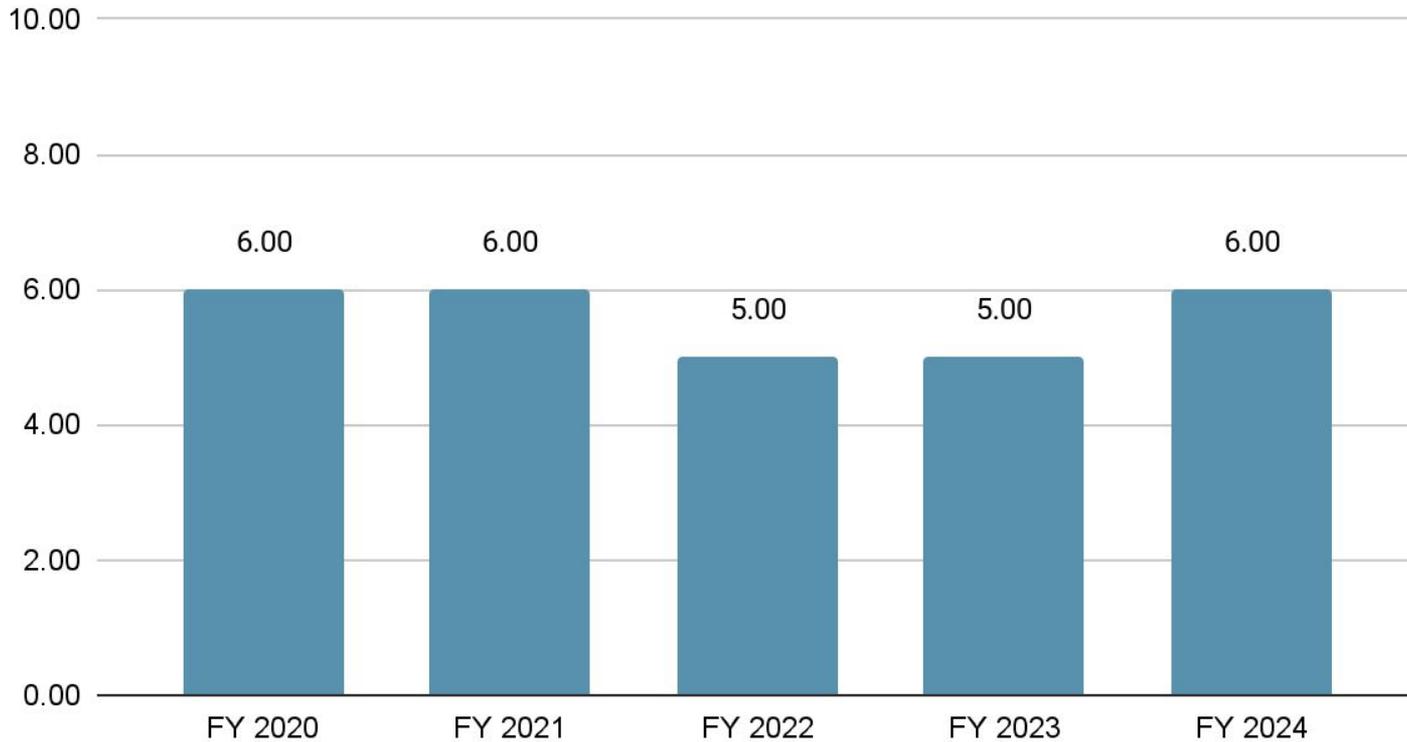
5 Year Trend of Funding

FY 2020 Adopted - FY 2024 Proposed

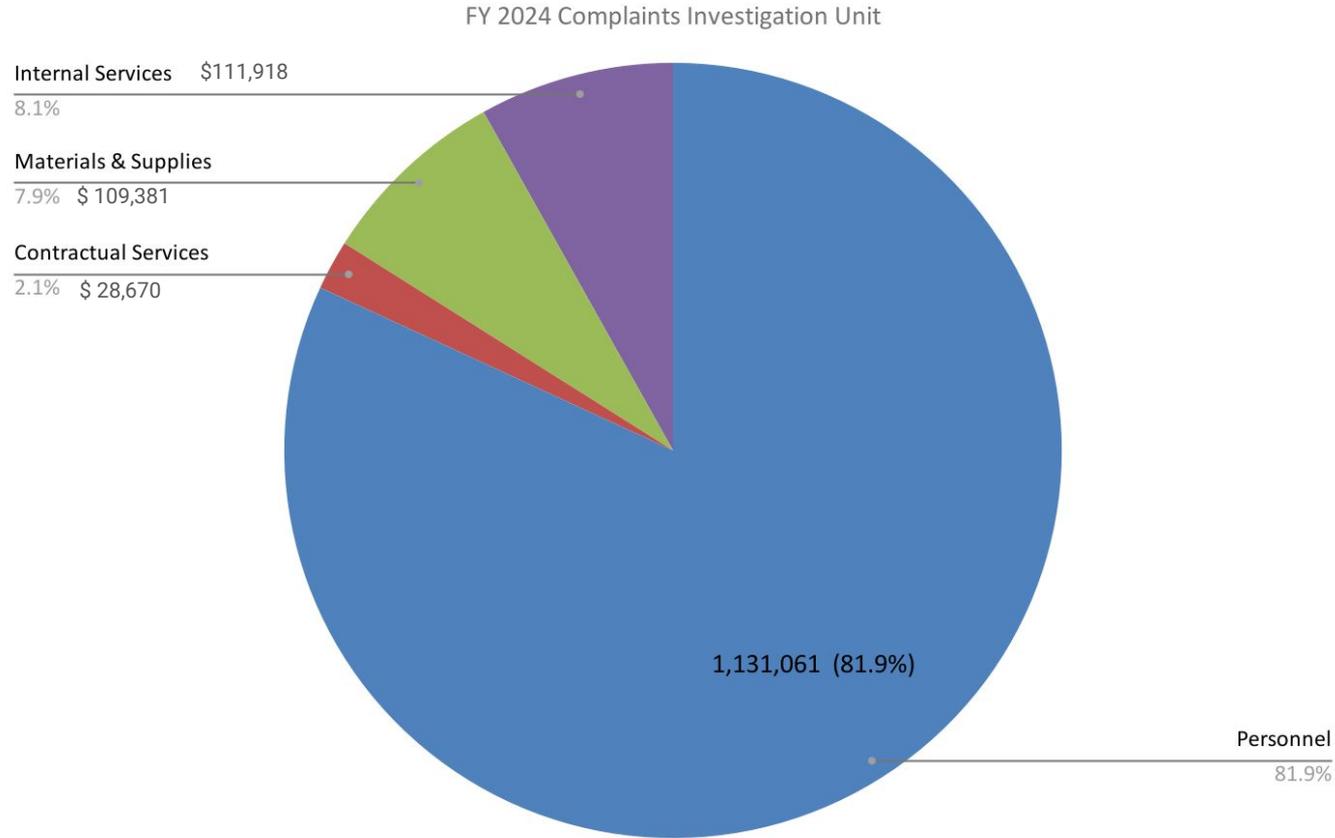


FTE - 5 Year Trend

FY 2020 Adopted - FY 2024 Proposed



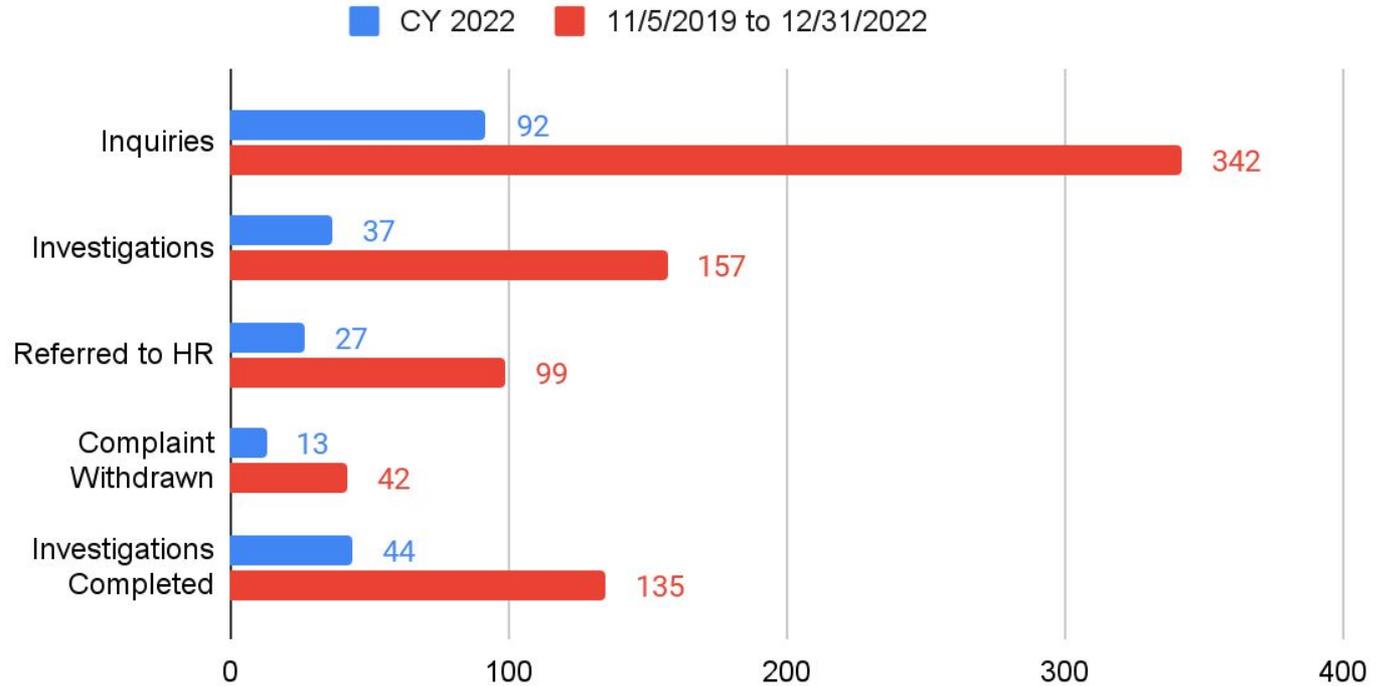
Budget by Category - \$1,381,030



Service Trends

Outcome of inquiries

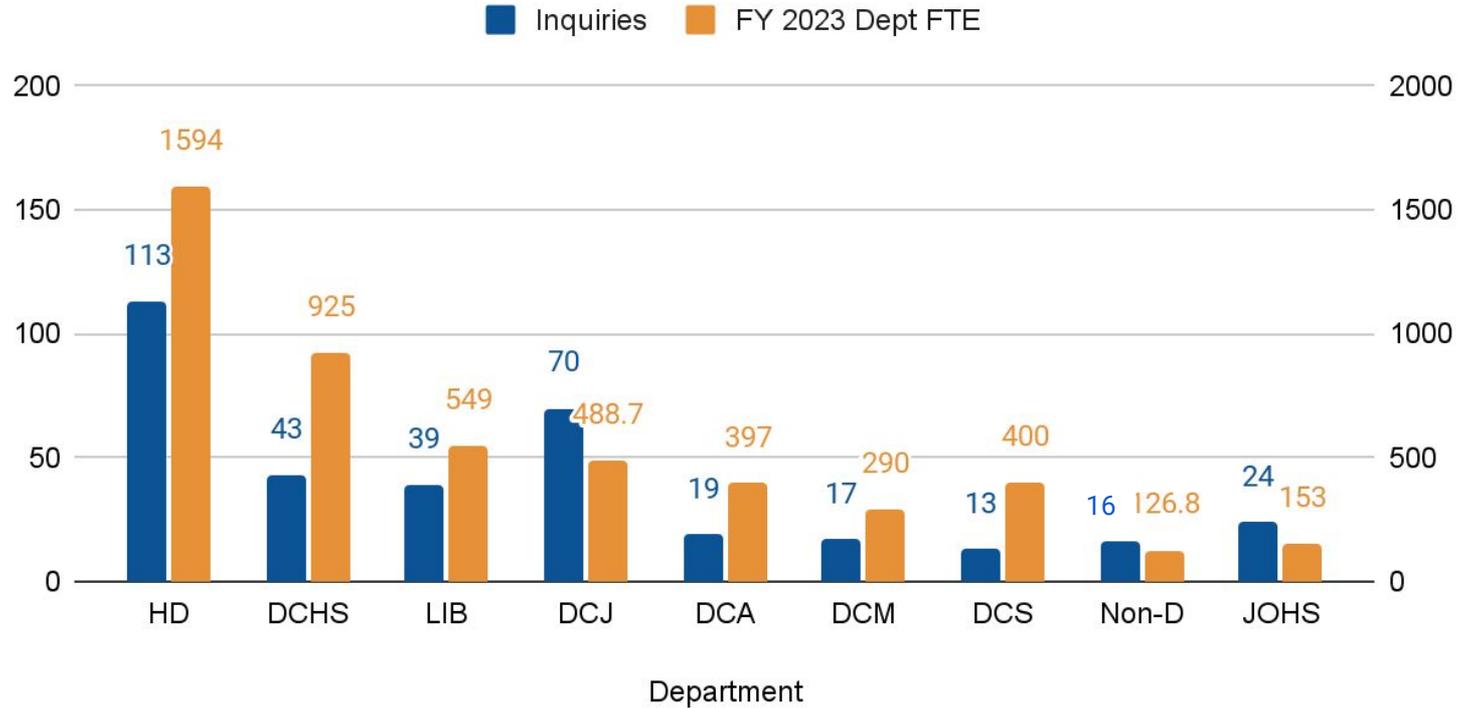
CY 2022 vs Historical



Service Trends

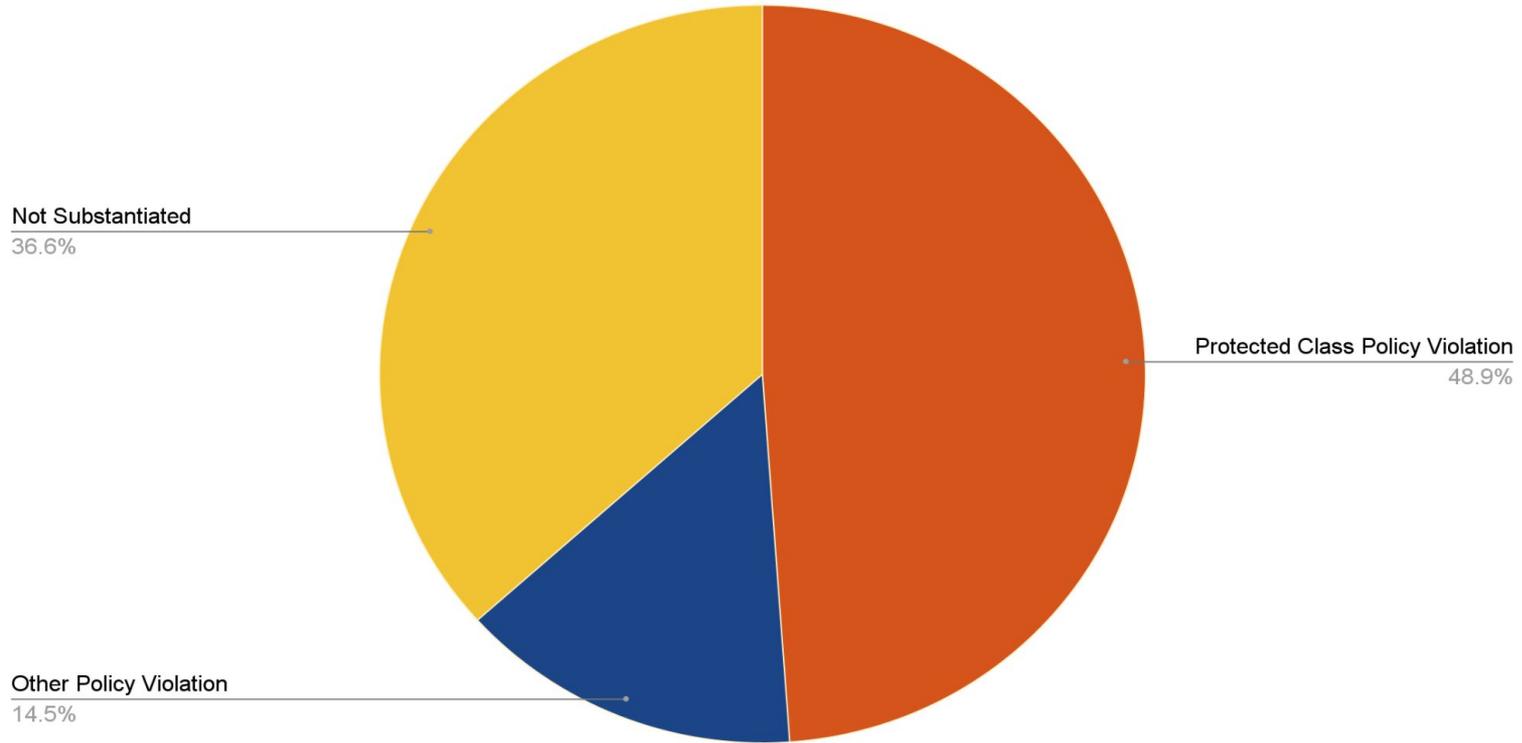
Inquiries by Department

11/5/2019 to 12/31/2022



Service Trends

Outcomes of Closed Investigations



Total investigations: 157



Significant Program Changes

Highlights from Resolutions and Development Coordinator pilot position, now funded ongoing:

- Worked with departments to assess and determine best ways to provide restoration.
- Met with 50+ employees from each department to identify gaps, maximize resources and clarify roles during investigation.
- Established post-intake debrief meetings with investigators to determine restorative alternatives.



Looking Ahead to Future Changes

- Establish a 30-day response process from HR departments.
- Working with Office of Diversity and Equity, Central HR and Managers of Color ERG to complete a disparity analysis of CIU case data.
- Continue to partner with Central HR to implement microaggression and alternative dispute resolution processes.



Questions

