

**Program #10040B - Resolution & Development Coordinator Pilot** 3/7/2022

Department: Nondepartmental **Program Contact:** Andrea Damewood
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Requested

Related Programs:

Program Characteristics: One-Time-Only Request, Out of Target

Executive Summary

The Complaints Investigation Unit, directed by the Deputy Chief Operating Officer, investigates discrimination and harassment complaints based on a protected class made by County employees. This offer would develop and pilot, with one-time-only money, a position to provide follow-up to those involved in protected class complaints. This could include mediation, team building, training, facilitation, restorative justice, etc.

Program Summary

This offer will fund a limited duration position to pilot a program that will:

- Work with participants following a Protected Class investigation to determine what steps could be taken to provide restoration for the individual(s) involved, and, when necessary, the larger workgroup
- Provide coaching to involved HR and managers on restorative practices
- Work collaboratively with reporting party in CIU case to assess needs and make a plan
- Remain in communication with CIU investigators during the course of their cases and at the completion of a report to have full awareness of cases
- Serve as a connector to additional County resources in Central HR, Equity Management, or even external trainings

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Work with the impacted parties in sustained cases on resolution post investigation.	N/A	N/A	N/A	25
Outcome	Create recommendations for resolution best practices based on pilot year.	N/A	N/A	N/A	1

Performance Measures Descriptions

Estimating that there would be about 25 sustained cases for additional resolution work based off of CIU data gathered (just over half our cases have sustained policy violations)

Legal / Contractual Obligation

The Complaints Investigation Unit is responsible for identifying potential violations of Multnomah County personnel rules, which are based on state and Federal laws; this would be a step toward preventing further incidents of harm.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Requested General Fund	Requested Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$173,340	\$0
Materials & Supplies	\$0	\$0	\$16,660	\$0
Total GF/non-GF	\$0	\$0	\$190,000	\$0
Program Total:	\$0		\$190,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: