



**MULTNOMAH COUNTY**  
**AGENDA PLACEMENT REQUEST**  
**NOTICE OF INTENT**  
(revised 08/02/10)

**Board Clerk Use Only**

|                         |                |
|-------------------------|----------------|
| <b>Meeting Date:</b>    | <u>8/25/11</u> |
| <b>Agenda Item #:</b>   | <u>C.6</u>     |
| <b>Est. Start Time:</b> | <u>9:30 am</u> |
| <b>Date Submitted:</b>  | <u>8/17/11</u> |

**NOTICE OF INTENT To submit an application for \$25,000 to CPS HR**  
**Agenda Title: Consulting/International Public Management Association for Human Resources**  
**Title: HR Innovation Grant for Governmental Agencies competition.**

*Note: If Ordinance, Resolution, Order or Proclamation, provide exact title. For all other submissions, provide a clearly written title sufficient to describe the action requested.*

|  |                                   |                               |                                     |
|--|-----------------------------------|-------------------------------|-------------------------------------|
| <b>Requested Meeting Date:</b>           | <u>August 25, 2011</u>            | <b>Amount of Time Needed:</b> | <u>N/A—consent item</u>             |
| <b>Department:</b>                       | <u>Health</u>                     | <b>Division:</b>              | <u>Human Resources and Training</u> |
| <b>Contact(s):</b>                       | <u>Marc Harris, Larry Howlett</u> |                               |                                     |
| <b>Phone:</b>                            | <u>(503) 988-3663</u>             | <b>Ext.</b>                   | <u>29778</u>                        |
| <b>Presenter Name(s) &amp; Title(s):</b> | <u>N/A—consent item</u>           |                               |                                     |
|  | <b>I/O Address:</b>               | <u>160/9</u>                  |                                     |

## **General Information**

**1. What action are you requesting from the Board?**

Authorization for the Director of the Health Department to submit an application for \$25,000 to the CPS HR Consulting/International Public Management Association for Human Resources HR Innovation Grant program.

**2. Please provide sufficient background information for the Board and the public to understand this issue. Please note which Program Offer this action affects and how it impacts the results.**

The Multnomah County Health Department (MCHD) is currently preparing for public health accreditation. Public health accreditation is a national voluntary process for state, local, territorial, and tribal public health departments that is overseen by the Public Health Accreditation Board (PHAB). To be accredited, agencies must: 1) provide documentation that meets stringent requirements within 12 Domains (administrative capacity, governing entity capacity, and the 10 Essential Services of Public Health); and 2) demonstrate a commitment to continuous quality improvement.

Earlier this month, MCHD received an Accreditation Readiness grant for \$50,000 from the Oregon Health Authority in order to address deficiencies in Domain 8, *Maintain a Competent Public Health Workforce*. The main work of this grant project will be to develop a Workforce Development Plan, which is a Domain 8 requirement. This plan will adopt a nationally-recognized set of core competencies to integrate into existing workforce development and performance review activities. For its core competencies, MCHD has chosen the Council on Linkages between Academia and Public Health's Core Competencies for Public Health Professionals, as recommended by PHAB. The Core Competencies are a set of skills essential to the broad practice of public health that reflect the characteristics which should be possessed by public health staff as they work to protect and promote health in a local community.

While this grant project will work to fulfill accreditation requirements, it does not provide funding to develop a suite of in-depth trainings on the Core Competencies. MCHD believes such trainings are a necessity since the Core Competencies are the standards on which staff development and review activities will be based, as of September 2012 when the Workforce Development Plan is complete, and since few public-health-specific trainings are available to MCHD employees. Because there has been little training curricula development for Core Competencies on the local, state, or national levels, MCHD will use HR Innovation grant funding to develop these trainings: one on an introduction to the Core Competencies and two competency-specific trainings.

**3. Explain the fiscal impact (current year and ongoing).**

This grant will provide MCHD with \$25,000 for eight months.

**4. Explain any legal and/or policy issues involved.**

None

**5. Explain any citizen and/or other government participation that has or will take place.**

None

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## ATTACHMENT A

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### Grant Application/Notice of Intent

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If the request is a Grant Application or Notice of Intent, please answer all of the following in detail:

- **Who is the granting agency?**

The granting agency is CPS HR Consulting and the International Public Management Association for Human Resources (IPMA-HR).

- **Specify grant (matching, reporting and other) requirements and goals.**

The purpose of this grant is to support excellence in government agency human resources through innovative programs that foster quality, fairness, equity, and solutions to organizational need. No matching is required as part of this grant. Project results are expected to be published and presented at any IPMA-HR conferences, with the requirement that grantees present at the IPMA-HR International Training Conference held annually in September.

- **Explain grant funding detail – is this a one time only or long term commitment?**

The grant is a one-time award for an eight-month project period.

- **What are the estimated filing timelines?**

The grant application was due August 12, 2011. However, the opportunity did not come to MCHD Human Resources and Training's attention until shortly before the deadline. As a result, HR and Grant Development were not certain an application would be submitted in time to present an NOI to the Board prior to the deadline. The grant was submitted on Friday, August 12, but should the Board not approve its submission, the application will be withdrawn.

- **If a grant, what period does the grant cover?**

The grant covers the period of January 1, 2012 through August 31, 2012.

- **When the grant expires, what are funding plans?**

When the grant expires, the project will be completed. The proposed project was designed to complement the Accreditation Readiness grant so that once both are completed, staff will be well oriented to the Core Competencies for Public Health Professionals. Should more trainings be required, MCHD will seek other funds.

- **Is 100% of the central and departmental indirect recovered? If not, please explain why.**

100% of indirect costs are covered by grant funds.

## ATTACHMENT B

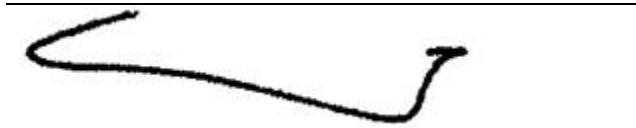
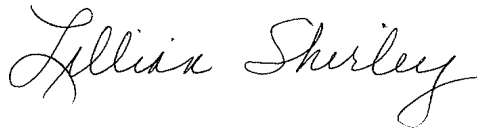
### Required Signatures

Elected Official or  
Department/  
Agency Director:

KaRin Johnson for

08-16-2011

Date:



08/17/11

Budget Analyst:

Date: