



MULTNOMAH COUNTY AGENDA PLACEMENT REQUEST

(Revised: Oct. 2017)

Board Clerk Use Only

Meeting Date:	10/30/18
Agenda Item #:	B.1
Est. Start Time:	10:00 a.m.
Date Submitted:	10/26/18

Agenda Title: Briefing on Workforce Equity Consultant Recommendations

Requested Date:
Tuesday, October 30, 2018

Time Needed:
90 minutes

Department/Division:
DCM/Director's Office

Contacts:
Marissa Madrigal

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Presenters:

Chair Deborah Kafoury, Paul Hudson, Fran Jemmott, Professor John A. Powell (by teleconference), Marissa Madrigal, Kory Murphy, Holly Calhoun, Travis Graves, Aimeera Flint, Raymond de Silva, and Percy Winters Jr.

General Information:

1. What are you requesting from the Board?

This is an informational briefing to the Board of County Commissioners on the report made by Jemmott Rollins Group, human resource consultants, which addresses recommendations on achieving Workforce Equity for Multnomah County public service employees.

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

In the fall of 2017, Chair Kafoury directed the Chief Operating Officer to hire an external consultant to review Multnomah County's human resource policies, practices and structures and to examine how those practices were negatively impacting employees of color and employees in other protected classes. Throughout 2018, the consultants worked to interview current and former employees, convened an advisory council to inform the recommendations and worked to identify specific, concrete actions Multnomah County could take to improve its

culture and structures.

Multnomah County is now in receipt of the consultant recommendations and is seeking to brief the Chair, Board and public on the results of their work.

The presentation will include an explanation of the scope and methodology of the consultants' work; a high level review of the recommendations and their rationale; comments from members of the Safety, Trust and Belonging Advisory Council; and delivery of a management response which includes potential next steps to implement the recommendations.

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

The cost of the consultants was budgeted in the Department of County Management in Fiscal Year 2018 and Fiscal Year 2019. The final cost of the report is expected to be \$150,000.

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

The consultant recommendations include recommendations for changes to Multnomah County administrative policies.

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

N/A

Required Signature:

Elected Official/ Department Director:	Marissa Madrigal	Date:	10/26/18
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