

Health & Human Services Restructure



HHSA Timeline

2005
Start Shift to
HHSA

2016 Change in
Leadership, Goals
and Vision

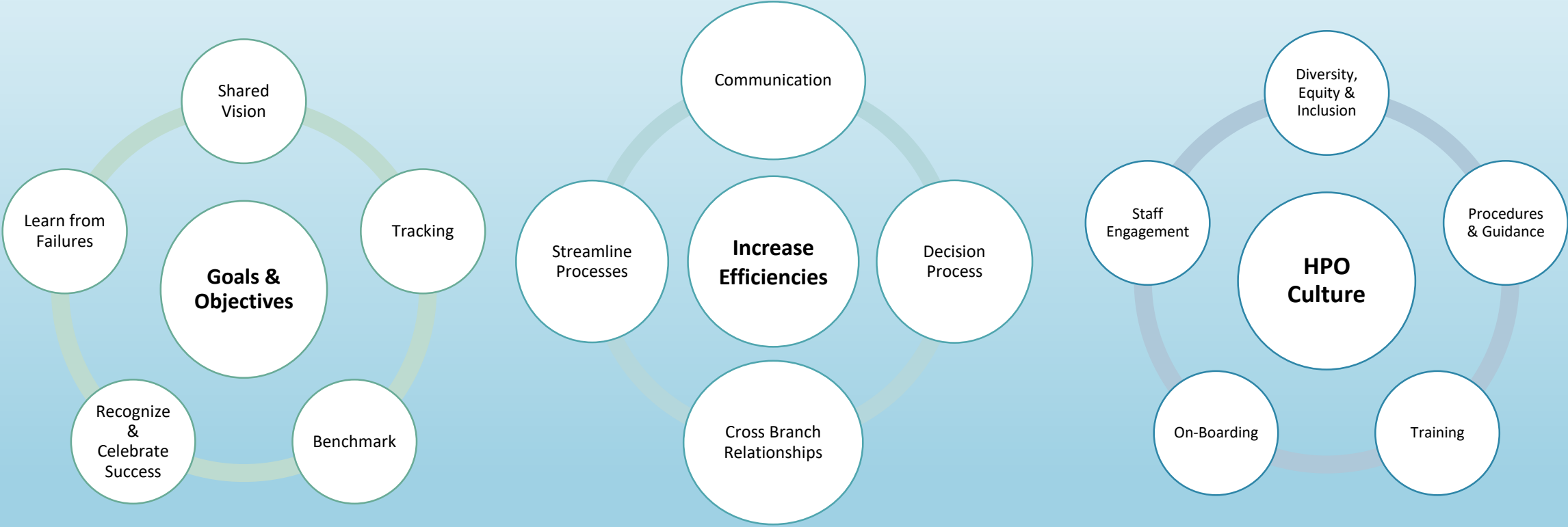
April – May 2021
HHSA AB
Recommends Two
Agency Model

Implement
various Agency
Models

2020 –
Reevaluate
Agency Model

June 2021
Recommendation
to the BOS Two
Agency Model

Kitchen Table Consulting Recommendations #1 - 3



Kitchen Table Consulting Recommendations #4 - 7

Streamline the Human Resources hiring process to increase equity and efficiencies in hiring

- The Executive Office is hiring an Equity Office to focus on diversity and equity across the County departments; this includes addressing the issue of equity in the hiring process. The hiring process has continued to be streamlined to increase efficiencies in hiring employee.

Streamline and re-evaluate contracts approval process for increased efficiency and equity

- The departments have started the contract evaluation process, which has included Granicus trainings, to increase efficiencies and equity within the contract approval process. The next step is to get Cobblestone training and to identify key staffs as leads.

Streamline the Travel Request Process

- As travel has halted due to the COVID -19 Pandemic, this recommendation was not addressed as one of the priority recommendations but will be reviewed and evaluated within the next year.

Streamline the Disaster Response and Recovery process to increase the effectiveness and reduce the impacts on daily operations of branches and staff

- We continue to recruit and train staff members for the Care and Shelter Team, we increased the number of staff trained to provide pandemic response, and have worked to rotate staff responding to the pandemic to reduce the impact on daily operations. We will continue to evaluate this process.