

2025 Board of Supervisors Workshop

DEPARTMENT PRIORITIES **Human Resources**

Presenters:

Cherie Johnson - *Human Resources Director*

Denise Bartolomei - *Assistant Human Resources Director*

Kao Saeturn - *Human Resources Manager*

Brandy Dalzell - *Human Resources Manager*

Katie Ford - *Principal Administrative Analyst*

JANUARY 15, 2025

Human Resources Department Overview

ROLE OF THE DEPARTMENT

Labor Relations

Classification/Compensation/Position Control

Recruitment

Leadership/Employee Development

Employee Relations

Civil Service

Accomplishments from 2024

LABOR RELATIONS

- Successfully negotiated Memorandum of Understandings with 8 bargaining units

CLASSIFICATION/COMPENSATION/POSITION CONTROL

- Implemented step 5 performance evaluation process
- Implemented Voluntary Separation Incentive Plan (VSIP)
- Remove vacant positions from Positions allocation table – over 18 months
- Reviewed/updated classification specifications to accurately reflect the needed qualifications, knowledge, skills and abilities

RECRUITMENT

- Reduced advertising costs
- Expanded recruitment efforts (*Strategic Plan: Safe & Healthy County*)
- Transitioned Volunteer Program in house



Accomplishments from 2024 (continued)

LEADERSHIP/EMPLOYEE DEVELOPMENT & EMPLOYEE RELATIONS

(Strategic Plan: Safe & Healthy County)

- Provided department specific trainings
- Bi-monthly Coffee with HR presentations
- Supervisor/Management & Emerging Leaders Academy
- Leadership Initiative Management Roundtable
- DEI employee education
- Leadership Book Club
- Anniversary, onboarding and engagement surveys



Key Goals for 2025

- Create HR dashboard with regular updates to Board of Supervisors
- Identify HR processes to streamline *(Strategic Plan: Safe & Healthy County)*
- Online Performance Evaluations *(Strategic Plan: Safe & Healthy County)*
- Begin to update County HR-related policies and personnel-related County Code provisions
(Strategic Plan: Safe & Healthy County)
- Update Civil Service Rules



Key Goals for 2025 (continued)

LEADERSHIP/EMPLOYEE DEVELOPMENT & EMPLOYEE RELATIONS

(Strategic Plan: Safe & Healthy County)

- Update Leadership Philosophy for relevancy, clarity and impact
- Continue to foster a workplace culture consistent with a High Performance Organization
- Employee Development
 - Supervisor orientation/trainings (new hire and promoted)
 - Work with departments to improve employee onboarding
 - Identify strategies for improving New Hire Orientation
 - Enhance employee training programs to ensure relevance and effectiveness





THANK
YOU!