



Legislation Details (With Text)

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On agenda:	7/17/2018	Final action:	7/17/2018
Title:	Consider recommendations regarding Centralization and Consolidation of Core Human Resources (HR) Functions, as follows: a) Authorize the Human Resources Director to convene a Human Resources Executive Advisory Committee (HREAC) to help guide and provide input regarding the best organizational structure to improve County-wide operations and reduce overall costs; b) Authorize the Human Resources Director to report on the findings from Mercer Consulting regarding the current state of HR across all departments and opportunities for improvement and staff optimization; c) Authorize the Human Resources Director to develop appropriate working titles for department HR staff performing personnel work to better align with industry standards and to clarify the distinguishing roles between central HR and departmental staff; d) Direct the HR Director to work with the County Executive Office Budget Office, Auditor Controller and department fiscal officers to develop an effective and sustainable funding model that would support a consolidated and or centralized HR service model; and e) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists of government funding mechanisms and or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.		
Sponsors:	HUMAN RESOURCES DEPARTMENT		
Indexes:			
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Attachments:	1. Board Letter		

Date	Ver.	Action By	Action	Result
7/17/2018	1	BOARD OF SUPERVISORS	Acted on as follows:	Pass

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- a) Authorize the Human Resources Director to convene a Human Resources Executive Advisory Committee (HREAC) to help guide and provide input regarding the best organizational structure to improve County-wide operations and reduce overall costs;
- b) Authorize the Human Resources Director to report on the findings from Mercer Consulting regarding the current state of HR across all departments and opportunities for improvement and staff optimization;
- c) Authorize the Human Resources Director to develop appropriate working titles for department HR staff performing personnel work to better align with industry standards and to clarify the distinguishing roles

between central HR and departmental staff;

d) Direct the HR Director to work with the County Executive Office Budget Office, Auditor Controller and department fiscal officers to develop an effective and sustainable funding model that would support a consolidated and or centralized HR service model; and

e) Determine that the above action is exempt from the California Environmental Quality Act (CEQA) pursuant to CEQA Guidelines Section 15378(b)(4), because it consists of government funding mechanisms and or other government fiscal activities, which do not involve any commitment to any specific project which may result in a potentially significant physical impact on the environment.