



COUNTY OF EL DORADO

Department of Human Resources Overview

February 12, 2019

County of El Dorado
Human Resources Department
330 Fair Lane
Placerville, CA 95667
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Presented by:

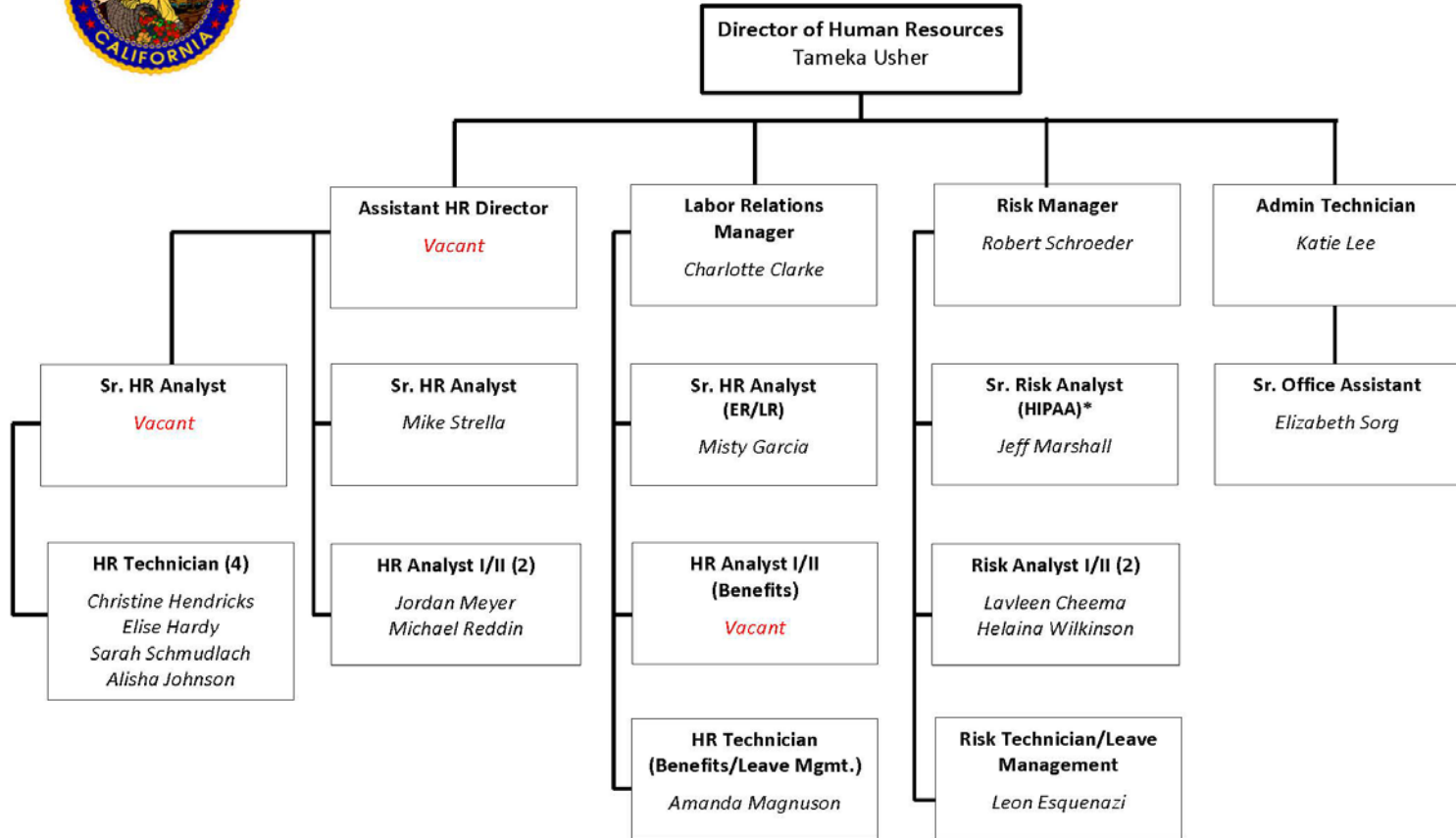
Tameka Usher, Director of Human Resources



Organization Chart



Department of Human Resources Organizational Chart





Mission and Vision

Mission

- ***Promote the power of public service by fostering a positive, productive, and collaborative workplace where **all employees are qualified, empowered, respected, and valued.*****

Vision

- ***As an employer of choice, maximize individual and organizational success through **strategic partnerships and collaboration** by implementing and supporting programs, processes, and services that **add value to both the County of El Dorado employees and the community.*****



HR Guiding Principles

Collaborative Business Partner

Proactively works with departments to understand their mission and work together to devise effective strategic solutions.

Consistency

Equal diligence and ethical consistency in all aspects of HR.

Integrity

Decisions are based on impartial, equitable, and reliable information; established deadlines are met.

Transparency

Open process when available and clear communication.



HR Guiding Principles cont.

Accountability

Ownership in what we do.

Competent Knowledge Resource

Seeks opportunities to improve; serves as subject matter experts.

Solution-Focused Customer Service

Work with our customers to understand their needs, finding viable solutions.

Professional Excellence

Success with our internal/external customers.



HR Functions and Services



Vision: As an employer of choice, maximize individual and organizational success through strategic partnerships and collaboration by implementing and supporting programs, processes, and services that add value to both the County of El Dorado employees and the community.



Accomplishments

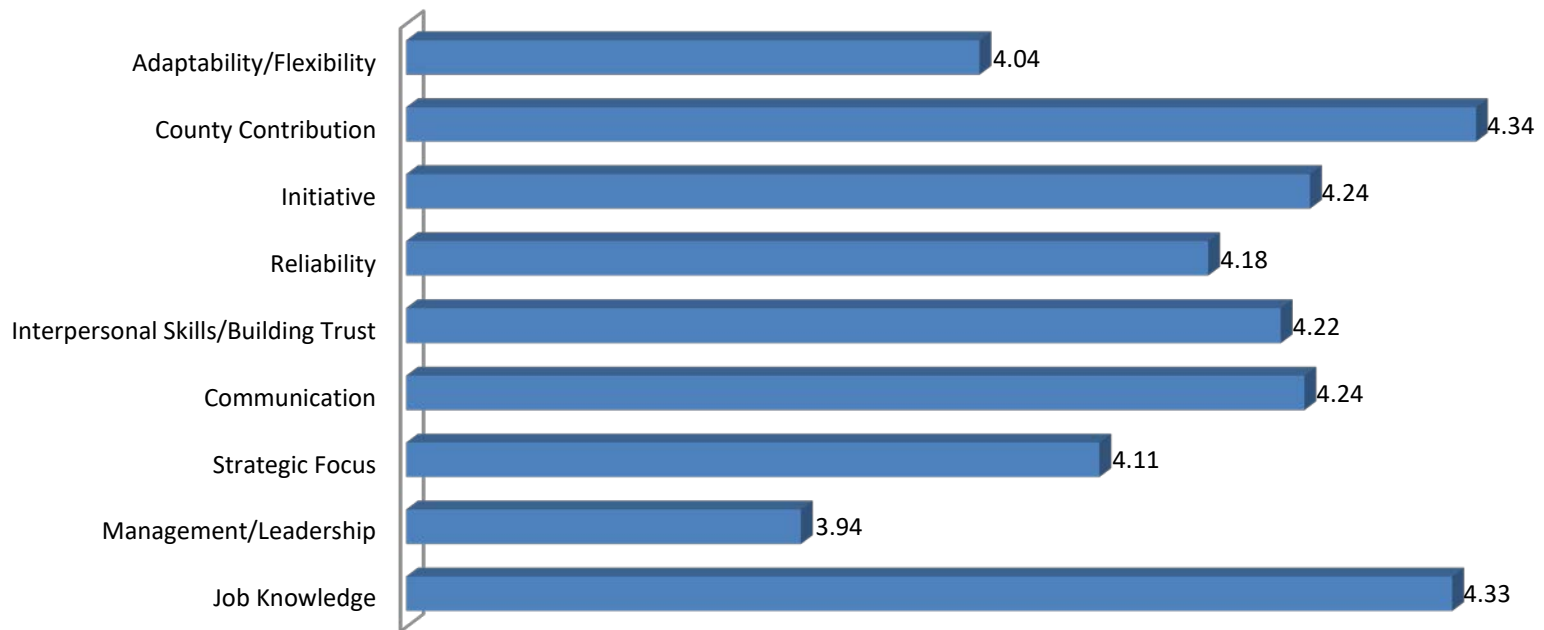
- 360 Performance Feedback
 - UD
 - UM (implemented December 2018)
- Centralized Human Resources Functions
 - Occupational Injury and Illness Coordinator Duties
 - Insurance Renewals
 - New Hire Recruitment and Selection Process and Termination Process for Three (3) Departments
 - Six (6) Additional Departments will Transition March 1st
- Revised Personnel Rules
 - Will be Presented to the Board on February 26th.
- Published a 3-Year Strategic Plan
- Updated Compensation Data
- Implemented Several Automated Solutions to Create Efficiencies and Improve Reporting Functionality
- Implemented New Pre-Employment Medical Vendor



360- Performance Feedback Update

In 2018, twelve (12) appointed department directors participated in the 360 performance evaluation in which they were rated on nine (9) job-related competencies. The chart below reflects the overall average performance rating by competency (on a 5-point scale).

2018 - Overall Average Performance Rating





Summary of 2019 Objectives

Classification Study Fully Implemented

HR Customer Satisfaction Survey and Stakeholder SWOT Analysis

Update Employer – Employee Relations Resolution (EERR)

Recruitment and Selection - Social Media Platform, Bilingual Testing, Exam Development Projects

Services Level Agreements

Transition to an Approved Local Merit Systems (ALMS) County

All HR Process and Procedures Documented

HR Department - Move Locations



Well Functioning and Value Added Customer Service Department

