

Strategic Investment Plan for El Dorado County						
Last Updated: May 20, 2013						
Investment Team	List of Projects	Year				
		2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Human Resources	Goal: To attract, develop and retain the highest quality, most productive workforce available/possible.					
	Priority 1					
	Training Coordinator			X		
	Consultant \$ for special projects			X		
	Performance Management - evaluations, daily coaching and management, discipline			X		
	Recruitment and Hiring			X		
	Labor Relations Division			X		
	Civil Service Ordinance			X		
	Temporary help procedures and assistance			X		
	Pre-employment background - fingerprinting policy - management process (Martha)			X		
	Department expectation statements			X		
	Classification and comp study			X		
	HR Director, Risk Manager, Labor Relations Manager recruitment			X		
	Priority 2					
	Operational Efficiencies - SLT inclusion				X	
	Workforce outreach				X	
	Propose bill language that promotes government education					
	HS College Outreach					
	Improve job reclass				X	
	Priority 3					
	Surveys					X
Risk Management	Goal: To develop management practices that will productively limit risk for the County and maximize results in the short-term and long-term.					
	Training for Department Heads and staff		X			
	Monthly report to BOS on claims settlements					
	Establish cost of progress and measure effectiveness of efforts					
	Review pre-employment screening policies and procedures					
	Review disability management policies and procedures					
	Review leave management policies and procedures					
	Develop long-term health benefits strategy					
	Review status and administration of mandatory training program					
	Evaluate safety training program					
	Review IIPP and update as needed					
	Review job descriptions for essential functions, physical requirements					