

Investment Plan

Limit Government
Enhance Services

Goal Overview

- 5 year strategy to address ongoing shortfalls
- Limit Government
 - Replace costly, antiquated, inefficient systems that require more and more people to maintain
- Enhance Services
 - Reduce operating costs
 - Turn savings into services
 - Empower employee efficiency through training and the use of improved technology

Investment Plan Video



Strategy

- Spend Conservatively
- Invest Wisely
- Be Flexible and Ready to Act

Advancing Technology

- All Departments
 - **Enterprise Resource Planning (ERP) System**
 - HR/Payroll
 - Financial
- District Attorney & Public Defender
 - Technology enabled paperless processes

Investment Teams

- Formed November 2011
 1. Human Resources
 2. Risk Management
 3. Facilities
 4. Information Technology
 5. Economic Development
 6. Department Accountability & Culture

Investments

- Board briefed by Investment Teams in August/September
- Investments included in Final Budget

Human Resources Projects

- Extra Help procedures
- Performance Management program
- Recruiting & Hiring procedures
- Personnel Management Resolution update
- Disciplinary process
- Labor Relations
- Survey employees

Human Resources Investments

- \$58,800K for specialized extra help
- \$62,725K for Investment projects
 - Staff and Management training
 - Outside resources to implement some projects

Risk Management Projects

- Training
- Monthly BOS reports
- Costs/measures
- Pre-employment screening
- Disability Management
- Leave Management
- Benefits strategy
- IIPP
- Job descriptions

Risk Management Investments

- Staff time

Facilities Projects

- Animal Shelter
- Audit of current facilities
- Prioritize projects
- Policies and practices
- Parks facilities plan
- Develop central fiscal unit

Facilities Investments

- 1 FTE Building Ops Supervisor
- Fund vacant Facilities Project Manager position
- \$30K for extra help

I.T. Projects

- Voicemail system upgrade
- e-Fax implementation
- Framework for major projects
- Key role in ERP system implementation

I.T. Investments

- 1 FTE Supervising IT Analyst (transfer from Probation Dept)
- \$208,000 for stipends, training, software, hardware
- ERP Implementation
 - Project budget, timeline, plan
 - Funds set aside in designated reserve

Economic Development Projects

- Hire Director
- Develop Plan for County
- Identify Incentives
- Streamline Community Development
- Parks Plan

Economic Development Investments

- 1 FTE Business Relations Manager
- .5 FTE Administrative Technician
- Shift use of TOT:
 - From 51% to 75%
 - Additional \$417,458 plus carry forward
 - Bring back specific budget recommendation by EDAC
 - \$25K for Veterans Hall

Dept. Accountability & Culture Projects

- Department Head expectations & evaluations
- Reporting Structure
- Personnel Management Resolution
- Achievement Assessment
- Mission and Core Values
- HR/Risk support for Department Heads
- County Counsel role
- Department Head selection process
- Fiscal responsibility standards
- Communications

Dept. Accountability & Culture Investments

- 1 FTE Public Information Analyst
- .5 FTE Administrative Technician
- 1 FTE Department Analyst
- \$50K for contracts

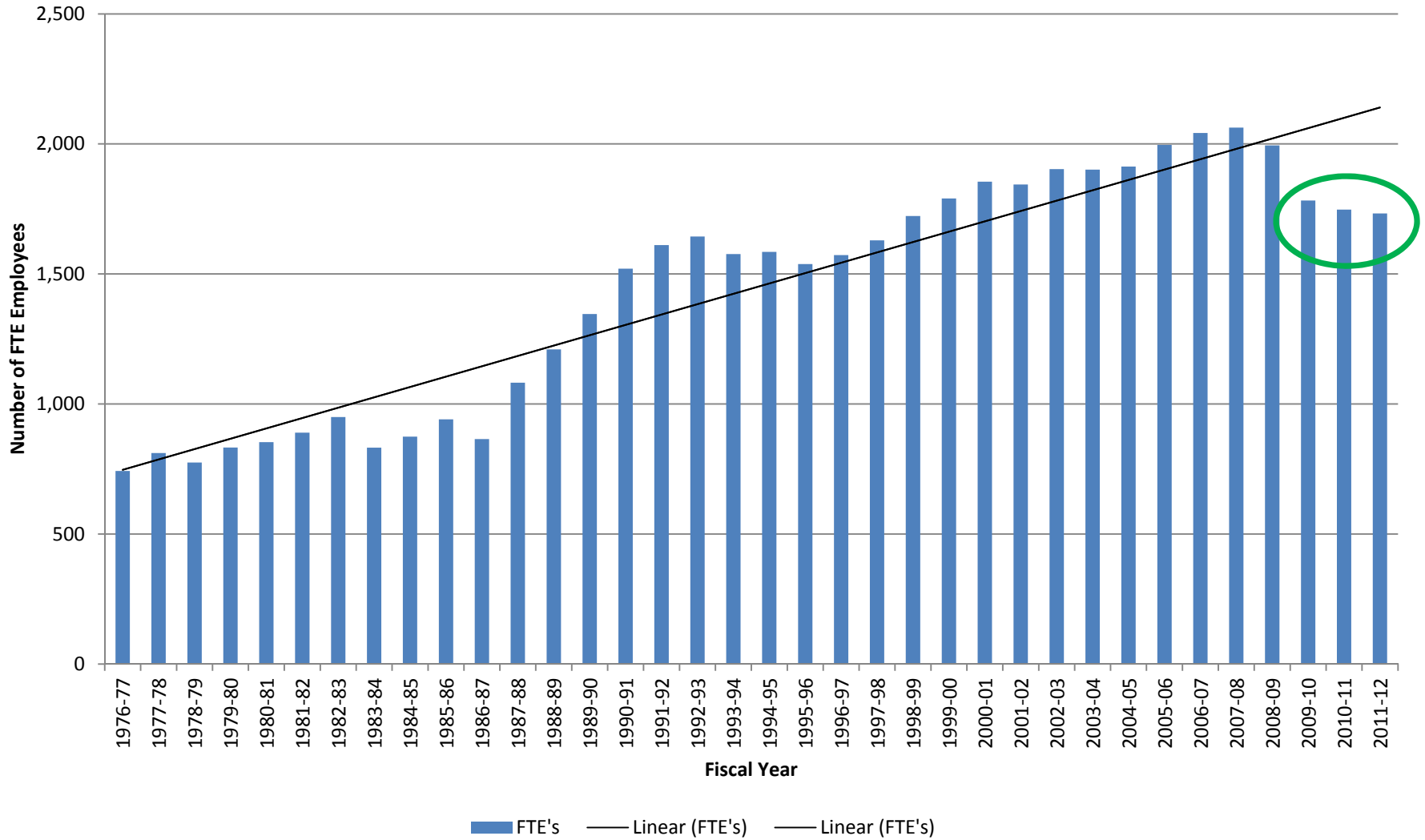


Shared with
Economic
Development

Return on Investment

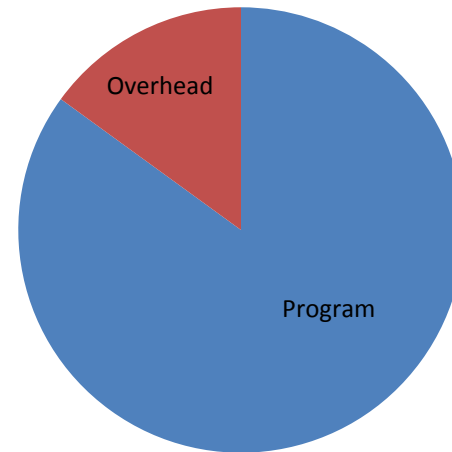
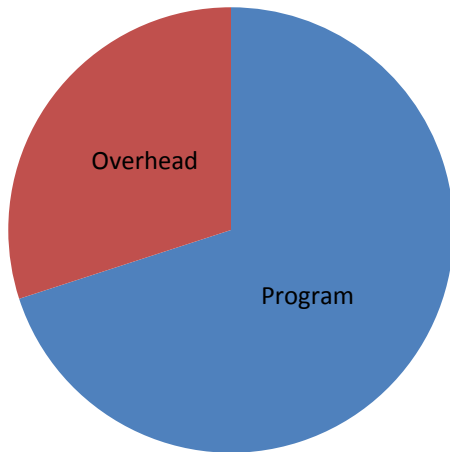
- Difficult to quantitatively measure
- Limit Government
 - Reduce/maintain growth in number of employees
 - Existing employees become more efficient with policy & technology investments

County of El Dorado Full Time Equivalent Employees



Return on Investment

- Enhance Services
 - Improve efficiencies to shift focus from Overhead to Program Services



- Investment Team feedback: roles/relationships
- Public feedback

Next Steps

- Focus on Enterprise Resource Planning System implementation
- Investment Teams continue to make progress
- Continue feedback to Board
- Reevaluate investments & Team structure at Executive Management meeting in January 2013