



EL DORADO COUNTY

HUMAN RESOURCES

DEPARTMENT OVERVIEW 2025

Presented to the Board of Supervisors on
February 5, 2025



Our Vision and Mission

Our 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.

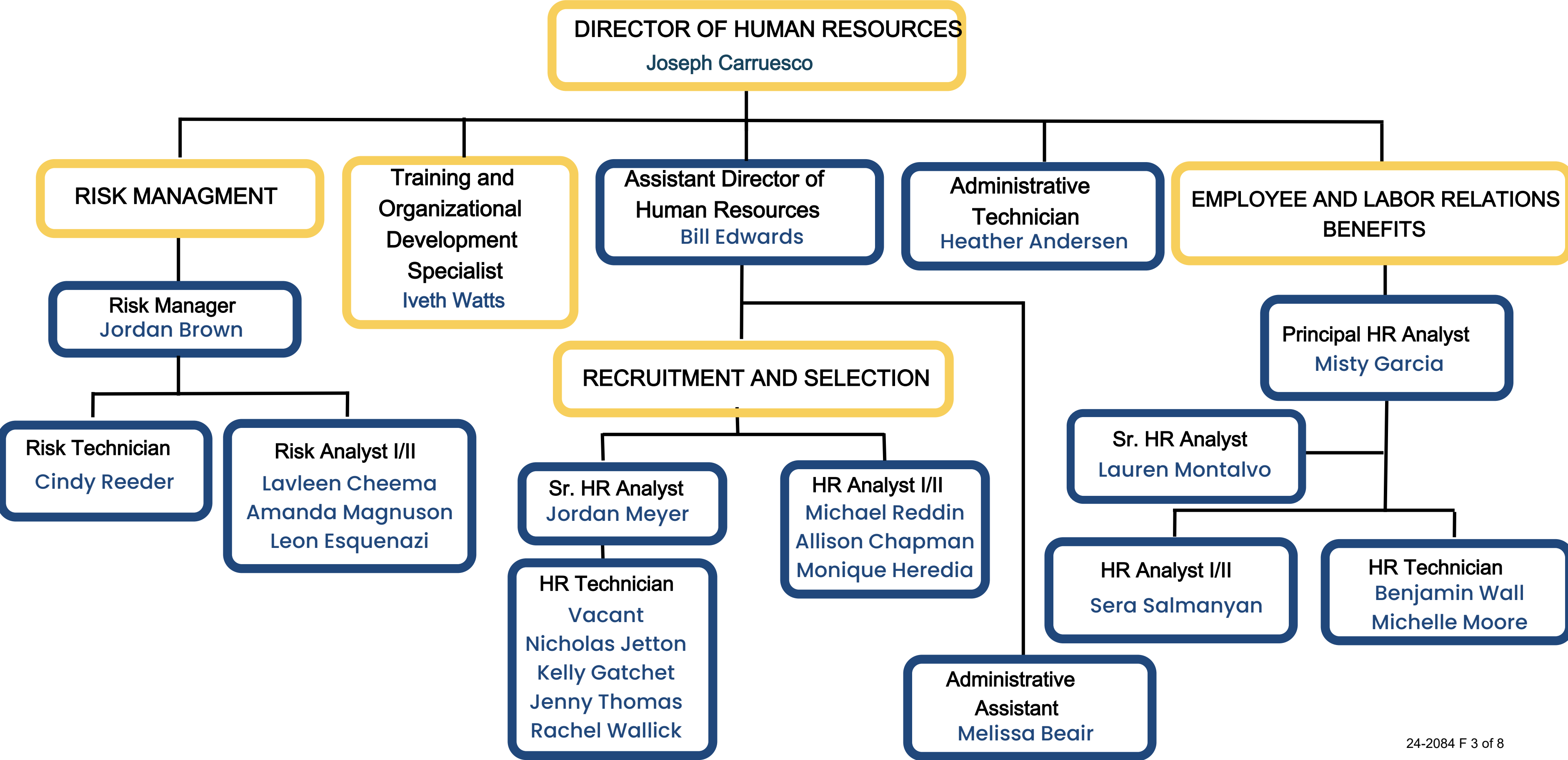
Our Mission



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



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What We Do



Recruitment and Selection

- Recruitment & Exam Development
- Selection
- Classification & Job Analysis
- Compensation
- Position Control
- Reduction in Force
- Pre-Employment Medical
- Preparing Personnel Actions
- Fenix Imports
- Background Checks
- Onboard New Employees
- Bilingual Testing
- EEOC Reporting
- Personnel Rule & MOU Interpretation



Administrative Operations

- Civil Service Commission
- Board Items
- Records & Retention
- Live Scan
- Front Desk Reception
- Verification of Employment
- Data Analytics
- Training and Organizational Development
- Health and Wellness
- Performance Evaluations
- Exit Interviews



Risk Management

- Worker's Compensation
- Safety
- General Liability
- Contract Insurance
- County Insurance
- Protected Leaves
- Threat Assessment
- Ergonomic Evaluations
- Accommodations
- AED Inspections
- Safety Training
- Vector Solutions
- Volunteer Program
- Loss Prevention



Labor/Employee Relations & Benefits

- Negotiations
- Labor Engagement
- Grievances
- EEOC/CRD
- Investigations
- Public Records/ Subpoenas
- Contract Review
- Compensation
- Unit Determination
- Departmental Consultation/Advice
- Personnel Rule & MOU Interpretation
- Benefits Administration
- Personnel Matters
- Performance Management

Budget



Human Resources

\$3,054,415

General Fund



Risk Management

\$71,150,993

Total Appropriations

Service and Performance Indicators, 2024



- 373 New Employees Hired
- 6378 Applications Reviewed
- 391 Recruitments Conducted
- 14 Executive level positions filled
- 46 Graduates of the Supervisor Training Academies
- 1,332 Health Plan enrollment changes (enrollments and terms)
- 779 Personnel Actions for benefit premium deduction change
- 29 successor MOU bargaining sessions conducted
- 40 non-MOU meet and confers facilitated
- 59 workplace complaints processed

Workforce Excellence

Strategic Objectives

- Create a comprehensive employee recognition policy and program
- Continue to initiate wellness initiatives and activities for employees
- Continue to attract and recruit top -tier candidates by providing competitive compensation, development opportunities and a positive culture
- Explore best practices to assist employees in achieving a work/life balance
- Create a workforce excellence committee to assist with employee retention
- Conduct countywide surveys to make informed decisions by understanding employee priorities



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QUESTIONS?

