

Strategic Investment Plan for El Dorado County						
Last Updated: March 26, 2012						
	Highlighted in yellow indicated project scheduled for this period					
	Highlighted in green indicates project completed					
Investment Team	List of Projects	Year				
		2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Human Resources	Update Extra Help Procedures					
	Replace applicant tracking system (Neogov)					
	Performance eval system					
	Hiring Procedures					
	Personnel policies update					
	Disciplinary procedures					
	Labor relations/contracts					
	Staff training					
	Executive mgmt selection & training					
	Survey of County employees					
	Survey of Department Heads					
	PDF all MOUs, personnel and compensation ordinances					
	Training development					
	"Difficult Conversations" scheduled	4/24/12				
Risk Management	Review hiring standards					
	Train Dept Heads in Risk					
	Monthly report to BOS on claims settlements					
	Establish cost of progress and measure effectiveness of efforts					
	Review pre-employment screening policies & procedures					
	Review disability mgmt policies & procedures					
	Review leave mgmt policies & procedures					
	Develop long-term health benefits strategy					
	Wellness programs					
	Labor Contracts					
	Relationship with Marshall					
	Research "in lieu of" pay					
	Review mandatory training program--status, administration					
	Evaluate safety training program					
	Evaluate EEO/complaints investigations, improve					
	Review IIPP and update, as needed					
	Review job descriptions for essential functions, physical req'ts					

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		2011-2012	2012-2013	2013-2014	2014-2015	2015-2016
Facilities	Property management plan					
	Update facilities plan					
IT	Upgrade email system	12/5/2012				
	Upgrade Legistar					
	Develop framework for major IT investments					
	HR/Payroll system					
	DA/PA system					
	Enterprise system					
	Land management system					
	Property tax admin system					
	Dept records storage					
Economic Development	Integrate and coordinate all current econ dev efforts					
	Develop long-term econ dev plan for County					
Department Accountability	Create written expectations for appointed Dept Heads					
	Review and revise Dept Head evaluation process					
	Review Personnel Management Resolution					
	Review administration of the Discrimination, Harassment and Retaliation Policy					
	Develop Achievement Assessment Process to support expectations and standards compliance					
	Review County statements of Mission and Core values					
	Review HR support for Dept Heads					
	Review Risk Management support for Dept Heads					
	Review County Counsel role related to Dept Heads					
	Review selection process for appointed Dept Heads					
	Review fiscal responsibility standards for Dept Heads					
	Evaluate citizen and employee input regarding county culture and needed improvements					
	Evaluate recruitment, retention and compensation as it effects accountability and culture					
	Evaluate training needs to support leadership development related to findings					
Highlight areas of excellence						