



## Legislation Text

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**File #:** 13-0401, **Version:** 8

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Chief Administrative Office and Human Resources recommending the Board consider the following:

- 1) Receive a summary report of the cultural assessment interviews conducted by VanDermyden Maddux Law Firm;
- 2) Receive a presentation outlining the proposed action plan as a result of the cultural assessment survey; and
- 3) Provide direction to staff regarding funding for the activities associated with the implementation of the action plan. (Est. Time: 1 Hr.) (Cont. 4/28/14, Item 1)

### **Background**

On January 21, 2014 the Board received a presentation from the Human Resources Director regarding a proposal to include a new provision in the Personnel Rules-Personnel Rule 111 "Respectful Workplace" based on previous direction from the Board of Supervisors. At that meeting the Board also directed staff to move forward with obtaining contracts as follows:

- 1) Contract for assessment, coaching and intervention - not to exceed \$60,000;
- 2) Training for conflict resolution/communication - not to exceed \$20,000; and
- 3) Formal Cultural Assessment through interactive interviews and survey of employees - not to exceed \$60,000.

On March 4, 2014 the Board of Supervisors approved revisions to the Personnel Rules which included the implementation of Personnel Rule 111-Respectful Workplace. On March 10, 2014, Van Dermyden Maddux Law Firm emailed an online survey to County employees in order to develop a baseline assessment of the El Dorado County organization and identify organizational development issues which may need to be addressed. Survey information was collected from March 10 through March 21. Former executive level employees were interviewed to gain valuable retention data. Current employees who wished to provide additional input were provided a phone number and email address if they chose to voluntarily schedule an appointment for an interactive interview with a representative from Van Dermyden Maddux Law Firm.

On April 28, 2014 the Board received a presentation of a high level summary of the data and information that was received as a result of the interactive interviews and Cultural Assessment Survey and directed the Chief Administrative Office to return to the Board to discuss appropriate next steps as a result of an investigation of past non-EEO (Equal Employment Opportunity) violations; and directed the Cultural Assessment team (Consultants) to continue their processes to provide an action plan based upon the survey results.

### **Contact**

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