330 Fair Lane, Building A
Placerville, California
530 621-5390
FAX 622-3645
www.edcgov.us/bos/

County of El Dorado

Legislation Details (With Text)

File #:	14-0578 **Version:** 1		
Type:	Agenda Item	**Status:**	Approved
File created:	4/11/2014	**In control:**	Board of Supervisors
On agenda:	4/29/2014	**Final action:**	4/29/2014
Title:	Health and Human Services Agency and Human Resources recommending the Board approve and authorize the Chair to sign Resolution 046-2014 amending the Authorized Personnel Allocation Resolution 063-2013 for the Health and Human Services Agency to delete 1.0 FTE Principal Staff Services Analyst and 1.0 FTE Staff Services Analyst, and add 1.0 FTE Administrative Services Officer. FUNDING: State, Federal, and General Fund.		
Sponsors:			
Indexes:			
Code sections:			
Attachments:	1. A - Resolution for HHSA HR Allocations 4-29-14, 2. Executed Resolution 046-2014 (BOS 4-29-14)		

Date	Ver.	Action By	Action	Result
4/29/2014	1	Board of Supervisors	Approved	Pass

Health and Human Services Agency and Human Resources recommending the Board approve and authorize the Chair to sign Resolution **046-2014** amending the Authorized Personnel Allocation Resolution 063-2013 for the Health and Human Services Agency to delete 1.0 FTE Principal Staff Services Analyst and 1.0 FTE Staff Services Analyst, and add 1.0 FTE Administrative Services Officer.

FUNDING: State, Federal, and General Fund.

Fiscal Impact/Change to Net County Cost

Health and Human Services Agency (HHSA) is requesting the deletion of the Principal Staff Services Analyst and Staff Services Analyst positions supporting HHSA Human Resource operations and the addition of an Administrative Services Officer position that is Human Resource directed to better support the Human Resources needs of the Agency with an anticipated cost savings of approximately $98,000.

Background

In recent years, HHSA has been operating a hybrid Human Resources model where some functions have been addressed by HHSA staff and others by County Human Resources staff. HHSA has experienced a high volume of recruitments and complex disciplinary issues that have presented challenges in meeting the needs of the Agency as currently structured. The addition of the Administrative Services Officer position will allow for stronger management of the Human Resources functions, while working more closely with County Human Resource Analysts, to meet the demands of HHSA. This model is anticipated to provide for greater consistency with County Human Resources (HR) while maximizing efficiency by working directly and collaboratively with County Human Resources Analysts.

Reason for Recommendation

County Human Resources recently completed an assessment of the human resources needs in HHSA and determined that in order to support the regular demands of the Agency that a direct and collaborative human resources model will maximize efficiency and ensure consistency required to meet the demanding and complex Human Resource needs of HHSA. Failure to approve this request could result in delays in critical recruitments or necessary disciplinary action which could result in additional costs for paid administrative leave. In addition to this action, County Human Resources will be requesting approval to add a Principal Human Resources Analyst that will provide support to HHSA.

Clerk of the Board Follow Up Actions
Clerk of the Board to provide HHSA and HR each with one (1) copy of the resolution signed by the Chair.

Contact
Pamela Knorr, Human Resources Director
Don Ashton, M.P.A., Director, Health and Human Services Agency

powered by Legistar™