



## Legislation Details (With Text)

**File #:** 18-1132      **Version:** 1

**Type:** Agenda Item      **Status:** Approved

**File created:** 7/13/2018      **In control:** Board of Supervisors

**On agenda:** 7/24/2018      **Final action:** 7/24/2018

**Title:** Chief Administrative Office recommending the Board receive and file an update relative to implementation of the objectives identified in the Good Governance strategic plan goal, and approve the definition of 'Succession Planning' as "A deliberate strategic process that sources talents and identifies potential new leaders by developing motivated staff to meet the needs of the community and organization to ensure functional continuity."

**FUNDING:** N/A

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** 1. A - Good Governance Strategic Plan Update Matrix

Date	Ver.	Action By	Action	Result
7/24/2018	1	Board of Supervisors	Approved	Pass

Chief Administrative Office recommending the Board receive and file an update relative to implementation of the objectives identified in the Good Governance strategic plan goal, and approve the definition of 'Succession Planning' as "A deliberate strategic process that sources talents and identifies potential new leaders by developing motivated staff to meet the needs of the community and organization to ensure functional continuity."

**FUNDING:** N/A

### DISCUSSION / BACKGROUND

On January 30, 2018, the Board of Supervisors approved the following new objectives relative to the Good Governance goal of the County's Strategic Plan:

- Objective 2.1: Review and update all ordinances and establish mechanisms for timely reviews and updates based on relevance.
- Objective 2.2: Review and update, and if appropriate, propose new policies to inter-office services and public services. Establish a mechanism for timely updates, review for relevance to ensure a balance between appropriate level of internal control and efficient work flow.
- Objective 2.3: Develop and implement best practices relative to the administration and function of Board appointed Commissions/Committees.
- Objective 2.4: Develop a multi-year labor negotiation strategy to ensure compensation

is consistent with Board philosophy, consistency across bargaining units, as well as long term sustainability.

- Objective 2.5: Review and make any necessary changes to the fiscal/budget policies in the interest of achieving long term fiscal health for the County, including the consideration of priority based budgeting.
- Objective 2.6: Review the performance evaluation process for all represented employees, as well as implement a 360 Performance Evaluation process for Department Heads and Unrepresented Management Employees.
- Objective 2.7: Implement a formal, countywide employee development and succession planning program.

Attachment A provides a status relative to the implementation of each objective.

In regards to Objective 2.7 and the implementation of a formal, countywide employee development and succession planning program, the project team, in consultation with the Department Heads, developed the proposed definition. Staff is asking the Board to approve this definition in order to provide guidance in the preparation of a survey to be used to finalize the development of the succession planning program.

## **OTHER DEPARTMENT / AGENCY INVOLVEMENT**

All County Departments

## **FINANCIAL IMPACT**

There is no cost associated with this item.

## **CLERK OF THE BOARD FOLLOW UP ACTIONS**

N/A

## **STRATEGIC PLAN COMPONENT**

Good Governance

## **CONTACT**

Don Ashton