



County of El Dorado

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Legislation Text

File #: 13-1475, Version: 1

Human Resources recommending the Board consider the following:

- 1) Approve the classification specification for the position of Training and Organizational Development Specialist; and
- 2) Authorize the Chair to sign Resolution **184-2013** establishing the salary range and bargaining unit designation for the Training and Organizational Development Specialist and amending the Authorized Personnel Allocation Resolution for the Human Resources Department to add 1.0 FTE Training and Organizational Development Specialist and delete 1.0 FTE Principal Human Resources Analyst.

FUNDING: General Fund.

BUDGET SUMMARY:	
Total Estimated Cost.....	\$120,000 (annual S&B)
Budgeted.....	\$120,000
New Funding.....	
Savings.....	
Other.....	
Total Funding Available.....	\$120,000
Change To Net County Cost.....	\$0

Fiscal Impact/Change to Net County Cost

No change to Net County Cost. The salary and benefits cost of the position is approximately \$120,000 and is equivalent to the 1.0 FTE Principal Human Resources Analyst position that is being deleted.

Background

In September 2011, the Board of Supervisors gave conceptual approval to the Chief Administrative Officer's Investment Strategy. The Investment Strategy was designed to update and upgrade the organizational infrastructure of the County by creating strategic teams focused on critical areas that would have significant impacts to upgrading the infrastructure. A Human Resources Investment team was formed consisting of members of the Board of Supervisors, Department Heads, and other high-level professionals within the County to determine and discuss areas in the Human Resources Department that would be critical in contributing to the overall Investment Strategy.

Reason for Recommendation

Several of the areas identified by the HR Investment team have already been addressed such as the updating of policies and procedures, labor negotiations and implementation, and clarifying and

controlling Extra Help. Also identified as a critical area for upgrading the County's infrastructure is the area of training and development. Although opportunities occasionally arise for outside trainings that may or may not meet the needs of the various departments, it's been determined that the County would greatly benefit from having an "in-house" person who could solicit from departments what their specific training and/or development needs are, and either design, create and provide a training program tailored for them, or secure outside trainers as appropriate. In addition, the incumbent would be able to consult and advise departments on organizational strategies and techniques as well as recommend additional or follow-up training.

Action(s) to be taken following Board approval

Human Resources will update the salary schedule and add the classification to NEOGOV

Contact

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