



County of Monterey

Item No.

Board Report

Board of Supervisors
Chambers
168 W. Alisal St., 1st Floor
Salinas, CA 93901

Legistar File Number: 23-681

August 29, 2023

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- a. Receive a report on the Human Resources Department Strategic Plan (FY 2018-19 through FY 2020-21) and Accomplishments.

RECOMMENDATION:

It is recommended that the Board of Supervisors receive a report on the Human Resources Department Strategic Plan (FY 2018-19 through FY 2020-21) and Accomplishments.

SUMMARY:

The Human Resources Department initiated a strategic planning process in early 2018 to set the path for the department going forward. To facilitate the process, the Human Resources Department engaged a consulting firm, Management Partners, to conduct Customer Surveys. The surveys were provided to the Board of Supervisors and Department Heads. The feedback gathered through the surveys proved to be invaluable in developing the Strategic Plan. The Human Resources Department used this data to establish timelines and initiatives to improve services and programs. This included establishing clear long-range goals, setting achievable priorities, and strategizing effective day-to-day operations; all these efforts were aimed to create a framework for providing exceptional customer service to departments.

During FY 2021-22 and FY 2022-23, the Human Resources Department provided presentations to the Board of Supervisors Human Resources Committee on the Strategic Plan initiatives and accomplishments for each of the Department's divisions: Classification and Compensation Administration, Employee Benefits, Employee & Labor Relations, Human Resources Information Systems, Leadership and Management, and Recruitment and Selection of Talent. We are now here today because the Board of Supervisors Human Resources Committee asked that we provide an overview of the accomplishments to the full Board.

OTHER AGENCY INVOLVEMENT:

The Board of Supervisors Human Resources Committee received detailed reports on the Strategic Plan initiatives and accomplishments.

BOARD OF SUPERVISORS STRATEGIC INITIATIVES:

The report addresses the Board of Supervisors Administration Strategic Initiative. The actions demonstrate the County's commitment to meeting the Board's initiatives in recruiting, retaining, and

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attracting a diverse, talented workforce that supports the mission of the County of Monterey.

- Economic Development
- Administration
- Health & Human Services
- Infrastructure
- Public Safety

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Attachments:

Attachment A - PowerPoint Presentation