



# **Human Resources Department**

## **FY 2025-26 Augmentation Requests**

**Board of Supervisors Budget Workshop**

# Countywide Services Provided



The Human Resources Department oversees and provides all countywide human resources functions including but not limited to:

- Policies, procedures, implementation and compliance
- Labor Relations/Negotiations
- Oversight of the most complex employee relations items
- Benefits Administration
- Human Resources Information Systems
- Classification & Compensation
- Recruitment services for centralized departments

# Human Resources Departmental Support



## Centralized Departments

Board of Supervisors  
Child Support Services  
Clerk of the Board of Supervisors  
U.C. Cooperative Extension  
County Administrative Office  
County Counsel  
District Attorney  
Elections  
Emergency Communications (911)  
Emergency Management  
Civil Rights  
Housing & Community Development  
Human Resources  
Libraries  
Public Defender  
Sheriff  
Water Resources Agency

## Decentralized Departments

Agricultural Commissioner  
Assessor-Clerk-Recorder  
Auditor-Controller  
Health  
Information Technology  
Natividad Medical Center  
Probation  
Public Works, Facilities and Parks  
Social Services  
Treasurer-Tax Collector

# Decentralized Services Provided



Decentralized Human Resources staff are responsible for:

- Departmental day-to-day human resources
- Departmental personnel transactions
- Benefit Coordination (enrollment, adding dependents)
- Front-line employee relations support

# Augmentation Requests



Augmentation Name	Augmentation Type	Amount
Classification & Compensation Studies	New	\$30,000
Legal Services for Labor Negotiations	Status Quo	\$40,000
Quantum Employee Engagement Survey	Status Quo	\$61,000
Total		\$131,000

# Consultation Services – Classification & Compensation Studies



## ➤ Summary

Request for funding to utilize outside consulting services on an as-needed basis to assist with critical classification & compensation studies. Outside consulting support is particularly important to ensure that the services provided by an under resourced Classification & Compensation division is done in a timely and expeditious manner.

## ➤ Effects of Non-Funding

- Delayed County responses to classification & compensation proposals.
- Continued working-out-class of employees.
- Impacts to services as appropriate duties cannot be assigned and appropriate job classes cannot be developed.

# Legal Services for Labor Negotiations



## ➤ Summary

Request for funding for outside legal support for purposes of labor contract negotiations with key bargaining units. Negotiations for a foundational agreement with the Union of American Physicians and Dentists are ongoing and successor agreement negotiations with California Nurses Association are expected to begin in January 2026.

Legal support is particularly important during the Memoranda of Understanding negotiation process to ensure County labor negotiators have immediate access to legal advice during active negotiations, proposal development, Memorandum of Understanding development, and for purposes of contingency planning for labor actions, if needed.

## ➤ Effects of Non-Funding

- Delayed County responses to union proposals.
- Unnecessary labor unrest.
- Impacts to services to the public if appropriate contingency planning and legal measures are not appropriately completed in the event of labor actions.

# Quantum Agreement



## ➤ **Summary**

Research indicates that when employees feel their voices are heard they are more likely than not to remain with the organization. Employee feedback provided through surveys has been instrumental in implementing Countywide initiatives. To continue these efforts the Human Resources Department is asking for a budget augmentation to maintain the current robust employee engagement software. Through this survey the department can conduct surveys such as quarterly pulse surveys, job applicant surveys regarding the recruitment experience, new hire and onboarding surveys and exit surveys.

## ➤ **Effects of Non-Funding**

- The lack of an employee engagement software program, requires extensive manual analysis of the survey data collected.
- The cost of maintaining the Employee Engagement Software is significantly lower than adding staff to assist the Employee Engagement Manager with survey administration and analysis.



# Questions/Comments?

