

**SUBMITTAL TO THE BOARD OF SUPERVISORS
COUNTY OF RIVERSIDE, STATE OF CALIFORNIA**



**ITEM: 3.41
(ID # 11447)**

MEETING DATE:
Tuesday, January 28, 2020

FROM : HUMAN RESOURCES:

SUBJECT: HUMAN RESOURCES: Human Resources General Fund Rate Charge for Fiscal Year 2020-21, All Districts. [\$0]

RECOMMENDED MOTION: That the Board of Supervisors:

1. Approve the Assistant County Executive Officer/Human Resources Director's recommendations for Human Resources rates charged to departments for FY 2020/21, as outlined in Attachment A, and authorize the use of the methodology which sets the annual rates based on filled positions as outlined in Attachment B.

ACTION:Policy

Brenda Diederichs
Brenda Diederichs, Assistant CEO / Human Resources Director 12/18/2019

MINUTES OF THE BOARD OF SUPERVISORS

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BACKGROUND:

Summary

The Human Resources Department is funded primarily through direct billing of each department for services provided based on the number of filled positions and additional services requested by each department.

FINANCIAL DATA	Current Fiscal Year:	Next Fiscal Year:	Total Cost:	Ongoing Cost
COST	\$ 0	\$0	\$0	\$0
NET COUNTY COST	\$ 0	\$0	\$0	\$0
SOURCE OF FUNDS: Departmental Budgets 100%			Budget Adjustment:	No
			For Fiscal Year:	20/21

C.E.O. RECOMMENDATION: Approve

The proposed FY 2020/21 Human Resources General Fund rate (rate) has increased from the FY 2019/20. Most departments' rates increased by 3.6% due to increases in rent, benefits, training materials, and other costs of doing business. The rate is applied to departments based on their employee count. Departments will experience changes in the total amount charged based on year-to-year changes in their staffing.

The Human Resources Department recognizes the value of a highly-qualified and talented workforce and the role our department plays in ensuring this. In FY 2020/21, the Human Resources Department will continue to focus on efficiency, speed, attracting quality candidates, and the candidate and departmental experiences during the recruiting process. Our department will also continue to focus on the employee relations segment of our work looking at efficiency and consistency, risk mitigation, training, and prevention. Across the department we will focus on the consolidation of services, application of LEAN methods for process improvement, metrics for decision making, marketing and communication, onboarding and orientation, and improved collaboration with our stakeholders. We will also monitor the changing health care landscape and adjust as needed.

By approving these rates, the Board of Supervisors will allow the Human Resources Department to proceed with providing essential services to the County departments, including strategic planning for the future of Riverside County's workforce.

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Impact on Residents and Businesses

There is no direct impact on residents and businesses as these rates are internal to County departments.

SUPPLEMENTAL:

Additional Fiscal Information

A comparison to the prior year's rate is presented in Attachment A.

ATTACHMENTS:

ATTACHMENT A. HUMAN RESOURCES RATES

ATTACHMENT B. METHODOLOGY FOR HUMAN RESOURCES RATE


Paul A. Angulo, County Auditor-Controller

1/8/2020


Inesca Dulos Santos

1/21/2020