

MOTION BY SUPERVISOR MICHAEL D. ANTONOVICH
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HEALTH SERVICES DEPARTMENT HUMAN RESOURCES UNIT

The Human Resources Unit of the Department of Health Services (DHS) has grown substantially over the last few years. In fact, DHS currently has 350 budgeted positions in their budget for fiscal year 2010-2011. Since fiscal year 2006-2007, DHS has added 69 new positions to their Human Resources Unit. DHS is only one of many departments that have increased internal HR units over the past several years.

In light of a recent human resources study on the recruitment, selection, classification and compensation functions in the County, it is time to revisit how human resources services are delivered Countywide, including a review of which services should be centralized and which should remain decentralized. Moreover, there may be economies of scale and other efficiencies gained by providing certain human resource services by the central agency.

WE, THEREFORE MOVE that the Board of Supervisors direct the Chief Executive Officer and the Director of Personnel to:

1. examine HR architecture, DHR structure and determine which HR functions should be centralized and which, if any, should remain decentralized;
2. determine whether human resource positions in the County should be consolidated in the Department of Human Resources;
3. determine the number of human resources positions necessary to support centralization of human resources Countywide; and
4. report back to the Board on their findings within 60 days.

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