

Lane County - Service Option Sheet - FY 21-22 Adopted

SOS C20: **Talent Management**
 Dept: Human Resources
 Contact: Alana Holmes 541-682-3689

Service Category: General Government

Mandate	None	Related	SHALL
Leverage	None	Some	HIGH

Executive Summary

Talent Management ensures that every Lane County employee has the opportunity to thrive throughout the employee lifecycle by planning for, attracting, developing and maintaining a diverse and talented workforce with a focus on employee engagement and innovation. The division ensures equitable and efficient hiring practices, provides robust training and development opportunities, and provides support to employees at every level of the organization.

Service Descriptions

	Revenue	Expense Total	General Fund	FTE
Adopted Budget Total	\$1,393,165	\$1,646,608	\$253,443	9.00
Addition	\$150,000	\$224,620	\$74,620	0.00

Addition of \$181,825 for a consultant to provide Equity 101 training for all employees as recommended by the Equity & Education Committee of Lane County. Equity 101 is a foundational course designed to build a common language and understanding of key concepts related to Diversity, Equity, and Inclusion (DEI). After offering the class as an optional open enrollment learning activity since 2016, it was decided that in order to support the County's Racial Equity Plan and the priority of Normalizing Racial Equity, we needed to build this common foundation for all employees. This training provides a launching off point for employees to expand their learning and growth around DEI concepts and DEI supportive behaviors. The goal is to train all regular status employees within a one year period. In order to meet this goal we would need between 7-11 sessions a month (based on class size and delivery method). We do not have the internal capacity to meet this goal, so we have requested the funding to bring in a contracted facilitator(s) to meet this strategic goal.

Current Service Level	\$1,243,165	\$1,421,988	\$178,823	9.00
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Talent Management is dedicated to operational efficiency and promoting a positive, equitable and diverse work environment by providing guidance and support to management and employees throughout the organization. The Talent Acquisition and Development team supports all county departments with recruitment processes and organizational development. Talent Acquisition services include outreach and recruitment functions such as job postings, applicant screening, and assistance with the interview, hiring and onboarding processes. Talent Development services include coordinating and administering high quality training opportunities, customized team training solutions, equity and diversity training and other employee engagement initiatives. The Talent Resources team provides exceptional support to all county departments with workforce planning, executive level counsel, manager and supervisor coaching, employee relations, administration of classification and compensation structures, ADAA administration, investigations and compliance with applicable laws, regulations and collective bargaining agreements. \$31,825 one-time carryover funds are being rebudgeting to provide for Equity 101 training.

State/Federal Mandate

41CFR 60-3; Title VII Section 2000-e; ADA 12112; ADEA 623; FCRA 604; OAR Div20; ORS 652, 653; 29 CFR 541; EPA 206; ORS 192.001; ORS 652.750; OAR 166-150-0160; 29 CFR Chapter 5; OAR 839-020-0080; ORS 653.050; 29 CFR 1602.14; INA Title 1, Part A, Section 101; 29 CFR Chapter XIV, 1602.29, 1602.31; SB 583; ORS 653.050, 653.10, 653.317; ORS 243; ORS Chapter 659A; OAR 115-010 to 115-040; ORS 662 & 663; Fair Labor Standards Act; Equal Employment Opportunity Laws; Title VII of Civil Rights Act of 1969, 29 CFR 1604.1; Section 504 of the Rehabilitation Act of 1973; USERRA, OSHA Whistleblower Protections; Equal Employment Opportunity Laws, including Equal Pay Act, Age Discrimination in Employment Act, Regulation; Veterans Preference in Public Employment ORS 408.225: All "shall" mandates.

Leverage Details

The General Fund portion of this program leverages the following:

_____	\$0	back to the Discretionary General Fund
_____	\$0	into other non Discretionary County Funds
_____	\$0	directly to community members