

OFFICE OF THE PERSONNEL BOARD

MISSION AND SERVICES

Mission - The Personnel Board provides oversight of the County's classified system for merit employees in order to ensure the County's human resources are treated fairly.

The Board's mission supports accomplishing the countywide vision by:

- Working for sound county management

Core Service –

- Oversight of the County's classified system, including oversight of personnel policies and procedures; and providing a fair and impartial process through hearings.

SERVICE DELIVERY PLAN AND PERFORMANCE

GOAL 1 – To provide oversight of the County's classified system to county merit employees in order to fairly decide working rights violations.

Objective 1.1 – Maintain the number of Board decisions not overturned by the Courts at 0 in FY 2008.

Targets -

- **Short term:** By FY 2010 – 0
- **Intermediate term:** By FY 2013 – 0
- **Long term:** By FY 2016 – 0

Performance Measures –

Measure Name	FY 2007 Actual	FY 2008 Actual	FY 2009 Actual	FY 2010 Estimated	FY 2011 Projected
Resources (input)					
Number of employees that process working rights appeals	1	1	1	1	1
Workload, Demand and Production (output)					
Number of new working rights appeals filed	17	16	21	20	23
Number of working rights appeals in process	60	48	56	63	47
Number of cases heard by the Board	22	19	31	22	25
Number of appeals resolved by the Board	120	27	18	10	10
Number of decisions by the Board appealed to the Courts for consideration	2	2	3	2	1
Number of working rights appeals closed	120	27	18	15	15
Efficiency and Quality					
Average number of working rights appeals processed per employee	120.0	27.0	18.0	15.0	15.0
Impact (outcome)					
Number of Board decisions overturned by the Courts	0	0	0	0	0

Performance Measures Explanation – The Personnel Board is responsible for reviewing and resolving county employees' personnel grievances, adverse actions and petitions for reimbursement of legal fees and/or court costs. The Board's jurisdiction includes issues not covered by labor negotiated agreements. The number of appeals processed declined in FY 2008 because of a Charter Amendment that removed applicant appeals from the Board's jurisdiction.

Strategies to Accomplish the Objective –

- **Strategy 1.1.1** – Provide efficient and impartial administrative hearings and adjudication of cases filed
- **Strategy 1.1.2** – Ensure staff have up-to-date information on the County's and State's personnel law
- **Strategy 1.1.3** – Maintain all applicable certifications
- **Strategy 1.1.4** - Recommend policies to the County to improve relations between human resources and the government and to mitigate working rights violations

