

Progress Update (Past Two Years) - Human Resources

1. Provide an update on your program or department's progress on your last objectives or action plans:

Progress Update Past Action Plans

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What type of program review did you last submit?

- Old annual
- Old six-year
- PU
- CPR

What is the status of your last program review action plan/objective?

- Completed
- In Progress
- No Longer Pursuing

Discuss the progress made on the goals in your action plan(s) (if last program review was a PU or CPR) or annual objective(s) (if last program review was an annual or old six-year).

During 2023-2024, we are anticipating that we will have completed 080 classification and compensation studies. Approximately half of these studies are a part of our cyclical classification reviews. Overall, this is the highest number of classification/compensation studies completed during one fiscal year since our formal classification reviews have started.

During this current fiscal year, we have received requests for 37 recruitments, and we have produced 40 eligibility lists. These numbers are slightly lower than our average annual volume.

Significant revisions have been made to the Personnel Commission website during the past few years, in order to provide easy access for management and non-management staff to current and relevant information.

End of Progress Update Past Action Plans

2. Considering your program's past plans and the developments over the past two years, what challenges and concerns need to be addressed in the next two-year review period?

In preparation for our next round of cyclical studies, we intend to conduct an overall review of our current processes and tools. Reviews will include input from Personnel Commission staff, CSEA, senior staff, and our Commissioners. Areas for review include general process changes, the role of salary reviews, prioritization of studies on our calendars, comparable agencies utilized for market surveys, level of transparency and stakeholder input, and conditions under which Ad Hoc studies will be accepted and prioritized.

We plan to continue moving forward with additional DEI initiatives. During the past year, a common group of knowledge and skills were added to all class descriptions to more effectively represent the District's DEIA priorities. Additional initiatives include expanding our analysis of applicant and candidate pools in order to better identify tools and processes which have the greatest impact on improving diversity within our workforce, and increasing the number and variety of recruitment sources we utilize in order to attract more diverse applicant pools, particularly in areas which are historically underrepresented. In addition, we are in the process of researching and imbedding DEI language into our current competency model used in our job analysis process.

In addition to backfilling one analyst position at a lower level, we will be restructuring assignments and more clearly defining learning and promotion expectations.

We are continuing to explore more effective communication tools and methods to improve transparency for management and staff.

3. Broadly discuss the most critical resources you anticipate needing to effectively implement the goals in your program's action plan in the next review period. If applicable, your answers here should inform the specific line item requests in your future Annual Resource Requests (ARR).

N/A

This form is completed and ready for acceptance.