

Lane County, Oregon

FY 08-09 Service Options Sheet

Service: **Employee Relations and Development**
 Dept: Human Resources
 Program Contact: Roland Hoskins & Annette Leonard
 Contact Phone: 682-4344 & 682-3153

BCC Service Priorities: **1**
 Fund: **124** Dept. Org ID: **56300**
 Dept. Priority: _____ of _____
 Fund Priority: _____ of _____

Executive Summary

To support and generate labor agreements, policies, and other guidelines related to contracts. To provide employee development opportunities and the continued implementation of the Diversity Action Plan. To comply with applicable state and federal laws and statutes related to Employee Relations, Performance & Development, and Diversity.

State/Federal Mandate

ORS 243; OAR 11510 to 115.4; ORS 662 & 663; Fair Labor Standards Act; Equal Employment Opportunity Laws; Wagner Act, ADA Title II; All "shall" mandates.

Outcome Measure/s

The number of substantiated BOLI or EEOC complaints to not exceed one-fifth of total complaints filed; More than one-third of all Lane County employees will have participated in a County training; and decline in number of step 3 grievances settled without going to arbitration; reduce overall number of grievances as a result of managers' and supervisors' understanding of contract language and administration.

Service Level Descriptions. Level 1 (very bottom) = Threshold Level Below Which Service Cannot Be Provided

X=Funded	Proposed Service Funding >>	Other Funds	Expense Total	General Fund	FTE
		508,731	509,791	1,060	4.50
<input checked="" type="checkbox"/>	Level 3:		59,512	59,512	0.50
Staff county-wide Diversity Committee, oversee implementation of Diversity Action Plan, and represent County on DHR Coalition (Metro Public Sector MOU Agencies).					
<input checked="" type="checkbox"/>	Level 2:		124,826	124,826	1.00
Coordinate training opportunities for County employees (e.g., diversity, computer use, and leadership) personnel laws and rules, Labor Law and contract adherence, communication, performance management, and career development.					
<input checked="" type="checkbox"/>	Level 1:	508,731	325,453	(183,278)	3.00
Negotiate contracts, respond to grievances, argue arbitrations, and interpret contract provisions for six (6) Bargaining Units and seven (7) contracts. Respond to or coordinate responses to EEOC, BOLI and other personnel related complaints. Provide mediation services to department managers and staff.					

Ver: 12/18/07d-ji

- "Shall" Mandate
- Related Mandate
- No Clear Mandate
- Highly Leveraged to County provided service (100% return or greater)
- Leverages Funds to County
- Leverages Funding for Citizens and/or Community Organizations

Leverage Details

	\$0	back to the General Fund
At the FY 07-08 level of service, the GF	\$0	into other County Funds
portion of this program leverages:	\$0	directly or via subcontract to community orgs
	\$0	directly to citizens via services provided
	0.00%	County Funds Leverage Ratio

For the purpose of this comparison, only include leveraged funds that are dependent on General Fund revenue. Do not include funds that would still be leveraged if the General Fund portion of the service were decreased or eliminated.

Please use this space to explain the Proposed Service Level Funding impact on leverage of the varying levels of service described above.