

Lane County - Service Option Sheet - FY 22-23 Proposed

SOS C22: **Talent Management**
Dept: Human Resources
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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
Proposed Budget Total	\$1,676,135	\$2,367,358	\$691,223	12.00
Addition		\$98,360	\$98,360	1.00
Addition of 1.0 full time equivalent (FTE) of a Management Analyst who will be responsible for the support, design, development, implementation, delivery and maintenance of content, assests, and other resources used for empoloyee development and compliance training within our online learning management system (LMS) platform.				
Current Service Level	\$1,676,135	\$2,268,998	\$592,863	11.00

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, Learning Management System (LMS) administration, 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.

State/Federal Mandate

41CFR 60-3; Title VII Section2000-e;ADA 12112; ADEA 623; FCRA 604; OAR Div20; ORS652, 653;29; CFR 541; EPA 206; ORS192.001; ORS 652.750; OAR166-150-0160; 29 CFR Chapter 5; OAR 839-020-0080; ORS653.050; 29CFR 1602.14; INA Title1,PartA,Section101; 29 CFR ChapterXIV,1602.29,1602.31; SB583; ORS653.050,65310,653.317; 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