

# Fiscal Year 2007/2008 Budget Highlights and Goals

## HUMAN RESOURCE DEPARTMENT

### FY2007 Highlights

- Managed on going negotiations of collective bargaining agreements on behalf of county with FOP (Unit I, Unit II, and Unit III) and with Operating Engineers Local 150 (Highway and Facilities).
- Successfully negotiated a 4yr collective bargaining agreement with FOP(Unit I)
- Successfully negotiated initial labor agreement with Operating Engineers Local 150 ( Transportation and Facilities)
- Successfully transitioned the group health insurance program from a cost/fee plan to a self funded program, saving \$500,000.
- Implemented the initial phase of the HRIS system
- Began initial phase of Job Classification and Compensation System

### FY2008 Goals

- Continue implementation of final phase of Job Classification and Compensation System
- Continue implementation of final phase of HRIS System
- Negotiate collective bargaining agreements with FOP( Unit II ) and Operating Engineers Local 150(Transportation and Facilities)
- Research automating on-line application process.
- Implemented Group Health Insurance Task Force to assist in controlling health insurance costs
- Continue to develop internal procedures for Human Resource Department