



COUNTY OF HUMBOLDT

For the meeting of: 3/26/2024

File #: 24-343

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

Vote Requirement: Majority

SUBJECT:

Workplace 2030! (Formerly Great Workplace Culture Change) Program Update

RECOMMENDATION(S):

That the Board of Supervisors:

1. Receive and accept the presentation by the Workplace 2030! Program Manager and Committee Chairs

SOURCE OF FUNDING:

Department discretionary funds

DISCUSSION:

In January 2020, department heads from across the county organized to coordinate the advancement of an initiative to create an even more effective, high-performance organization (HPO) in which everyone is dedicated to serving internal and external customers. This effort was known as the Great Workplace Culture Change Initiative (GWCC) and was initially overseen by a steering committee comprised of seven elected officials and appointed department heads.

In January 2023, the GWCC transitioned to Workplace 2030!, a comprehensive organization development and culture change initiative. Over the past year, Workplace 2030! committees have been diligently working on initiatives designed to address needs and facilitate culture change. With pleasure, the committee chairs for the 2023-2024 program year would like to update the Board on their efforts and the experience.

FINANCIAL IMPACT:

Narrative Explanation of Financial Impact:

There has been no funding allocated for this effort, and staff largely work on Workplace 2030! Efforts with discretionary funding within their departments, or in places where the work is tied to existing funding sources.

STAFFING IMPACT:

Narrative Explanation of Staffing Impact:

The work of this effort creates a more effective, high-performance organization.

STRATEGIC FRAMEWORK:

This action supports the following areas of your Board's Strategic Framework.

Core Roles: N/A

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New Initiatives: Invest in county employees

Strategic Plan: 4.1 - Identify synergies between all county departments and cities to increase efficiency and effectiveness

OTHER AGENCY INVOLVEMENT:

None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Your Board could choose not to accept the presentation, however, staff does not recommend that as the Workplace 2030! effort has been ongoing for several years and it is a priority of your Board to provide the best workplace possible for staff.

ATTACHMENTS:

None

PREVIOUS ACTION/REFERRAL:

Meeting of: Oct. 26, 2021

File No.: 21-1456