



COUNTY OF HUMBOLDT

For the meeting of: 4/15/2025

File #: 25-391

To: Board of Supervisors

From: Human Resources

Agenda Section: Departmental

Vote Requirement: Majority

SUBJECT:

2024 Department Head Reporting Structure Study - Supplemental Report

RECOMMENDATION(S):

That the Board of Supervisors:

1. Accept the 2024 Department Head Reporting Structure Study - Supplemental Report and provide direction to staff as appropriate.

STRATEGIC PLAN:

The recommended actions support the following areas of the Board of Supervisors' Strategic Plan:

Area of Focus: Workforce & Operational Excellence

Strategic Plan Category: 9999 - Core Services/Other

DISCUSSION:

On June 3, 2024 the Humboldt County Board of Supervisors initiated a study to examine the current organizational reporting structure between County of Humboldt department heads, the Board and the County Administrative Office. On Jan. 28, 2025 the Board accepted the 2024 Department Head Reporting Structure Study and directed the Humboldt County Human Resources Department to return with a supplemental report. The attached 2024 Appointed Department Head Reporting Structure Study - Supplemental Report includes specific details of the Sonoma County and the Tehama County reporting structure models which the Board may take into consideration in providing further direction to staff.

SOURCE OF FUNDING:

None

FINANCIAL IMPACT:

There are no direct costs associated with acceptance of the 2024 Appointed Department Head Reporting Structure Study - Supplemental Report at this time. If your Board gives additional direction related to this item, any financial impact will be discussed in a future agenda item. As a result, acceptance of the 2024 Appointed Department Head Reporting Structure Study - Supplemental Report will not impact the Humboldt County General Fund

STAFFING IMPACT:

Acceptance of the 2024 Appointed Department Head Reporting Structure Study - Supplemental Report will not impact current staffing levels.

OTHER AGENCY INVOLVEMENT:

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None

ALTERNATIVES TO STAFF RECOMMENDATIONS:

Board discretion.

ATTACHMENTS:

Appointed Department Head Reporting Structure Study - Supplemental Report

PREVIOUS ACTION/REFERRAL:

Meeting of: 06/3/2024; 01/28/2025

File No.: 24-875; 25-68