



## BOC Approved HR Constraints on Elected Officials

### Current

- All elected officials have control over their Personal Staff Compensation
- County Constitutional Officers have control over their budgets and procurement
- HR Shared services was not fully implemented in the offices of Elected Officials

### Policy

### Impact/Benefit

### Legal/Financial Risk

309-16 - Employee grievances	Employees will not be able to file grievances with GRC	Low	<ul style="list-style-type: none"> <li>▪ Liability, in most instance will shift to the Elected Official</li> <li>▪ May lead to inconsistent procedures</li> <li>▪ Compliance with Federal Regulations &amp; County Business practices</li> <li>▪ When granting authority to elected officials, consider amending the Plan of Defense</li> <li>▪ May lead to future budgetary constraints/millage rate increases</li> </ul>
310-16 – Employee Recognition	Elected officials will be able to offer monetary recognition to non-personal staff and employees would be exempt from County employee recognition initiatives	Medium	
311-16 - Employment of Relatives	Elected officials would be able to approve the hiring of relatives within the same chain of command	Low	
315-16 - Internal Equity	Employees will not be permitted to request internal equity reviews by HR	Medium	
317-16 – Lateral Transfer	Elected officials will decide compensation changes when transferring incumbents between offices of elected officials when in agreement	Medium	
327-16 - Recruitment and Selection	Elected officials will be able to recruit and determine if minimum requirements are met for all hires	High	
329-16 - Retention Bonus	Elected officials will be able to grant retention bonuses without County Manager approval	High	
341-16 - Workplace Violence and Anti-Bullying	Elected officials will be responsible for conducting investigations	Low	
304-16 – Demotion	Elected officials will determine salaries of all staff without relying on HR's salary matrix and without applying HTM equalization and will have authority to reclassify current incumbents and determine eligibility	Medium	
324-16 (V) & (VII) – Entry Salary & Reclass.		High	
324-16 (III) – Pay Schedule Comp Pay		High	
325-16 - Promotion		High	
Budgetary Constraints linked to HR	Elected Officials will be able to utilize salary savings vetted by the Budget Office for implementation of any of the policies that have no recurring budgetary impact, without the County Manager approval	High	

- Elected officials will have 30 days to opt in; thereafter they can only make that determination at the beginning of a term