

# AGENCY SUMMARY

## OFFICE OF HUMAN RESOURCES MANAGEMENT (OHRM)

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- Office of Human Resources Management [website](#)
- Office of Human Resources Management [FY 2024 Approved Budget](#)
- Office of Human Resources Management [FY 2024 Budget Review Report](#)
- Office of Human Resources Management [FY 2025 Budget Review Report](#)

### Leadership

Valerie A. Farrar, Acting Director

### Core Services

- Staffing and compensatory services, including recruitment, background investigations, classification, training and career development, health and benefits administration, and pension programs.
- Employee management services which include labor and employment law interpretation and advice, developing and monitoring personnel policy and procedures, handling grievances, labor negotiations, records management, and position control monitoring.

### Organizational Structure

- OHRM is led by a Director who oversees four main divisions (Talent Management; People Operations; Employee & Labor Relations; and Benefit, Pensions and Retirement Services).

### FY 2024 Top Priorities

- Expand and integrate technology to streamline services such as time to fill and increase transparency through agency access to information and resources through upgraded systems which create the analytics OHRM needs to benchmark services.
- Deploy new approaches to talent sourcing to navigate the new employment environment which will require innovative employment and communication strategies to attract, source and recruit qualified candidates.
- Promote employee engagement and retention to drive passion and engagement in the workforce through performance management and learning systems, wage equity, total compensation, and benefits.
- Expand opportunities to drive passion and engagement in the workforce through performance management and learning systems.

### BACKGROUND

Pursuant to the [Schedule of Legislation of County Code, Section 3](#) established the Office of Human Resources Management (OHRM). It is headed by the Director of Human Resources Management, who shall serve as the County's Personnel Officer. OHRM shall consist of the Director, the Director's subordinate agents and employees, and the Personnel Board. The Director shall be responsible for administering the personnel system required by [Article IX of the Charter](#) and shall be responsible for the overall administration of the County's labor relations program and policies.

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