BOARD OF COMMISSIONERS
SARPY COUNTY, NEBRASKA

RESOLUTION ESTABLISHING HUMAN CAPITAL COMMITTEE

WHEREAS, pursuant to Neb. Rev. Stat. §23-104(6)), the County has the power to do all acts in relation to the concerns of the County necessary to the exercise of its corporate powers; and,

WHEREAS, pursuant to Neb. Rev. Stat.§23-103, the powers of the County as a body are exercised by the County Board; and,

WHEREAS, Neb. Rev. Stat.§23-908 grants the County Board the authority to review, adjust and establish an annual budget for each Office and Department of the County; and,

WHEREAS, Sarpy County is the fastest growing county in Nebraska and one of the fastest growing counties in the Country and is projected to continue growing for the next three decades; and,

WHEREAS, employees are the County’s most valuable resource and the County’s largest cost center; and,

WHEREAS, Sarpy County desires a more comprehensive understanding of its workforce size, skills, and needs, now and into the future, and seeks to establish a collaborative process to make decisions that ensure efficiency, effectiveness, responsiveness and innovation.

NOW, THEREFORE, BE IT RESOLVED, By the Sarpy County Board of Commissioners that the Human Capital Committee be established, with the Committee’s membership, authority, and responsibilities described below:

I. Committee Membership shall consist of two Commissioners appointed by the County Board Chair, one Elected Official appointed by the Elected Officials, the County Administrator, the Deputy County Administrator, the Fiscal Administrator and one Department Head selected by the County Administrator.

II. Committee Responsibilities shall include the following:
   • Assess and inventory the current County workforce size and skills
   • Project the future needs of the workforce size and skills
   • Receive requests for additional positions during annual budget process, prioritize the requests, develop a plan and timeline for filling those requests and make a recommendation to the County Board on which positions should be filled in that fiscal year
   • Evaluate any position that becomes open during the fiscal year to determine if the position should be filled or if other options exist to improve services or save funds
   • Review and evaluate all position reclassifications
   • Develop a program to increase the skills and abilities of the workforce and provide opportunities for leadership development

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with applicable law on the 20th day of March, 2018.

Attest:

Steve A. Haughton
Sarpy County Clerk
MEMO

March 20, 2018

TO: Sarpy County Board of Commissioners

FROM: Dan Hoins, County Administrator

RE: Resolution establishing the Sarpy County Human Capital Committee

The County Board set as one of its primary goals to identify a way to ensure that the County’s workforce efficiently meets current and future demands for services in the face of the County’s continued growing population.

To achieve the Board’s goal, Administration recommends establishing a Human Capital Committee, which will be responsible for working in a comprehensive and collaborative manner to manage the County’s personnel requirements into the future.

The membership of the Committee along with its specific responsibilities are outlined in the Resolution. The Committee will begin its work immediately and prepared to execute its duties in conjunction with the Fiscal Year 2018-2019 budget process.

Please feel free to contact me if you have any questions. Thank you.

Dan Hoins, County Administrator

Cc: Deb Houghtaling, Elected Officials, Department Heads