



August 16, 2019

READ AND CONSIDERED
DATE 8/21/19 BY [Signature]

Honorable Gary Nadler
Presiding Superior Court Judge
Hall of Justice
600 Administration Drive
Santa Rosa, CA 95403

Re: Civil Grand Jury Response

Mr. Nadler,

Enclosed please find a copy of HR's response to the report issued by the Sonoma County Civil Grand Jury. Should you need any additional information, please contact my assistant Marissa Georges at (707) 565-6195.

Sincerely,

A handwritten signature in black ink, appearing to be 'Christina Cramer'.

Christina Cramer,
Human Resources Director, County of Sonoma

Cc: The Sonoma County Civil Grand Jury
The Board of Supervisors
The County Administrator
The County Clerk-Recorder-Assessor

Human Resources Response to The Behavioral Health Budget Grand Jury Report

FINDINGS

F3: Projected revenue from anticipated programs and contracts continually failed to materialize, but remained in the budget.

Response: The Human Resources department (HR) does not have a position on the finding related to the budgeting practices in the Behavioral Health Division. HR does not have a role in the accuracy of revenue projections for the Behavioral Health Division.

F7: Although current leadership understands government finance and budgeting process, the Grand Jury found that past BHD and DHS leadership lacked understanding.

Response: HR does not have a position on the finding regarding the level of knowledge of past employees with respect to government finance and budgeting processes. HR works with departments to determine their hiring needs and recruitments are conducted in accordance with Civil Service Rules, which includes determination of job candidates possessing the minimum qualifications for a job classification. Departments make final hiring decisions and are responsible for managing job performance.

F12: Auditing procedures designed to detect incorrect revenue information were not evident.

Response: HR does not have a position on the finding as HR does not have a role in auditing revenues.

RECOMMENDATIONS

**R6. DHS and BHD receive continued training in government finance by December 31, 2019
[F3 and F7]**

Response: Recommendation will not be implemented because it is not reasonable

Human Resources Workforce Development division offers classes designed to support key competencies and skills across the organization. These classes support the development of broad skills that are generic to the organization such as effective communication, managing organizational change, project management, and dealing with conflict. Training in government finance is considered job specific technical training. Ensuring appropriate knowledge of government financing would be the responsibility of the employee and department through appropriate development plans and/or on-the-job training. The County provides staff development benefits that could be used towards these means. HR can assist departments, including DHS and BHD, upon request to identify external resources to provide technical skills training. Training in government finance specific to the public sector is available from external organizations such as the Government Finance Officers Association and the California State Association of Counties.

R7. DHS hire a CFO who is experienced in government finance and systems. [F3 and F12]

Response: The recommendation has been implemented

HR's Recruitment and Classification division (HR R&C) supports and assists County departments to determine needs and conducts recruitments to fill vacant positions. HR R&C conducted a recruitment to fill the vacant Chief Financial Officer position in DHS. In accordance with Civil Service Rules, HR R&C reviewed all submitted applications to ensure candidates met the minimum qualifications of the job classification. Those candidates determined to be qualified were then forwarded to the department for consideration. The department completed interviews and has selected a candidate who is scheduled to start on July 30, 2019. HR R&C cannot comment on the specific experience possessed by the selected candidate.