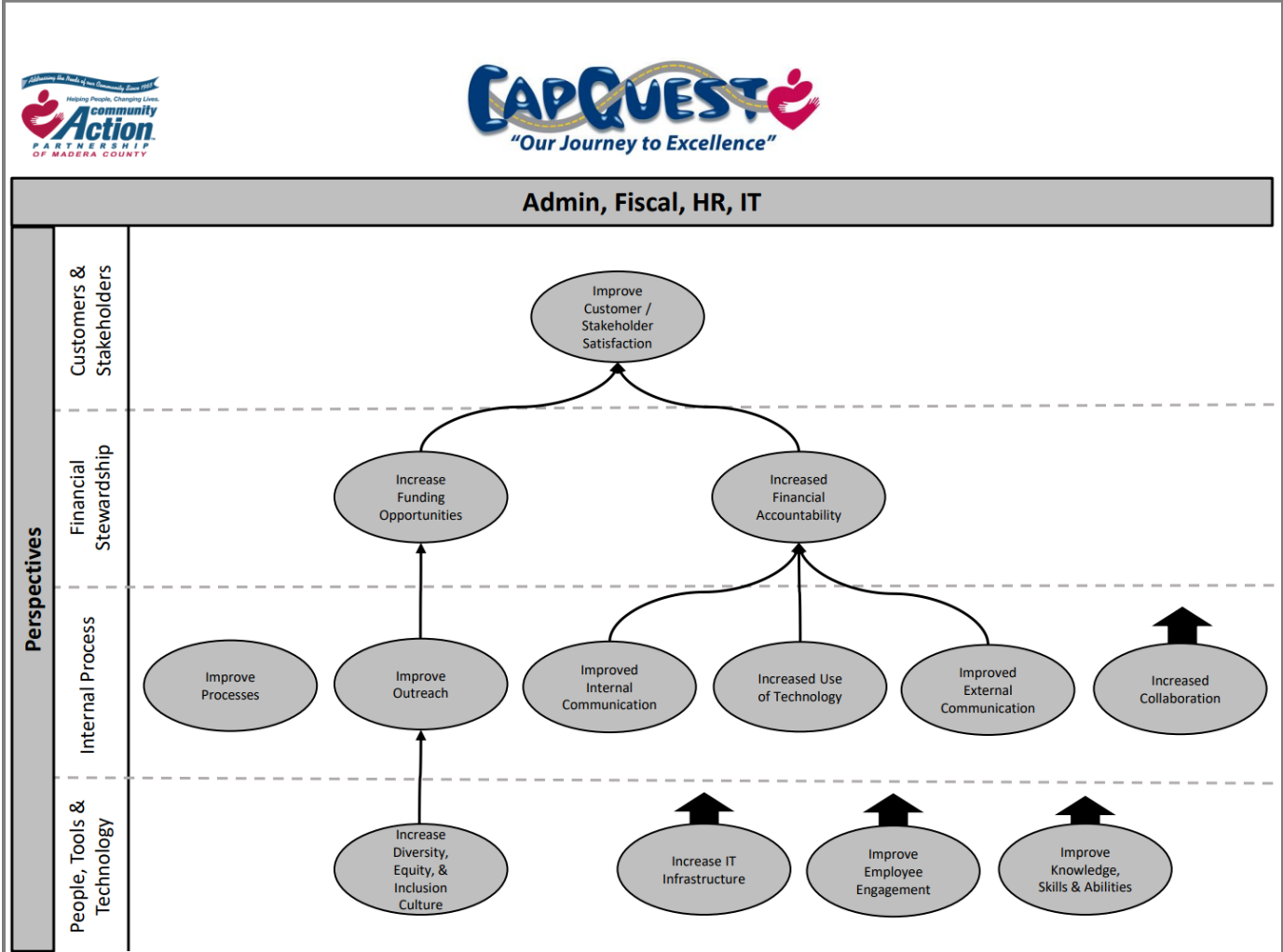












Indirect Program Objectives



Administration Goals, Initiatives and Measures

<u>OBJECTIVE COMMENTARY</u>	<u>OWNER</u>	<u>INITIATIVES</u>	<u>MEASURES</u>	<u>2024 STATUS</u>
<p>The goal is to address salary and compensation disparities among employees with similar job functions and higher education. Shift the narrative from encroachment to promoting diversity, equity, and inclusion culture. To increase salaries for those positions filled with employees with higher degrees. Develop a system to support higher education attainment for those employees without degrees.</p>	<p>Administration</p>	<p>Conduct a review of</p> <ul style="list-style-type: none"> • job descriptions • salary & compensation schedule • organizational charts <p>Develop a section on job descriptions to identify DEI (<i>How to ID classifications on the current EE compensation schedule</i>)</p> <p>Conduct agency/classification salary study</p> <p>Amend/expand vacation payout policy</p> <p>Review and obtain approval for the above initiatives by the CAPMC Board of Directors. Review approved initiatives with employees.</p> <p>Update the PPP to include a system to support higher education attainment.</p>	<p>All job descriptions, the salary & compensation schedule, and organizational charts will be updated by July 2024.</p> <p>DEI section will be added to job descriptions by 2025.</p> <p>Agency/classification study will be conducted by 2025.</p> <p>Vacation payout policy to be extended to 2 X per year (April, November) by 2023.</p> <p>Obtain BOD approval by 2024.</p> <p>Update PPP by 2026 or as needed.</p> <p>Develop report on increased ranges by % each year.</p> <p>Update:</p> <p>For 2024 1st vacation pay out April 2024 – 20 employees applied.</p>	<p style="text-align: center;"></p> <p style="text-align: center;"></p> <p style="text-align: center;"></p> <p style="text-align: center;"></p> <p style="text-align: center;"></p> <p style="text-align: center;"></p> <p style="text-align: center;"></p>

<u>OBJECTIVE COMMENTARY</u>	<u>OWNER</u>	<u>INITIATIVES</u>	<u>MEASURES</u>	<u>2024 STATUS</u>
<p>Increase employee recognition by creating various electronic methods of recognizing employees on a regular basis to strengthen and attain operational excellence.</p>	<p>Administration</p>	<p>Develop a survey for types of <i>allowable</i> recognition</p> <p>Create an electronic method to recognize employees</p> <p>Create an electronic nomination-based method to recognize employees based on CAPMC values, Standards to Live By, mission and performance</p> <p>Create a system to recognize years of service</p> <p>Host <i>meet and greets</i> with the CAPMC Executive Team to strengthen employee employer relationships</p>	<p>Survey will be developed and administered to staff. Results will influence future recognition practices by 2025.</p> <p>An electronic method (Viva Engage) will be created to</p> <ol style="list-style-type: none"> 1. to recognize employees on an ongoing basis 2. recognize employees based on values, standards, mission, and performance annually or bi-annually by 2025. <p>A system to recognize years of services will be created by 2025.</p> <p>Host annual <i>meet and greets</i> for each CAPMC worksite by 2025.</p> <p>All staff and BOD event where recognition for Values, Sgt. Shriver, Employee of Excellence Award will be held at CAPMC's 60th anniversary scheduled for Nov. 2025.</p> <p>Update:</p> <p>2023 Viva Engage launched. Depts. are sharing activities with internal staff.</p>	<p style="text-align: center;">○</p> <p style="text-align: center;">●</p> <p style="text-align: center;">○</p> <p style="text-align: center;">○</p> <p style="text-align: center;">○</p> <p style="text-align: center;">○</p>

<u>OBJECTIVE COMMENTARY</u>	<u>OWNER</u>	<u>INITIATIVES</u>	<u>MEASURES</u>	<u>2024 STATUS</u>
<p>For all contracts provide services directly. For contracts with subcontracts identify methods to develop the staffing and services required to provide directly to the community of Madera. Addressing environmental impact in regards to climate change. Pursue additional funding to support climate change efforts in Madera County (DOE contract or solar).</p>	<p>Administration Fiscal Community Services</p>	<p>Review all current contracts to ensure direct services are being provided</p> <p>Contracts with subcontractors – develop timeline to provide service directly to Madera County Residents</p> <p>Apply for funding that addresses climate change and environmental impact such as the Department of Energy Contract or Solar</p>	<p>By 2024 – 95% of CAPMC state and federal contracts will provide services directly to the customer by CAPMC staff</p> <p>By 2028 – weatherization services for Madera County will be provided directly by CAPMC staff</p> <p>By 2027 – CAPMC will have successfully submit an application to DOE to serve Madera County Residents</p> <p>Update: Still in development.</p>	<p></p> <p></p> <p></p>

Agency Organizational Chart

