



Program #72000D - COO Professional Services Restoration FY 2025 Department Requested

Department: County Management **Program Contact:** Serena Cruz
Program Offer Type: Restoration Request **Program Offer Stage:** Department Requested
Related Programs:
Program Characteristics: Out of Target

Executive Summary

This scaled program offer restores resources for professional services to enable the Chief Operating Officer (COO) and team to flexibly respond to emergent issues, facilitate communication, team-building, employee engagement and professional development for the County’s leadership, and innovate around strategic countywide issues and challenges.

Program Description

COO professional services funds may be used to develop:

- Teambuilding and professional development for County leadership
- The Executive Learning Series
- Consulting projects that are responsive to organizational and operational challenges
- Recruitment support for leadership vacancies

In the Executive Leadership Series, the COO provides County leaders and managers quarterly professional development and change management opportunities with a focus on equity. The goals are to provide managers with the skill sets and relationships they need to improve their management performance.

Performance Measures

Measure Type	Performance Measure	FY23 Actual	FY24 Budgeted	FY24 Estimate	FY25 Target
Output	Number of Executive Council retreats	1	3	3	3
Output	Number of Executive Learning Series events	3	N/A	3	3

Performance Measures Descriptions

We hire a facilitator to lead local retreats for County leadership. The retreats help leaders consider their communication styles, build trust, and discuss countywide priorities. Executive Learning Series events are put on for employees in leadership roles across County departments. They promote cross-departmental relationships and help leaders build their skills in County values like equity and belonging. Working with outside recruiters to recruit new leaders helps us replace leaders faster and it enhances our ability to reach a more diverse pool.

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
Program Expenses	2024	2024	2025	2025
Contractual Services	\$0	\$0	\$150,000	\$0
Total GF/non-GF	\$0	\$0	\$150,000	\$0
Program Total:	\$0		\$150,000	
Program FTE	0.00	0.00	0.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

This program is supported by General Fund revenues

Significant Program Changes

Last Year this program was: