TO: Board of Supervisors
FROM: Karen Taylor - Director
        Human Resources
REPORT BY: Jeanette Perry, Human Resources Serv Spec - 259-8686
SUBJECT: Introduction of New Employees

RECOMMENDATION
Director of Human Resources to introduce new County employees.

EXECUTIVE SUMMARY
"OnBoarding" is the process of successfully integrating newly hired employees into the organization so that they quickly become productive and committed staff members. Napa County offers this two-part County-wide program to all new employees. Part two of this program is an orientation program, offered once a month, that includes an introduction of the past month's newly hired employees to the Board.

FISCAL IMPACT
Is there a Fiscal Impact? No

ENVIRONMENTAL IMPACT
ENVIRONMENTAL DETERMINATION: The proposed action is not a project as defined by 14 California Code of Regulations 15378 (State CEQA Guidelines) and therefore CEQA is not applicable.

BACKGROUND AND DISCUSSION
Napa County introduced the OnBoarding program for new employees in February 2008. "OnBoarding" is the process of successfully integrating newly hired employees into the organization so that they quickly become productive and committed staff members. This two-part County-wide program is offered to all new employees. Part one, Enrollment, is offered biweekly and walks new employees through required paperwork processing, fingerprinting and technology training. Part two, Orientation, is offered monthly and includes an overview of Napa County government, expectations of County employees and an introduction to the Board.

**SUPPORTING DOCUMENTS**

None

CEO Recommendation: Approve

Reviewed By: Helene Franchi