

OUR MISSION

Foster a positive culture and inclusive environment where all employees can thrive, grow, and contribute in meaningful ways through public service.

Creating a great workplace where great people can do great things.

OUR VISION

Drive Countywide organizational excellence by designing and delivering innovative best-in-class talent strategies and human resource solutions.



Creating a **great** workplace where **great** people can do **great things**.

OUR LEADERS

We acknowledge the significant contributions to this Strategic Plan update from our County Board and our executive leader.

The Los Angeles County Board of Supervisors

Hilda L. Solis
Supervisor, First District

Holly J. Mitchell
Supervisor, Second District

Lindsey P. Horvath
Supervisor, Third District

Janice Hahn
Supervisor, Fourth District

Kathryn Barger
Supervisor, Fifth District

Director of Personnel
Lisa M. Garrett

Human Resources **STRATEGIC PLAN** 2024-2028

LET'S CONNECT!

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**G
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T**

WORKPLACE.
PEOPLE.
THINGS.

Los Angeles County
DEPARTMENT OF
Human Resources



hr.lacounty.gov

great workplace • people • things



OUR VALUES

These are the attitudes and behaviors that guide DHR's actions in delivering services and in daily interactions with staff, customers and the public

- ✔ **Integrity**
We do the right thing - we are honest, transparent and accountable.
- ✔ **Justice, Equity, Diversity, and Inclusion**
We champion fairness by embracing multiple perspectives and cultural differences as strengths.
- ✔ **Empathy**
We seek to understand and value the feelings, thoughts, and perspectives of others.
- ✔ **Customer Service Excellence**
We prioritize the evolving needs of our customers, perform with the highest level of professionalism, and continuously strive to exceed expectations.
- ✔ **Well-being**
We champion holistic employee well-being as fundamental to our success and culture.
- ✔ **Innovation & Creativity**
We believe new ideas, exploration, and experimentation are essential to open dialogue, continuous improvement, and transformation.
- ✔ **Agility**
We are nimble and pivot to deliver HR solutions and technologies that better meet the needs of the County and the public we serve.

OUR STRATEGIC PRIORITIES

01

TRANSFORM
the way we recruit, hire, support, and retain people

02

CHAMPION
justice, equity, diversity, and inclusion for all

03

STRENGTHEN
our workforce culture of continuous learning and growth

04

CONTINUE
to shape the workplace of the future

05

LEVERAGE
state-of-the-art technology to modernize, transform, and innovate HR services

06

RESHAPE
and promote programs that impact the health and well-being of our employees and their families

ABOUT US

Los Angeles County

With more than 109,000 employees working in 38 departments, Los Angeles County is the largest employer in Southern California. The County provides vital public services ranging from supportive family services, law enforcement and property assessment to public health protection, water conservation and cultural activities.

Department of Human Resources (DHR)

We are the central HR agency for the County. We are a dedicated team of HR professionals driven to build and sustain a talented, diverse workforce that performs critical services for the 10 million residents of Los Angeles County.

We provide numerous services for the employees and agencies of Los Angeles County, including the following:

- Career development
- Exam administration
- Succession planning
- Equity assurance
- Policy development
- Civil service advocacy
- Mediation and dispute resolution services
- Talent acquisition
- Career pathways
- HR information systems
- Benefit administration
- Personnel consultations
- Wellness

