



Case Study

San Bernardino Valley Municipal Water District

Situation

CPS HR Consulting was hired to do an analysis of the San Bernardino Valley Municipal Water District (SBVMWD) to determine the human resources needs of the organization. HR duties were currently handled by anyone with “time” and without any prior experience in human resources.

Challenge

Without a dedicated staff member, the HR needs of the SBVMWD employees were not being met. With the rate of growth that the organization had experienced over the years in terms of employees and work, it was time to modernize the way HR duties were to be handled. Ultimately, the organization wanted to move forward by finding a way to offer a fully interactive and structured HR experience to staff.

“The vision that CPS HR laid out for us in terms of what we needed and how we can be the best organization possible has paid off in dividends.”

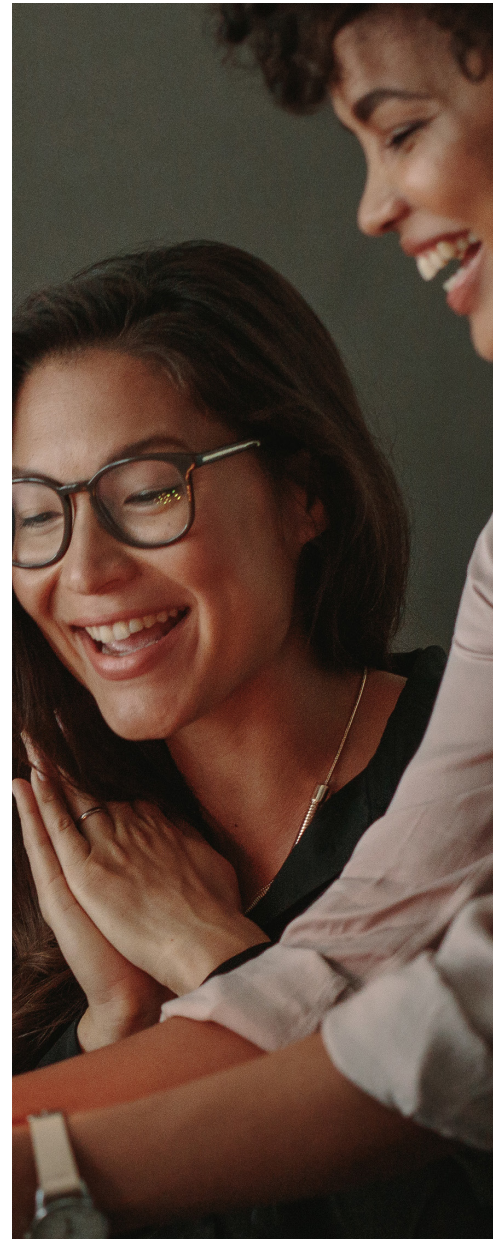
Heather Dyer
Chief Executive Officer and General Manager
San Bernardino Valley Municipal Water District

Solutions

CPS HR conducted an organizational assessment inclusive of a summary report that was presented to the district's board recommending the need for designated HR staff. CPS HR supported the district's HR needs until a designated staff member could be hired and performed a full cycle recruitment for a HR & Risk Manager position.

Results

SBVMD hired an internal HR staff member upon CPS HR's recommendation. The new hire has produced an updated employee handbook, implemented a performance review system, and created a safety and risk management program among many other improvements. Until now, these tasks were handled by various staff members consuming time from their already busy schedules or were not handled at all. With this new dedicated staff member, the employee morale has significantly boosted.



About CPS HR Consulting

CPS HR Consulting is a self-supporting public agency providing a full range of integrated HR solutions to government and nonprofit clients across the country. Our strategic approach to increasing the effectiveness of human resources results in improved organizational performance for our clients. We have a deep expertise and unmatched perspective in guiding our clients in the areas of organizational strategy, recruitment and selection, classification and compensation, and training and development.