



Introduction

The function of Human Resources involves managing the recruitment, development, well-being, and performance of local government employees, while also ensuring compliance with regulations and promoting the efficient delivery of public services.

I. Effective County Government

Evaluation Management

In 2023, the Grand Jury reported that employees who reach step 5 of the salary schedule often no longer receive performance evaluations, limiting opportunities for growth and accountability. In response, Human Resources took measures to ensure that performance evaluations are tracked, regardless of an employee's salary step. Departments are now working to complete overdue evaluations, and Human Resources will continue monitoring for compliance.

Additionally, Human Resources has consistently tracked probation and merit evaluations and remains committed to ensuring employees receive them.

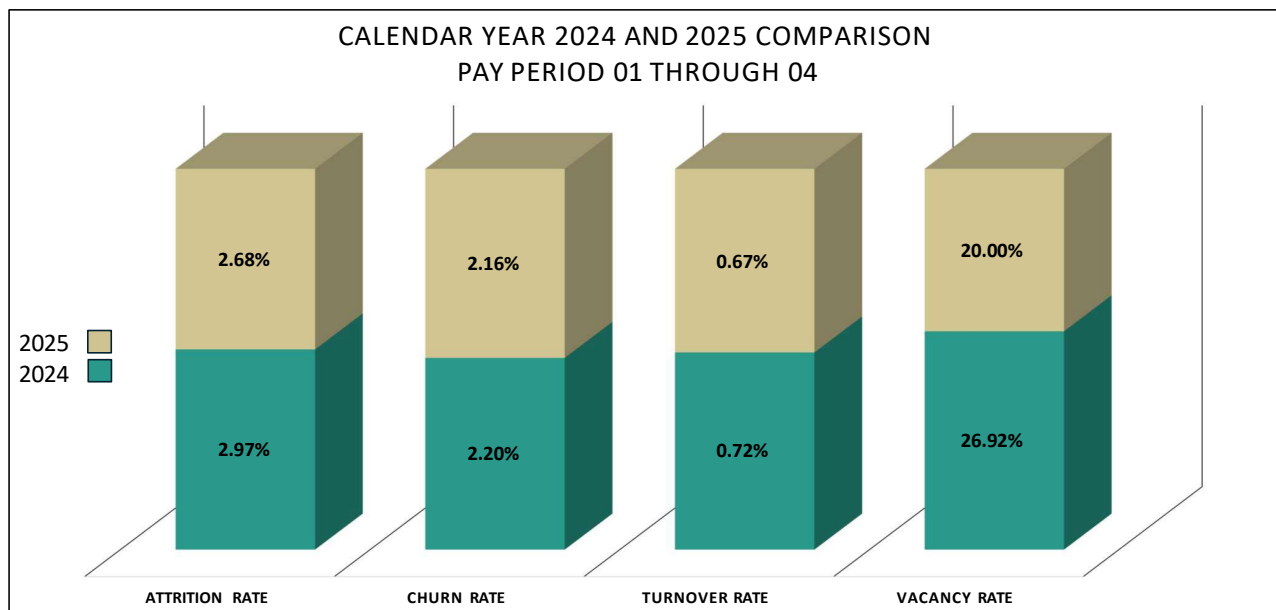
Human Resources continues to collaborate with the County Information Technology Department to optimize the use of existing software for completing and tracking employee evaluations, including the creation and implementation of 360-degree evaluations for Department Heads. It is expected that this will roll out in July 2025.

"Coffee with HR," a bimonthly meeting open to all staff, offers information and education on HR-related processes in a more informal setting. The session includes opportunities for questions and discussions, with a segment specifically for staff in supervisory roles.



2024-2025 Comparison

As part of our continuous efforts to monitor and evaluate workforce trends, Human Resources tracks key metrics across biweekly pay periods. The graph below compares four distinct rates for the first four pay periods of calendar years 2024 and 2025.



Attrition = Total number of allocated vacant position divided by total number of positions allocated

Churn = Total number of employees who left (voluntary & involuntary) divided by total # of employee's at the beginning of pay period

Turnover = Total number of employee's who left (voluntary & involuntary) divided by total number of allocated positions

Vacancy = Average number of employees who left (voluntary) divided by average number of total employees

II. A Safe and Healthy Community

N/A

III. A Thriving Economy

N/A

IV. A Prepared and Resilient County

N/A

Other/Additional Information

N/A