



Human Resources Department

2021/2022: A look back

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July 30, 2022

Looking back...Busier than ever!



- **We had our first successful software installation (on-time & on-budget) in years!**
 - New applicant tracking software replaced our “old” system which pre-dated our most senior HRG (which means it was 10+years old)
- **Remember the COVID-19 Testing & Vaccination Policy....?**
 - We drafted the Policy, chose a software vendor and achieved over a 90% compliance rate from employees all within a very short window of time.
- **The new Paid Parental Leave (PPL) has been very popular and well-received by employees.**
- **We adopted a new Holiday Schedule and celebrated our first Juneteenth Holiday!**

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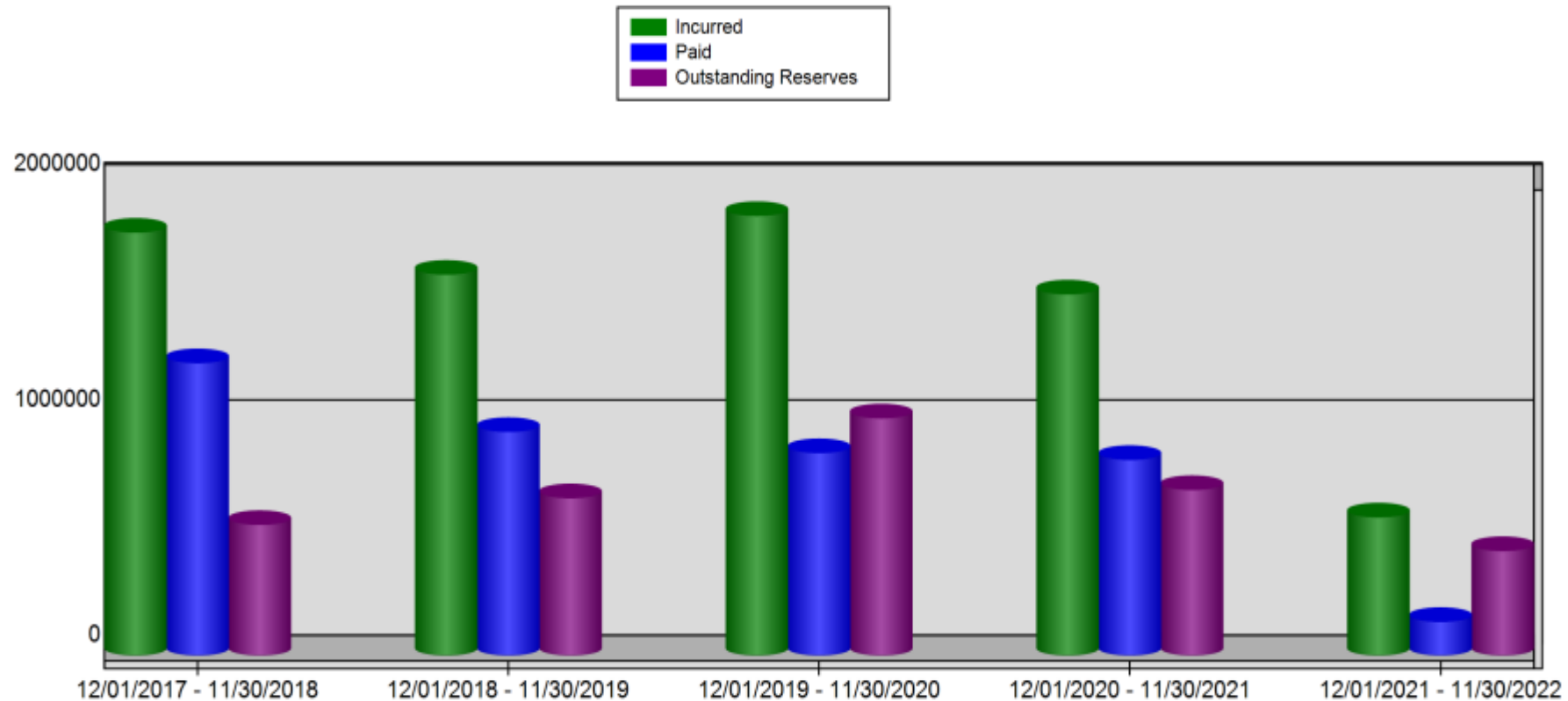


- **Employee Relations & Engagement**
 - Events
 - Engaging employees & retirees
- **Intergovernmental Personnel Benefits Cooperative (IPBC)**
 - Cards have been mailed and many have already been received.
 - New rates will go into effect the first pay period after July 1st
- **Lots of new faces here in the County:**
 - We onboarded over 400 new employees!
 - We offboarded over 550 employees, 68 of which are now enjoying retirement 😊

Employee Safety is improving....



The last 5 years in Worker's Compensation



What we have in store next....



- **We are looking to save labor costs and improve the accuracy/delivery of payroll services through automation.**
 - Step movement
 - Hours reporting
- **Looking at how to bring new technology to the County which will reduce our labor costs, improve services we provide and improve communication in Risk Management.**
 - Claims Reporting/Claim set up is still very labor intensive.
 - Medical professionals can be brought in sooner to consult and/or offer advice to employees.
- **More successful voluntary contract settlements with labor unions**
 - Actively negotiating contracts with four groups.
- **Continue to examine existing services and making improvements to what we do with an eye to the future....**



**Thank You for
your support!**

Questions?