



# Board of County Commissioners Agenda Request

**4A**  
Agenda Item #

**Requested Meeting Date:** 6/23/2015

**Title of Item:** HR Strategic Objectives

<input checked="" type="checkbox"/> REGULAR AGENDA <input type="checkbox"/> CONSENT AGENDA <input type="checkbox"/> INFORMATION ONLY	<b>Action Requested:</b> <input type="checkbox"/> Approve/Deny Motion <input type="checkbox"/> Adopt Resolution (attach draft)	<input checked="" type="checkbox"/> Direction Requested <input checked="" type="checkbox"/> Discussion Item <input type="checkbox"/> Hold Public Hearing* <i>*provide copy of hearing notice that was published</i>
<b>Submitted by:</b> Bobbie Danielson		<b>Department:</b> Admin
<b>Presenter (Name and Title):</b> Bobbie Danielson, HR Director and/or Nathan Burkett, County Administrator		<b>Estimated Time Needed:</b> 10 minutes
<b>Summary of Issue:</b>  Discussion on the County's HR strategic objectives is requested.		
<b>Alternatives, Options, Effects on Others/Comments:</b>		
<b>Recommended Action/Motion:</b> Discussion. Also, identify any changes or additions the Board would like to see made to the attached HR Strategic Objectives.		
<b>Financial Impact:</b> Is there a cost associated with this request? <input type="checkbox"/> Yes <input type="checkbox"/> No What is the total cost, with tax and shipping? \$ Is this budgeted? <input type="checkbox"/> Yes <input type="checkbox"/> No <i>Please Explain:</i>		

Legally binding agreements must have County Attorney approval prior to submission.

*discussed  
w/ Jessica  
4-24-15*

I. Ensure best practices of Human Resources are used consistently across the county.

Importance:

- Developing and following a standard way (best practice) of doing things that multiple departments can use is intended to increase efficiency and productivity.
- Consistent use of human resources practices across departments promotes equality for all employees and reduces overall liability.

Intent:

- Research and adopt best practices by attending workshops, conferences, and networking with other HR professionals.
- Conduct audits of HR procedures and practices.

Measures:

- Number of HR procedures audited annually (we need to get through 2 processes per year)

II. Ensure that all employees are offered training and professional development opportunities.

Importance:

- Training and professional development supports departmental efforts to provide services in the most efficient and effective way possible.
- Training and professional development fosters positive employee relationships.
- Investing in employees can reduce professional liability by reducing errors and ensuring compliance with regulations.

Intent:

- Research and provide information to department heads on training and professional development opportunities. Meet with department heads to determine each department's training needs/wants.
- Offer annual onsite training opportunities for department heads, supervisors, and employees.
- Assess staff performance improvement needs and organize developmental programs for new and existing employees.

Measures:

- Number of professional development opportunities offered

- Number of employees attending professional development opportunities

III. Provide leadership and management support and resources to proactively manage staff performance.

Importance:

- Providing resources allows departments to focus on their core business.
- Shared resources can reduce costs by increasing efficiencies.

Intent:

- Develop a county-wide performance management system that delivers regular performance feedback, establishes clear expectations, identifies career paths, and recognizes top performers.
- Consult, advise, and build relationships with employees throughout the organization.
- Improve employee performance through coaching and career planning.

Measures:

- Number of performance evaluations completed by the annual deadline.

IV. Become an “employer of choice” by focusing on employee engagement and building a culture of high performance.

Importance:

- There is a connection between employee engagement, productivity, customer satisfaction, and employee retention, positive attitudes, and individual health. Job satisfaction, employee retention, and loyalty are some of the reasons employee engagement is important.
- Attracting qualified employees is important in providing efficient and effective services as demands for services increase.

Intent:

- Research Gallup Q12, 12 factors to determine the level of engagement.
- Identify areas for employee development, noting different professions will have their own specifics which need to be addressed during the engagement building process.

Measures:

- Average employee retention rates