



gwinnettcounty
GOVERNMENT
HUMAN
RESOURCES

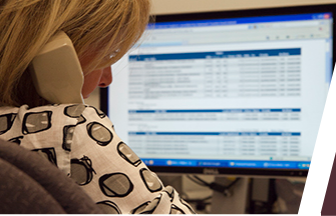
2018 Business Plan



HUMAN RESOURCES

The Department of Human Resources provides centralized services for all County departments and elected offices. These services cover every aspect of employment with the County from recruitment to retirement.

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Linking Human Resources to BOC Priorities



Mobility & Access



Communication &
Engagement



Safe & Healthy
Community



Strong & Vibrant
Local Economy

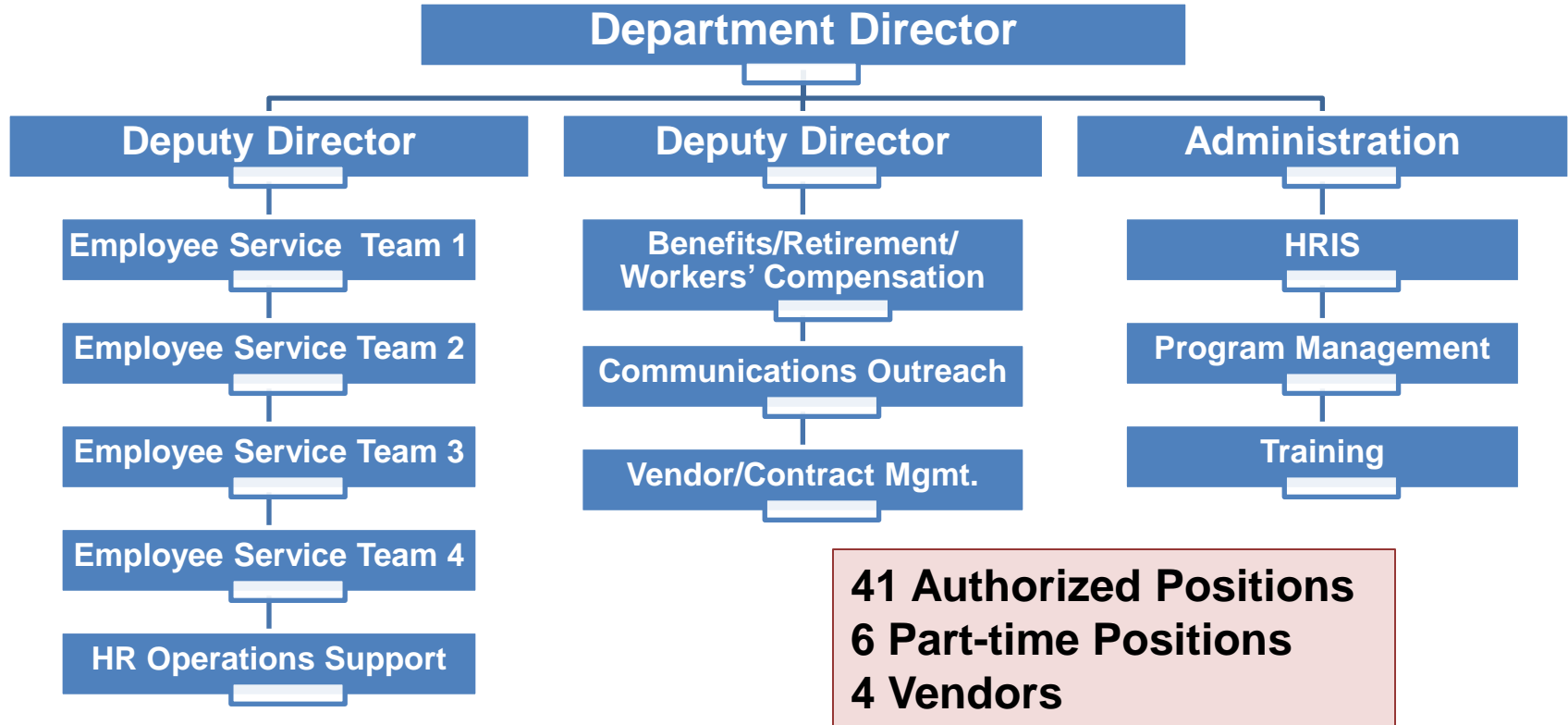


Smart & Sustainable
Government



Livability & Comfort

Organization



Mission

Human Resources

Integrity &
Fairness

Teamwork &
Responsiveness

Innovation &
Excellence

To provide quality programs and services to attract, develop, motivate, and retain a strategically aligned workforce within a supportive work environment.

Core Services



Working Environment and Challenges for HR

- **Workforce**
 - Recruitment/Retention
 - Internal Compression
- **Cost/complexity of providing health benefits to employees and retirees**

Working Environment and Challenges for HR

- **Expand the scope of services available at the Employee Wellness Center**
- **Regulatory Compliance, e.g.:**
 - **Fair Labor Standards Act**
 - **EEOC**
 - **Affordable Care Act**
 - **Workers Comp.**

2018 Goals and Objectives

Maintain Financial Stability and Establish Cost Reduction

Complete transfer of Occupational Health Services

Promote effective participation in Wellness Program



Continuously improve processes to offer the best possible value to our customers

Increase participation in supervisory training

Continue HR Liaison Workshops



Encourage Personal Development of Human Resources Employees

Continue cross-training

Expand knowledge of employee relations issues

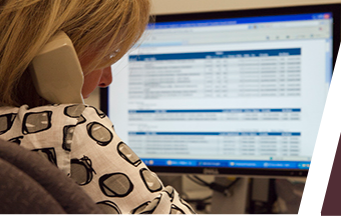


Support our User Departments' Missions

Focus on effective methods for recruitment and retention

Key County Performance Measures

Measure	2017 Target	Result (YTD)	2018 Target
County Administration Departments Voluntary Turnover Rate	<=10%	9.57%	<=10%
Code of Ethics Bi-annual Training	100%	95%	100%
Eligible Employees fully engaged in Wellness Program	75%	81%	75%
Managers/Supervisors Trained	500	522	500



Budget Summary

	2017	2018	% Change
Administrative Support Fund (Human Resources & Merit Board)	\$3,631,591	\$3,771,189	3.84%
Workers' Comp Fund	\$3,375,707	\$3,899,281	15.51%
Group Self-Insurance Fund (GSI Benefits & Wellness Center)	\$55,067,454	\$60,965,158	10.71%
TOTAL – All Funds	\$62,074,752	\$68,635,628	10.57%
Authorized Full-time Positions	41	41	
Part-time Positions	6	6	
Onsite Vendor Staff	4	4	



**HUMAN
RESOURCES**

Questions?

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