



Gwinnett
Human Resources

2020 Business Plan

Human Resources

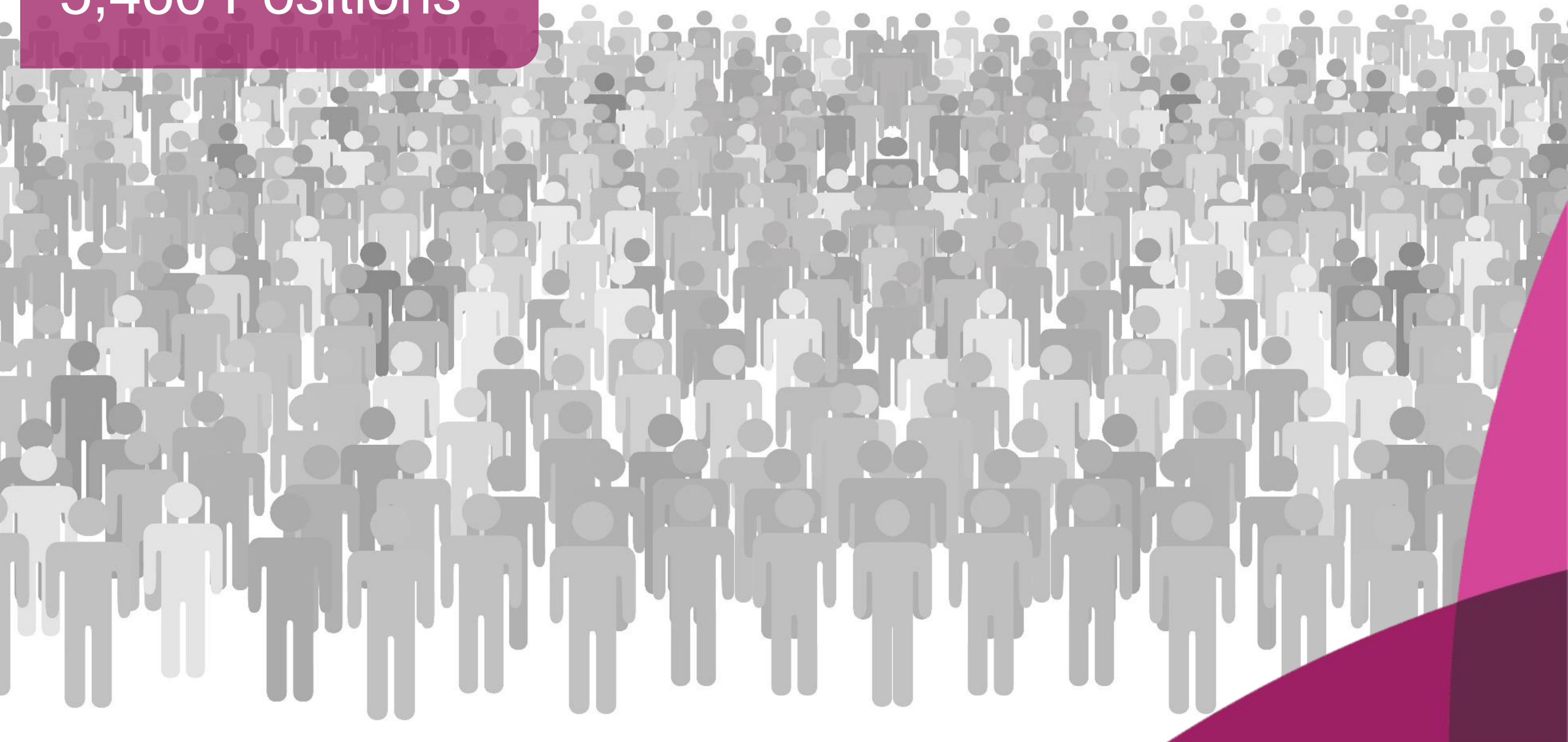
Sheryl Dallas, Director



Human Resources

Maintaining a Smart and Sustainable Government

5,460 Positions





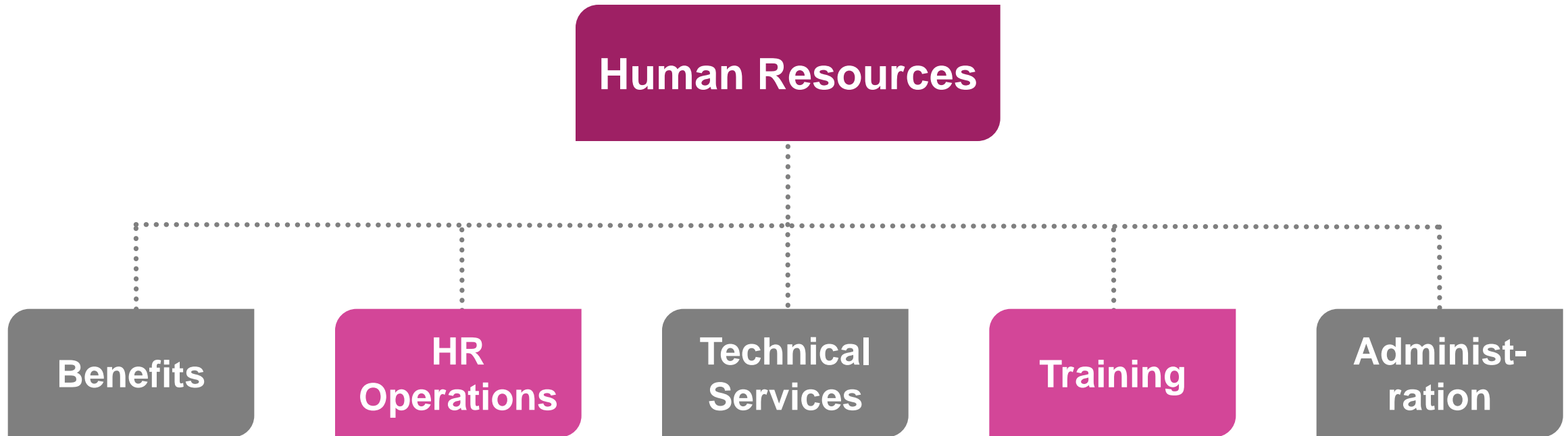
Mission

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

Vision

Through collaborative efforts and excellent customer service, we will continue to build a culturally diverse and high-caliber workforce that contributes to the overall success of Gwinnett County Government.

Department Structure



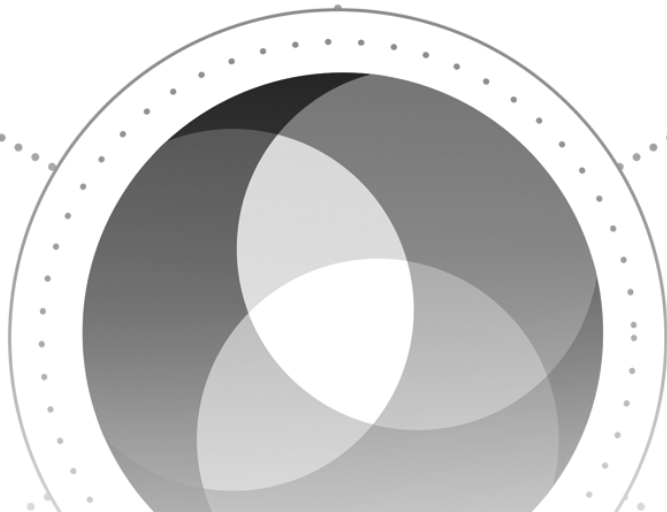


Opportunities and Challenges

- Recruitment and retention
- Population growth
- Employee education
- Succession planning

	New Hires Each Year	Retirements	Voluntary Turnover
2016	1,070	127	8.12%
2017	1,103	122	7.43%
2018	1,232	134	8.25%

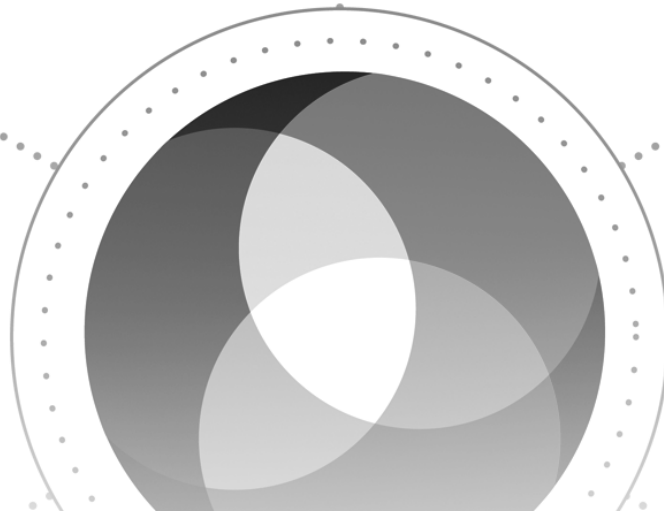




RECRUITMENT

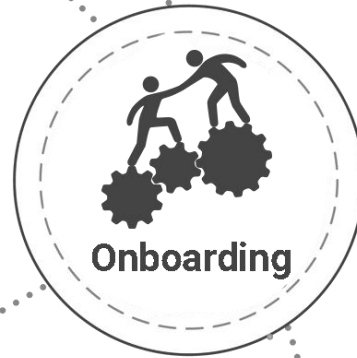
Showcasing Gwinnett County Standard to an ever-widening audience:

- Participating in targeted hiring events
- Utilizing social media



RECRUITMENT

- Modernizing interviewing capabilities
- Improving online presence
- Highlighting total compensation package
- Expanding community partnerships



ONBOARDING

- Improving New Hire Orientation experience
- Implementing benefits enrollment guided experience
- Developing post-hire follow-up



EDUCATION

- Expanding training initiatives
- Streamlining training registration processes
- Broadening communication strategies regarding compensation and benefits
- Providing tuition reimbursement



LEADERSHIP

- Creating senior leadership orientation
- Continuing current supervisory training efforts
- Introducing broader Gwinnett County cultural initiatives

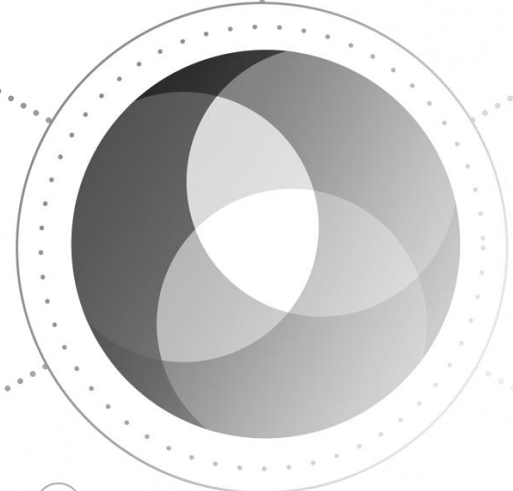
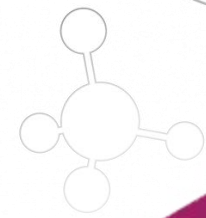
SUCCESSION PLANNING

- Developing an interactive succession planning tool for executive leadership
- Developing succession planning coaching curriculum to educate leaders and promote both short- and long-term planning



OFFBOARDING

- Enhancing exit interviews
- Expanding retirement education
- Developing benefits-related offboarding materials





Accomplishments and Highlights

Number of people covered by health plans	13,718
Number of specialized hiring events	24
Tuition reimbursement	\$612,087
Number of employees in HR Liaison Academy	73
Number of supervisors trained	453
Number of pounds lost in Wellness Program	2,873.3 lbs



Budget Summary

Fund	2019 Adopted	2020 Requested
Administrative Support <i>Human Resources & Merit Board</i>	\$4,481,617	\$4,377,402
Workers' Compensation	\$5,751,539	\$5,574,360
Group Self-Insurance <i>Benefits & Wellness Center</i>	\$64,431,806	\$67,451,225
TOTAL	\$74,664,962	\$77,402,987



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Questions?