



Human Resources 2026 Business Plan Presentation

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Director

Service Delivery Mission

- Support the employee journey
- Deliver a comprehensive approach to Total Rewards
- Partner with customer departments to support their service delivery needs
- Oversee compliance of County policies, employment laws, and regulations

2025 Efficiencies and Improvements

- Process improvements
 - Simplified hiring process
 - HR tracker database
- Employee initiatives
 - Improved access to leave
 - Lifestyle Spending Accounts
 - Enhanced retirement readiness



Emerging Developments and Our Path Forward

New and developing technologies

- Understand artificial intelligence in the HR landscape and leverage people analytics

Implementation of new HCM System

- Adopt new system functionality to improve the way we do business

Evolving workforce

- Reimagine how we meet the needs of our employees

Changes in hiring trends

- Align talent structure with organizational goals

Strategic Goals and Efficiencies

- Reorganization of Human Resources staff
- Improving delivery of Human Resources services
- Implementing a more efficient approach to compensation



People Strategies

- Continue to improve the employee experience
- Focus on managerial skills development
- Lead employee engagement initiatives

