



# Albemarle County

## Legislation Text

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**File #:** 16-567, **Version:** 1

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**AGENDA DATE:** 10/5/2016

**TITLE:**

Human Resources 2015-2016 Local Government Annual Report

**SUBJECT/PROPOSAL/REQUEST:** Presentation of Human Resources 2015-2016 Local Government Annual Report

**ITEM TYPE:** Consent Information Item

**STAFF CONTACT(S):** Foley, Walker, Kamptner, Gerome

**PRESENTER (S):** NA

**LEGAL REVIEW:** Yes

**REVIEWED BY:** Thomas C. Foley

**BACKGROUND:** The Albemarle County Department of Human Resources Local Government Annual Report provides information on employee demographics, and highlights ongoing initiatives and future objectives for the Human Resources Department. Information is provided on Employment and Staffing, Learning and Development, Compensation and Benefits, and Safety and Wellness.

**STRATEGIC PLAN:** Operational Capacity: Ensure County government's ability to provide high quality service that achieves community priorities.

**DISCUSSION:** Key areas include:

- Recruitment and selection. Hiring was a focus for the Human Resources Department (HR) this year, with its staff leading and/or participating in recruitment efforts for leadership positions (Chief of Police, County Attorney, Clerk to the Board of Supervisors, County Engineer) and hiring 92 new employees (largely in Community Development, Emergency Communications Center, Finance, Fire Rescue, Police, and Social Services).
- Employee turnover. Turnover for the County increased from 6.12% last year to 11.35% this year. To better understand the causes of this increase, HR is enhancing the exit survey process to include a shorter on-line survey focused on gathering information about potential improvements and methods for increasing retention.
- Retirements. Twenty two employees retired in FY 16, compared to seventeen in FY 15. This increase in retirees may be due to the end of the Voluntary Early Retirement Incentive Plan (VERIP) stipend, which provided a monthly stipend in addition to regular retirement benefits. As indicated in the report, based on current age distribution data, the number of employees eligible for retirement will continue to grow.

**BUDGET IMPACT:** There is no budget impact related to this report.

**RECOMMENDATION:**

This report is presented as an information item and no action is required

**ATTACHMENTS:**

A - Human Resources 2015-2016 Local Government Annual Report