



Gwinnett

2024 Business Plan Presentation

HUMAN RESOURCES

Adrienne McAllister, Director



2022 – 2023 YTD Recap

Accomplishments

- Progressive approach to compensation
- Employee engagement initiatives
- Voted one of Atlanta's Healthiest Employers
- Employee commitment to wellness

Challenges

- Mental health
- Change management
- Employee engagement and retention
- Recruitment
- Retirement readiness

External Influences

- Economy
- Job market
- Legislation changes
- Community expectations
- People



Notable Metrics/Trends

- Workforce demographics and tenure
 - Turnover rate is 15%
 - More than 27% eligible to retire within five years
- Rehires and internal promotions
- 3,560 employees trained
- Increased wellness engagement

Identified Constraints and Opportunities

- Employee experience/expectations
 - Complexity of offering benefits to employees and retirees
 - Compensation
 - Employee relations

Operational Decisions

- Expanding and revitalizing training
- Outreach and collaboration
- Broadening employee engagement
- Reinforce a culture of trust and commitment through deliberate communication and partnership





County Initiatives

- Operational Performance Assessment
- Implement creative recruitment and retention tools
- Encourage increased language skills and abilities among employees
- Administer new hire interview survey to gain greater insight into recruiting and retention opportunities
- Build and staff centralized internship program



Planning for the Future

- Evolving with growth
- Embracing diversity
- Enhancing the employee experience
- Expanding and leveraging technology



Total Budget

Total Requested Budget	\$96,043,104
-------------------------------	---------------------