



Program #40039D - Human Resources Employee Experience FTE **FY 2024 Department Requested**

Department: Health Department **Program Contact:** Steven Sutton
Program Offer Type: New **Program Offer Stage:** Department Requested
Related Programs:
Program Characteristics: Out of Target

Executive Summary

The Health Department is launching a new initiative, the Employee Experience Council, aimed at addressing the needs of a fatigued workforce. The council will be co-chaired and led by a newly appointed position, with the goal of driving transformational change within the department.

Program Description

The Health Department recognizes the importance of supporting its employees and is committed to enhancing their experience. The Employee Experience Council is a new program designed to address the needs of a fatigued workforce and support the well-being of Health Department employees.

The council will be co-chaired and led by this newly appointed position, with the goal of driving transformational change within the department. The council will work to identify areas of opportunity for improvement and develop strategies to support employee well-being.

The program will be based on a collaborative and inclusive approach, engaging employees at all levels of the organization. The council will gather feedback and insights from employees, and use this information to inform decision-making and drive positive change.

These initiatives are informed by research that highlights the importance of addressing employee well-being and the positive impact it can have on productivity, job satisfaction, and overall organizational success.

The launch of the Employee Experience Council by the Health Department is also aimed at improving employee retention. By focusing on the well-being of employees and creating a supportive work environment, the council hopes to increase job satisfaction and ultimately, reduce turnover rates among Health Department employees.

The Health Department is committed to making a positive impact on the lives of its employees, and the Employee Experience Council is a crucial step in achieving this goal. The council will work to create a supportive and fulfilling work environment, promoting employee well-being and satisfaction.

Performance Measures

Measure Type	Primary Measure	FY22 Actual	FY23 Budgeted	FY23 Estimate	FY24 Offer
Output	Trainings implemented with the intent of increasing retention	N/A	N/A	N/A	7
Outcome	Decreased turnover within first two years	N/A	N/A	N/A	5%

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Department Requested General Fund	Department Requested Other Funds
Program Expenses	2023	2023	2024	2024
Personnel	\$0	\$0	\$185,790	\$0
Total GF/non-GF	\$0	\$0	\$185,790	\$0
Program Total:	\$0		\$185,790	
Program FTE	0.00	0.00	1.00	0.00

Program Revenues				
Total Revenue	\$0	\$0	\$0	\$0

Explanation of Revenues

Significant Program Changes

Last Year this program was: