



Program #40039C - Human Resources - Additional Recruiters

7/14/2022

Department: Health Department **Program Contact:** Debi Smith
Program Offer Type: Innovative/New Program **Program Offer Stage:** As Adopted
Related Programs:
Program Characteristics:

Executive Summary

Health Department's Human Resources provides expertise, consultation and leadership to ensure a highly skilled and diverse workforce is hired and retained while upholding the department's core values of equity and inclusion, managing the compliance of personnel rules and legal requirements and developing and maintaining partnerships with labor unions and community stakeholders. The Human Resources team is staffed with individuals of diverse educational, professional, cultural and lived backgrounds that offer a high-level of expertise and competency and also reflect our departments workforce core values.

Program Summary

One of the key function areas that drive Human Resources operations is Recruitment and Staffing. This work includes strategic partnering with leadership on critical staffing priorities while driving diversity targets and strategies, also includes career counseling for staff seeking skill development and promotion and strategies for building networks and partnership with community organizations to foster pipelines for County employment.

Over the last several months, the Health Department has experienced staffing changes and challenges throughout the workforce including on the recruitment team. The department experienced a severe recruitment backlog and critical positions went unfilled for longer periods of time impacting services and programs across the department. To respond to this crisis, four (4) LDA positions were added to the recruitment team to meet the recruitment demands, strengthen the capacity on team and stabilize the workload to address the team turnover due to burnout. As a result of the added staff, the backlog has decreased, the time to fill has improved and strategies for the hard-to-fill positions are being planned. Converting the four (4) LDA positions to regular status is imperative to continue reducing the backlog and to continue responding efficiently and strategically to the staffing crisis that is impacting our services, programs and workforce.

Performance Measures

Measure Type	Primary Measure	FY21 Actual	FY22 Budgeted	FY22 Estimate	FY23 Offer
Output	Days to fill once recruitment is initiated	N/A	N/A	112	105
Outcome	% of recruitments initiated within 10 days of receipt	N/A	N/A	N/A	90%

Performance Measures Descriptions

Revenue/Expense Detail

	Adopted General Fund	Adopted Other Funds	Adopted General Fund	Adopted Other Funds
Program Expenses	2022	2022	2023	2023
Personnel	\$0	\$0	\$608,668	\$0
Total GF/non-GF	\$0	\$0	\$608,668	\$0
Program Total:	\$0		\$608,668	
Program FTE	0.00	0.00	4.00	0.00

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

Explanation of Revenues

Significant Program Changes

Last Year this program was: