

Human Resources

2018 YEAR IN REVIEW



Human Resources Systems

- ✓ Project implementation for electronic Personnel Action Forms and electronic Performance Evaluation tool. This project will be piloted in 2019.
- ✓ OnBoarding orientation video revision and coordination



Talent Management Services

- ✓ Talent Acquisition:
 - Promoted approximately 78 employees
 - Hired approximately 95 employees
- ✓ Sourcing talent from a variety of non-traditional sources
- ✓ Continuing to build the talent pipeline within the organization



Employee Engagement & Career Development Training

- ✓ Human Resources championed professional development courses
- ✓ Provided career coaching services for staff and management potentially involved in force reduction
- ✓ Provided Human Resources training to managers and supervisors on a variety of topics including Performance Management; Safety; Workers Compensation; and Interviewing Skills.



Organizational Effectiveness

- ✓ Partnered with staff to ensure a safe and effective working environment and removing barriers for an effective workflow
- ✓ Continued partnering with internal management staff regarding organizational structure & development, staffing requirements, and performance management
- ✓ Human Resources workflow, process and procedures continued to be assessed
- ✓ Provided exit interviews to approximately 93 employees with the goal to facilitate retention

What's next in 2019?

In the next year, our work will include: piloting new electronic Human Resources tools; implementing a new onboarding video; refining the talent sourcing strategy to include additional non-traditional methods to ensure the department has a broad diverse outreach plan; investing in training to build the department's talent management pipeline and improve workforce cultural sensitivity and humility; refining the Workforce Development and Equal Opportunity Plans to include additional diversity and inclusion/engagement efforts; and continuing to be strategic partners to our Bureaus.

For more information please contact: health@co.monterey.ca.us



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