

Fiscal Year 2008/2009 Budget Highlights and Goals

Human Resource Department

FY2008 Highlights

- Successfully implemented a new job classification/evaluation and compensation system and completed phase II, internal equity adjustments of the project.
- Developed and implemented A County Salary Administration Policy.
- Developed and implemented an automated (HRIS) vacation and sick time accrual, taken and balance computation system.
- Continuing implementation of the HRIS (Enterprise) system
- Coordinated the day to day administration of Labor Agreements with Operating Engineers Local 150 for both Division of Transportation and Facilities Management and FOP (Unit I, Unit II, and Unit III).
- Prepare for and conduct contract negotiations with Local 150 (Division of Transportation and Facilities Management) and FOP (Unit III).

FY2009 Goals

- Implement Wellness Program initiative to assist in controlling health insurance costs.
- Continue implementation of final phase of Job Classification and Compensation System
- Continue implementation of final phase of HRIS System
- Negotiate collective bargaining agreements with FOP(Unit III) and Operating Engineers Local 150(Transportation and Facilities)
- Prepare for and conduct labor contract negotiations with newly designated bargaining units in both the Coroners Office and Office of the Circuit Clerk
- Conduct performance management training for all levels of management/supervisory staff, encouraging staff development.
- Research and make recommendations for an automated applicant tracking system