



Providing quality, innovative and cost-effective services that safeguard and enhance well-being

2024 QUARTER #2 | HUMAN RESOURCES

SELECTED PERFORMANCE MEASURES

- FILLED 40 POSITIONS
- HAD 30 EMPLOYEE'S TURNOVER
 - 3 INVOLUNTARY
 - 6 OUTGOING COUNTY BOARD MEMBERS
 - 21 VOLUNTARY
 - 13 ANOTHER JOB OFFER
 - 2 MOVED OUT OF THE AREA
 - 3 RETIREMENTS
 - 3 INTERNSHIPS/SEASONAL
- COUNTY COMPLETED **618** ANNUAL PERFORMANCE EVALUATIONS
 - 517 EMPLOYEE REVIEWS
 - 101 MANAGER REVIEWS
- OVERALL PERFORMANCE REVIEW METRICS
 - **EMPLOYEE**
 - 3.17 OUT OF 5 OVERALL
 - MOST FAVORABLE CATEGORY-
 - COOPERATION & TEAMWORK- 3.28/5
 - LEAST FAVORABLE CATEGORY-
 - TRAINING & DEVELOPMENT- 3.1/5
 - **MANAGEMENT**
 - 3.27 OUT OF 5 OVERALL
 - MOST FAVORABLE CATEGORY-
 - TAKING INITIATIVE- 3.49/5
 - LEAST FAVORABLE CATEGORY-
 - EMPLOYEE COACHING & MENTORING- 3.12/5

SUMMARY OF CURRENT ACTIVITIES

- HR has completed Phase 4 of the compensation analysis, which was updating position titling, grid level & exemption status. This resulted in 145 positions being re-titled and impacting 397 total employees
- Uploaded individual job descriptions and organizational charts to employee gateway (intranet) for internal access and transparency
- Completed an FLSA (Fair Labor Standards Act) Audit through a 3rd party at a minimal cost of \$1,890, to ensure compliance with the upcoming DOL (Department of Labor) wage & classification updates for January 2025.
 - Initial results recommend the follow 2 actions:
 - Increase the entry point of grade level 11 up \$.40 (no employees currently impacted)
 - Adjust 42 positions in 13 different departments from exempt (salaried) to non-exempt (hourly).

Our Core Behaviors:

Proactive Ownership | Infinite Possibilities | Customer First | Stronger Together | Ardent Learners | Unwavering Respect

- HR has requested additional rationale for each position recommendation and will be meeting with impacted departments to discuss next steps.

Grade	A	B	C	D	E
1	\$ 14.50	\$ 15.66	\$ 16.91	\$ 18.60	\$ 20.46
2	\$ 15.52	\$ 16.76	\$ 18.10	\$ 19.91	\$ 21.90
3	\$ 16.60	\$ 17.93	\$ 19.36	\$ 21.30	\$ 23.43
4	\$ 17.76	\$ 19.18	\$ 20.72	\$ 22.79	\$ 25.07
5	\$ 19.01	\$ 20.53	\$ 22.17	\$ 24.39	\$ 26.82
6	\$ 20.34	\$ 21.96	\$ 23.72	\$ 26.09	\$ 28.70
7	\$ 21.76	\$ 23.50	\$ 25.38	\$ 27.92	\$ 30.71
8	\$ 23.28	\$ 25.15	\$ 27.16	\$ 29.87	\$ 32.86
9	\$ 24.80	\$ 26.78	\$ 28.92	\$ 31.82	\$ 35.00
10	\$ 26.29	\$ 28.39	\$ 30.66	\$ 33.72	\$ 37.10
11	\$ 27.86	\$ 32.50	\$ 35.75	\$ 39.32	

ISSUES ON THE HORIZON AND SIGNIFICANT TRENDS

- Current health insurance rates have been reported as coming in extremely high from surrounding Counties (20%+ increases). Currently, Eau Claire County is closely monitoring our MLR (Medical Loss Ratio) and have a 12% rate cap for 2025 as long as the MLR continues to come in at 100% or less. (currently at 90% through 1st quarter 2024)
- Currently participating in discussions related to a new co-op health insurance plan model, led by JA Counter. This model would consist of participation from a consortium of employers throughout the central part of the state to leverage local providers at a reduced rate. This model would move to a self-funded platform for potential cost savings and could go into effect as soon as January 1, 2025.
- Conduct a full RFP (Request For Proposal) for life insurance

STRATEGIC INITIATIVES (GREEN / AMBER / RED)

Strategic Initiative: Enhance employment engagement and resilience.

Key Initiative/Action Items: Create a comprehensive plan to start implementing “stay interviews” to better understand turnover

- Recruiting Manager will create a strategic plan to create and conduct “stay interviews” across the organization at a variety of levels & demographics. - GREEN
- Analyze and provide a comprehensive analysis that outlines the motivations, frustrations & opportunities for improvement- GREEN

Key Initiative/Action Items: Review the reward and employee recognition programs.

- Review the current “Employee Shoutout” program and compare results with other options to determine effectiveness- AMBER

Key Initiative/Action Items: FMLA (Family Medical Leave Act)

- Review cost and utilization of the current policy and compare against other alternatives (specifically, the 2-week paid benefit)- AMBER
- Implement a new software to help manage both FMLA and Military Leaves. Cancelling FMLA Source and transitioning to Stiira at a recognized cost savings of \$3,000+ annually with increased capabilities for employee & manager access, reporting capabilities and integration with our current time keeping systems.- AMBER

GOALS FOR NEXT QUARTER

- 1- Implement Goal Setting across the County starting July/August 2025
- 2- Set-up Quarterly Conversations Template for 3rd & 4th quarters in 2025
- 3- Conduct a full review of all the background screenings for each position and look for opportunities for cost savings and increased efficiencies.
- 4- Policy updates; on-call, benefits & training

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