

Human Resources Updates

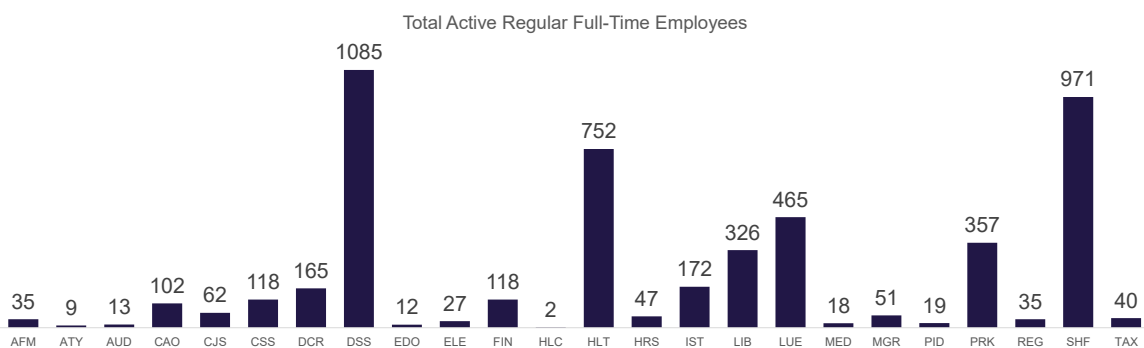
Paula Herman
Board Retreat FY2023



**Follow Your Calling.
Find Your Career.**

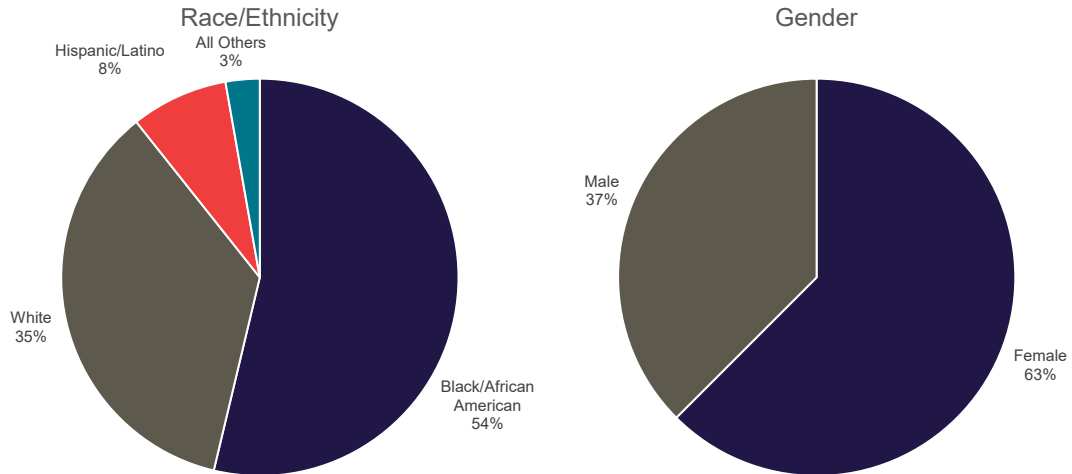
Who We Are: Employee Demographics

Demographics: Number of Employees

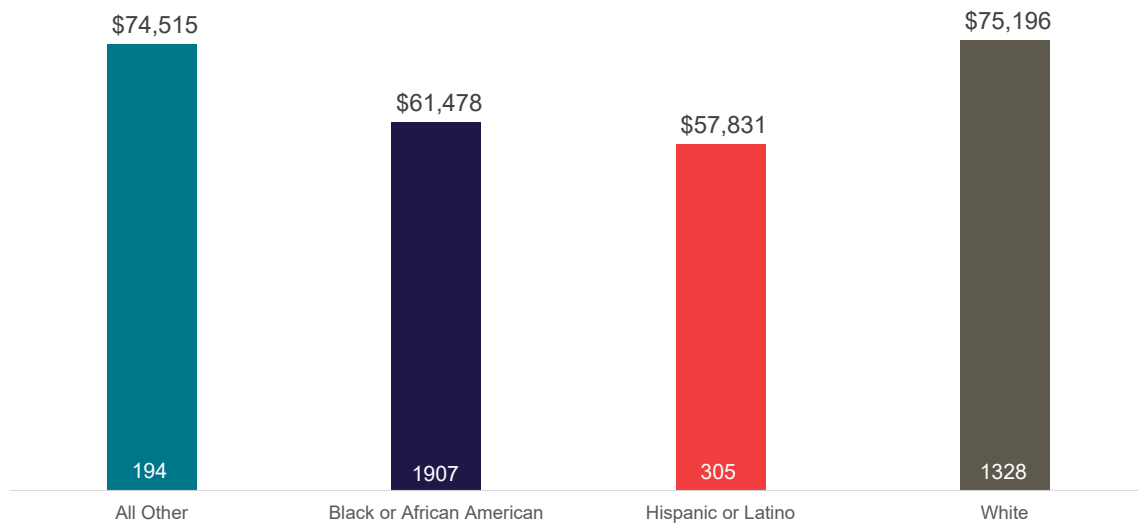


5,001
Total Active Employees
(Regular Full-Time)

Demographics: Race and Gender



Average Salaries by Race/Ethnicity



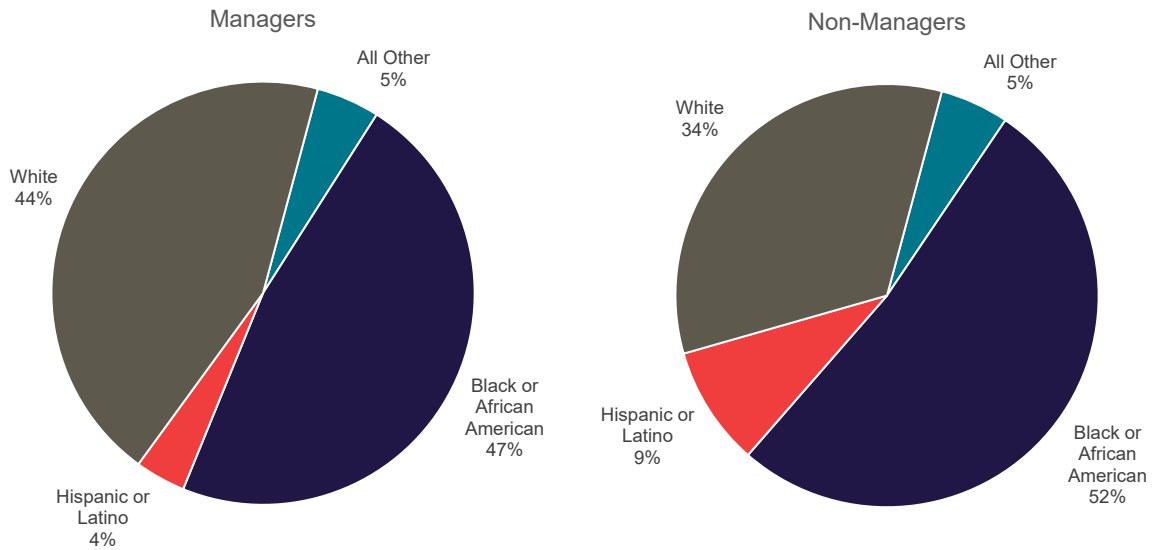
As of 1/13/22. Includes all Active, Regular FT Employees. Excludes LIB, SHF, EMS.

Average Salaries by Gender



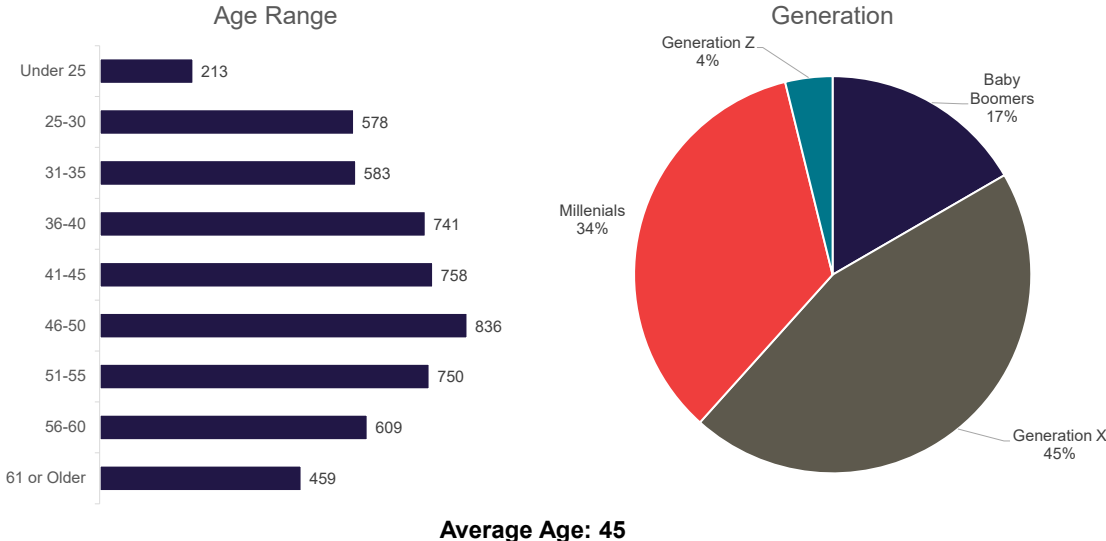
As of 1/13/22. Includes all Active, Regular FT Employees. Excludes LIB, SHF, EMS.

Managers/Supervisors by Race/Ethnicity



As of 1/13/22. Includes all Active, Regular FT Employees. Excludes LIB, SHF, EMS.

Demographics: Age and Generation



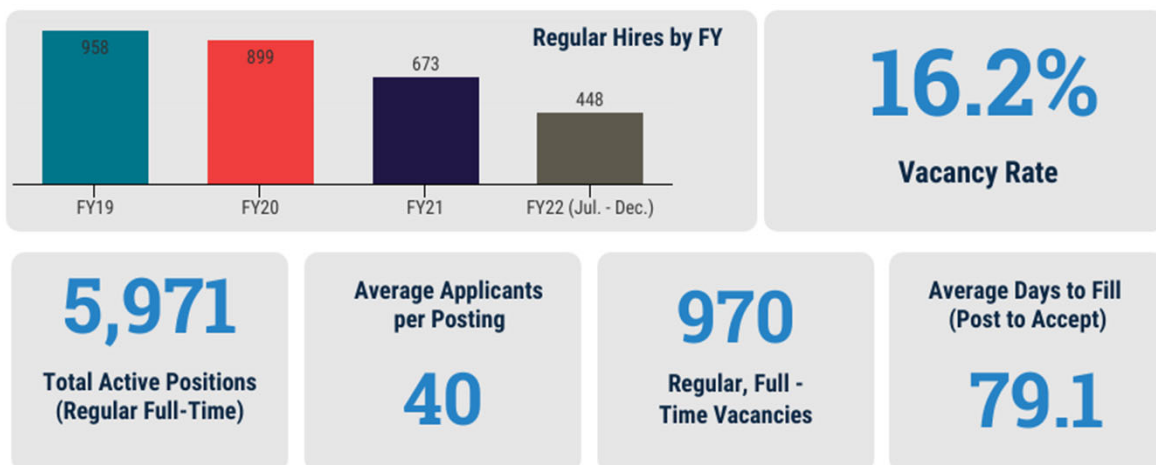
Employee Journey/Roadmap

**Follow Your Calling.
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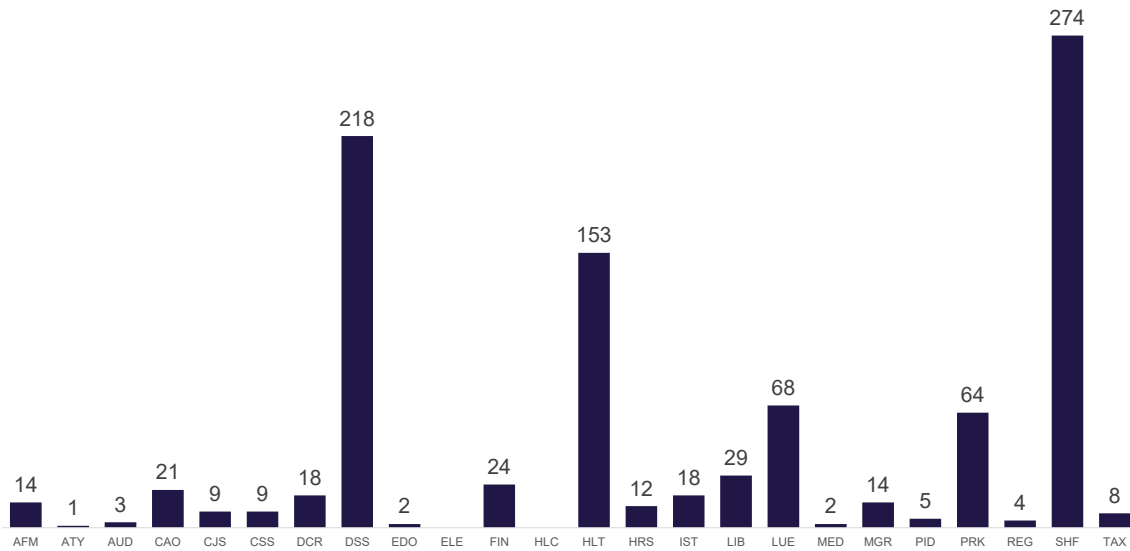


Recruiting and Onboarding

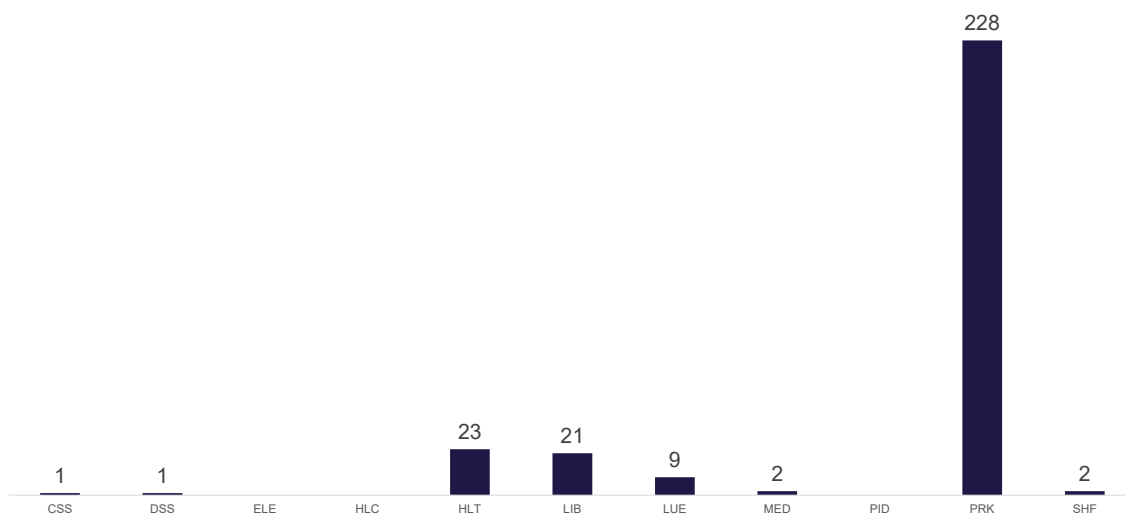
Recruiting Metrics



Regular Full-Time Vacancies by Dept. as of 1/1/22



Regular Part-Time Vacancies by Dept. as of 1/1/22



New Employee Orientation / Onboarding

- Employee Onboarding Pilot
- Onboarding Buddy Program
- Employee Onboarding Resources / Guide
- Hiring Manager Onboarding Experience Manual
- New Employee Welcome Gifts

99%

Satisfied with Experience at New Employee Orientation

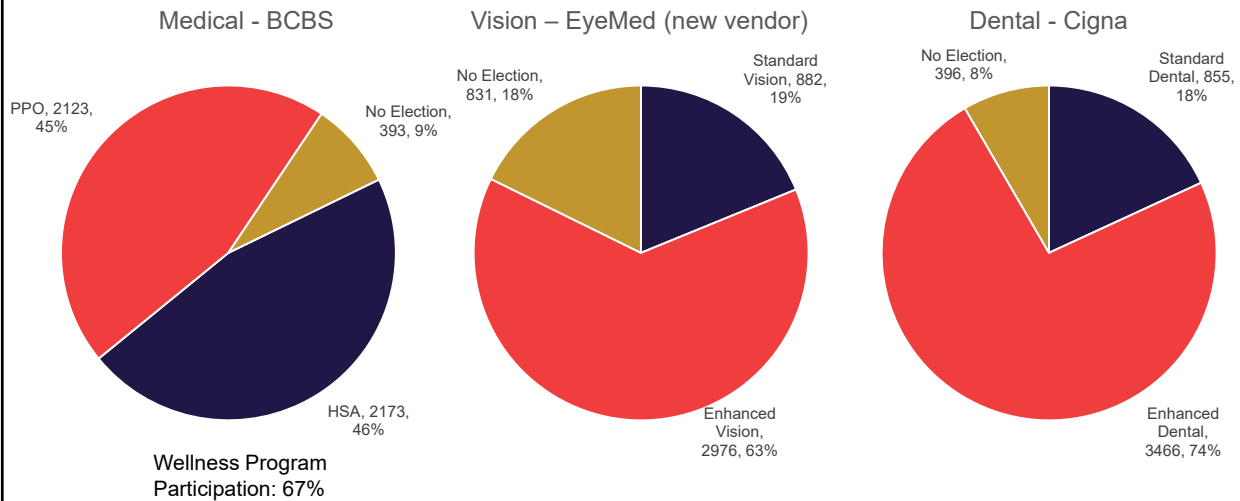


99%

of new employees felt engaged in the jobs within their first 90 days

Total Rewards

Employee Benefits

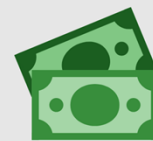


Compensation

- Class/Comp Implementation
- Benefits and Compensation

\$65,987

Average Regular Full-Time Salary



\$71,552

Average Annual Mecklenburg County Salary (Source BLS)

Rewards, Recognition, and Engagement

- Spot Recognition
- Customer Service Hero Awards
- EmployeeFest
- Service Pins
- Employee Hub
- WorkGreen



90%
of employees are
motivated and satisfied.



Training and Professional Development

Training

- County transitioned to a new training vendor in FY21
- County partners with vendor to offer computer trainings
- MeckTalent available for compliance trainings and professional development webinars
- COVID forced all trainings to go virtual. HR is working to slowly and responsibly move back to in-person.
- The Office of Equity and Inclusion continued to virtually provide the Advancing Racial Equity trainings to 4,027 County employees, for a total of 95% of full-time employees reached.

FY22 Training: July – December

Employees 417

Hours of Training 1888

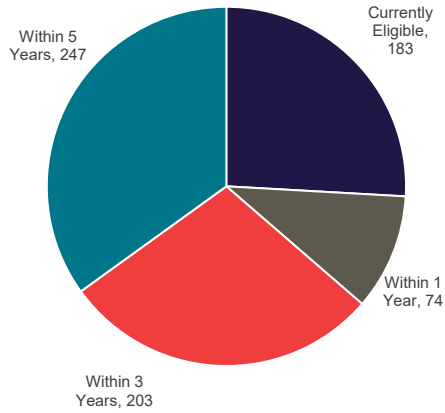
78%

Manager-level and above positions are filled by internal candidates (FY21)

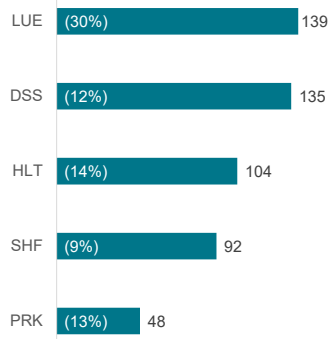
Separations and Turnover

Projected Retirements

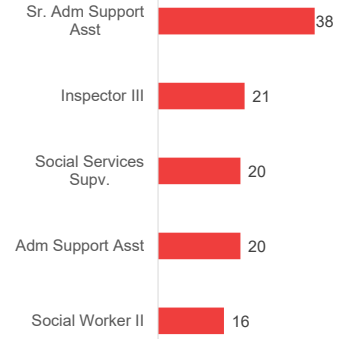
Retirement Eligibility



Top 5 Depts. Employees Eligible Within Next 5 Years

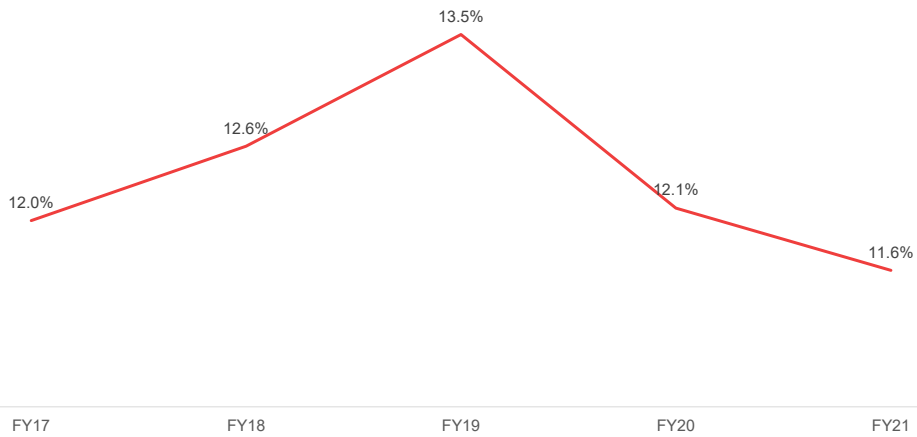


Top 5 Job Titles Eligible Within Next 5 Years



Turnover and Market Trends

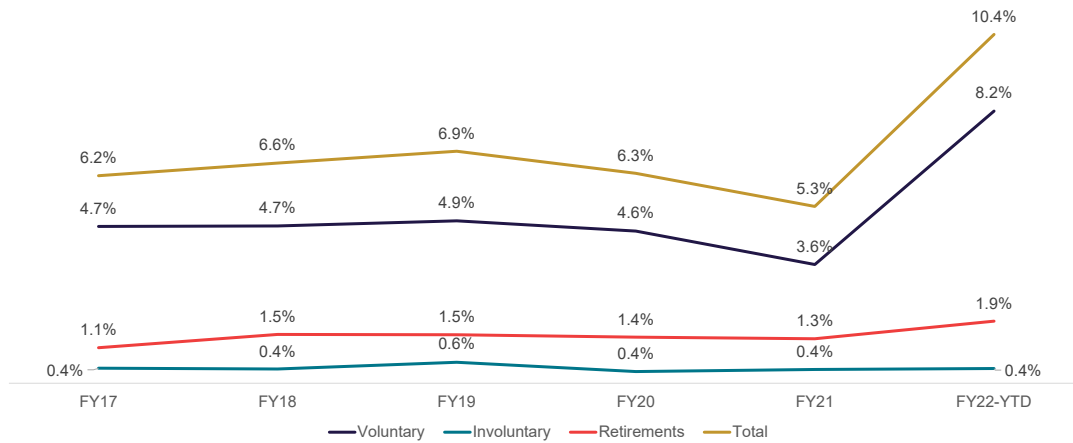
Final Total Turnover by Fiscal Year



Turnover and Market Trends

July - December Turnover by Fiscal Year

42% of FY22 regular full-time separations were in their first two years.

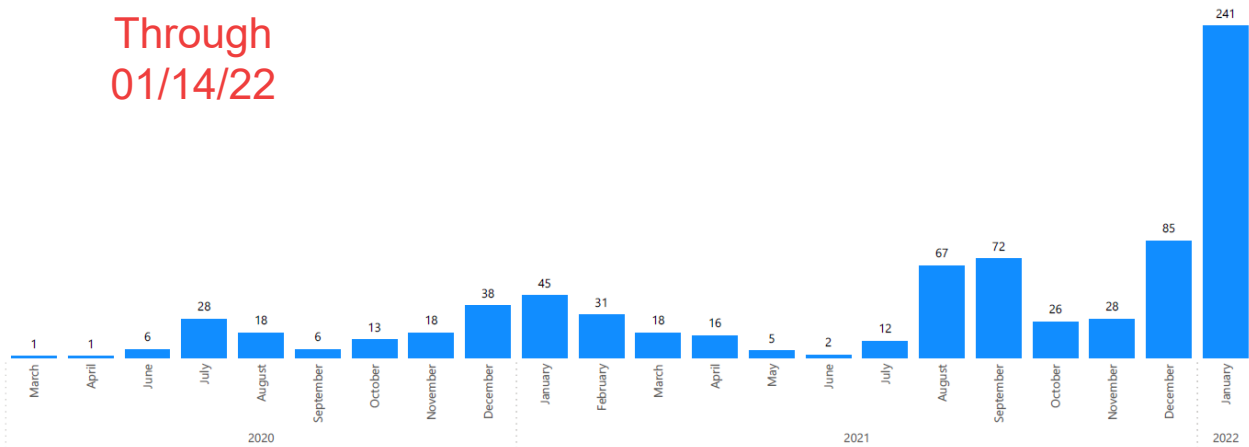


COVID-19 Impact and Response

Employee COVID-19 Cases

Positive Test Trend

777 Cases
Through
01/14/22



Employee COVID-19 Vaccination Rates

Employee COVID-19 Vaccination Status Snapshot

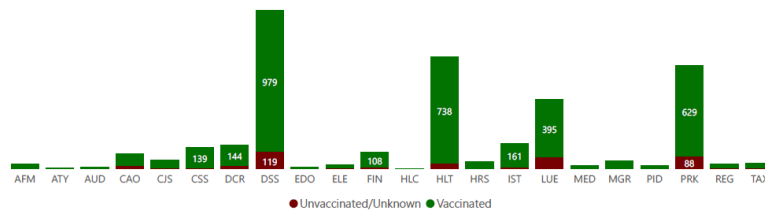
Data Last Updated:
01/14/2022

Overall Vaccination Percentage:
89.4%

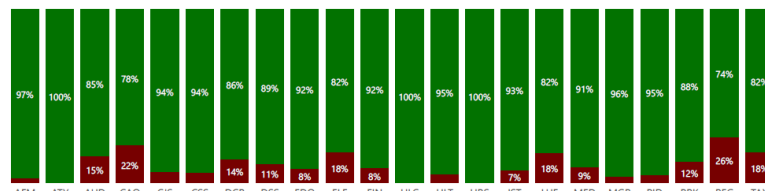
This report excludes LIB and SHF employees. Part-Time and Temporary Employees with no hours reported within the previous 30 days are also excluded as they are considered inactive.

Agency	Unvaccinated / Unknown	Vaccinated	Total	Vaccination %
AFM	1	34	35	97.1%
ATY		9	9	100.0%
AUD	2	11	13	84.6%
CAO	23	83	106	78.3%
CJS	4	59	63	93.7%
CSS	9	139	148	93.9%
DCR	23	144	167	86.2%
DSS	119	979	1098	89.2%
EDO	1	11	12	91.7%
ELE	5	23	28	82.1%
FIN	10	108	118	91.5%
HLC		3	3	100.0%
HLT	40	738	778	94.9%
HRS		51	51	100.0%
IST	13	161	174	92.5%
LUE	84	395	479	82.5%
MED	2	20	22	90.9%
MGR	2	51	53	96.2%
PID	1	20	21	95.2%
PRK	88	629	717	87.7%
REG	9	25	34	73.5%
TAX	7	32	39	82.1%
Total	443	3725	4168	89.4%

Vaccination Status by Department



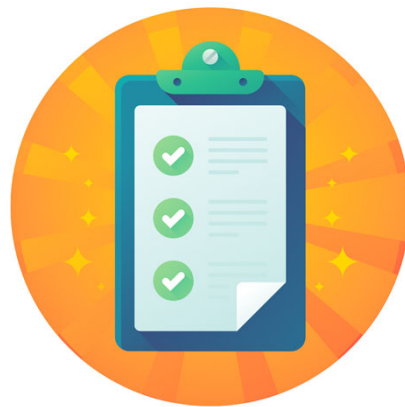
Vaccination Status by Department



Looking To the Future

Strategic Roadmap

- Continue to Manage COVID-19 Impacts
- Address Employee Turnover and Retention Issues
 - Sign-On Bonus
 - Spot Recognition
 - Identify/Address Employee Expectations
- Implement Performance Management System
 - Return to Merit Increase in FY24
- Develop Internship / Apprenticeship Programs
- Stay Interviews
- Collegiate Partnerships





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