



A.S. Human Resources (HR) Report to Council

SEPTEMBER 26, 2023

Employment Activity

January 1, 2023 - Current

- **New Hire Data (1,007.9 Authorized FTEs)**

- ✓ 102 Regular Employees
- ✓ 26 Health
- ✓ 22 in Sheriff
- ✓ 17 in Public Works
- ✓ 9 in Planning
- ✓ 60 Extra Help Employees across the County

- **Separations**

- ✓ 70 Separations (74% voluntary resignation, 13% retirement, 8% involuntary,)

- **Leadership Changes**

- ✓ Sheriff
- ✓ Jail
- ✓ Auditor
- ✓ Superior Court

Recruitment Efforts

- **NEOGOV cloud-based recruitment**

- ✓ One year using new software
- ✓ Still learning how to utilize all features
- ✓ 150 County users
- ✓ 192 Requisitions submitted
- ✓ 2,164 Applications collected
- ✓ 27% County website; 25% Governmentjobs.com; 20% Indeed.com;
- ✓ Developing supervisory quick start training manual

- **Community Outreach**

- ✓ Cascade Radio Group Job Fair



Training & Development

- **Leadership**

- ✓ DEIB Training – June 2023
- ✓ Supervisory Roundtables

- **Risk Management**

- ✓ Respectful Workplace Training (Bias/DEI & Preventing Harassment/Discrimination/Bullying)
- ✓ Safety Training: Defensive Driving, First Aid/CPR (new hybrid option), Bloodborne Pathogens

- **All Staff**

- ✓ Surviving the Active Lethal Threat – August 2023
- ✓ Respecting Gender And Sexuality Diversity Training Q3 and Q4 2023
- ✓ Public Records Act – Q4 2023

Collective Bargaining

INTEREST ARBITRATION ELIGIBLE

Union	Contract Term
Deputy Sheriff's Guild	2023-2025
Teamsters Corrections	2023-2025
FOP Sheriff Management	2022-2024
FOP Corrections Management	2022-2024

NOT INTEREST ARBITRATION

Union	Contract Term
Teamsters Master	2023-2025
WSNA (nurses)	2023-2025
IBU/MMP (Ferry)	2023-2025
AFSCME PD	2022-2024
PROTEC17	2022-2023



Employee Health & Wellness

- **Employee Medical Plan Features**
 - ✓ Promote and make services more visible to employees
 - ✓ Teamsters Welfare Trust
 - Personalized Benefits Support through [Accolade](#)
 - [Nurse Line 24/7](#)
 - [Virtual Care](#)
 - [Chronic Condition Management](#)
- **Employee Assistance Program (EAP)**
 - ✓ Promote [Kepro](#) and make services more visible to employees
 - ✓ Considering training
- **Flu Shot Clinic**
 - ✓ November 9 and 15

HR Budget & Contracts

- **Budget Supplementals**

- ✓ Workers' Compensation
- ✓ Risk Management Tort

- **Mid-Biennium Supplemental**

- ✓ NEOGOV Performance Management Software

- **Contracts**

- ✓ Professional Labor Negotiator
- ✓ EAP
- ✓ Excess Workers' Compensation Stop Loss
- ✓ NEOGOV
 - Onboard and Perform (pending budget authority)

Questions
