



# Human Resources

David Collier, HR Director



# Human Resources

## Major Activities



- Recruitment and retention
- Employee relations
- Administration of:
  - Benefit plans
  - Classification plans
  - Compensation Plans
- Promoting a safe and healthy working environment
- Ensuring compliance with applicable employment laws



# Human Resources

Accomplishments FY 24/25

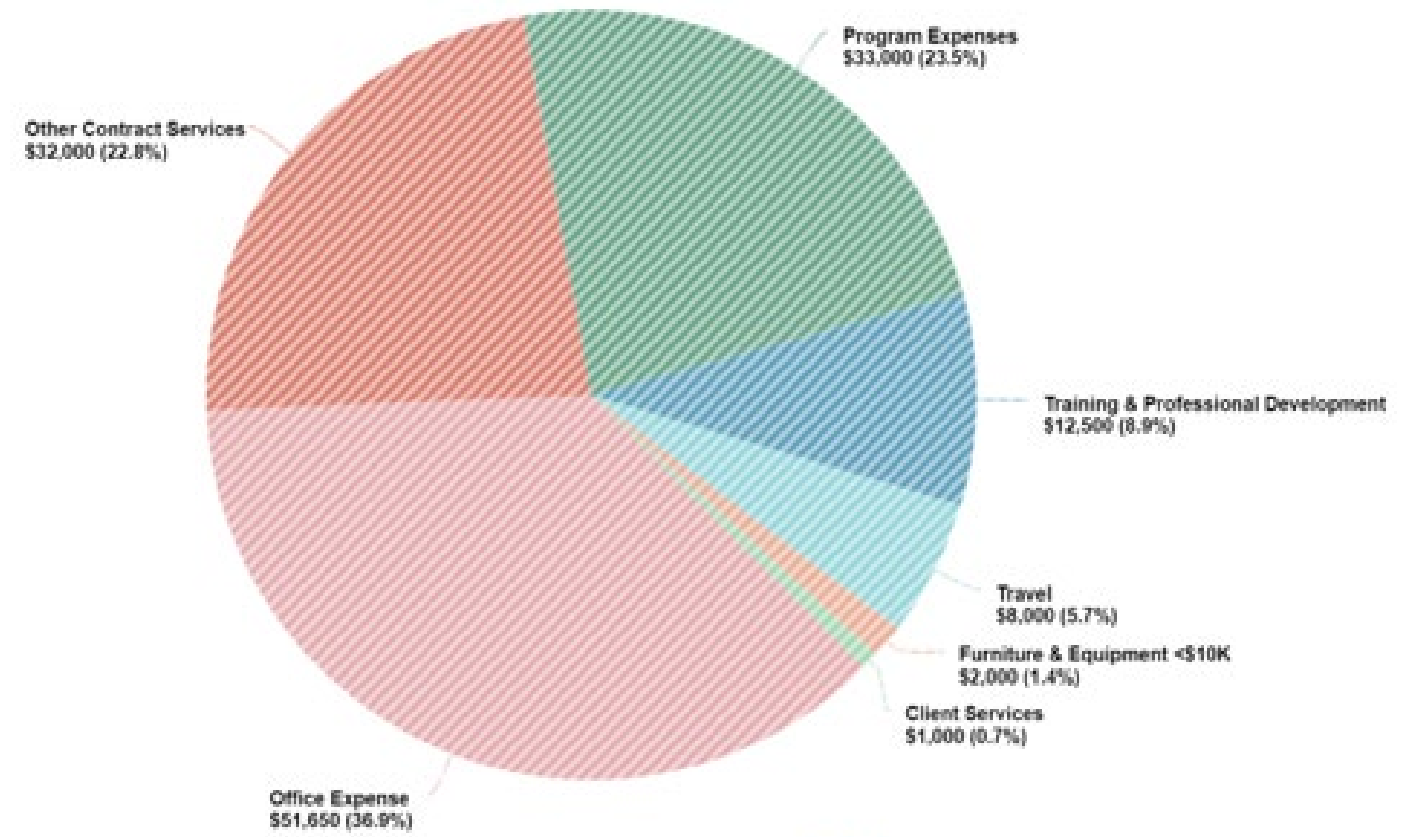


- Prepped for 5 labor contract negotiations
- Onboarded 109 employee in 2023
- Successfully rolled out Equivalent Paid Leave Oregon plan
- Oregon Pay Equity Compliance
- Increased Employee Engagement in Wellness



# Human Resources

## Budget



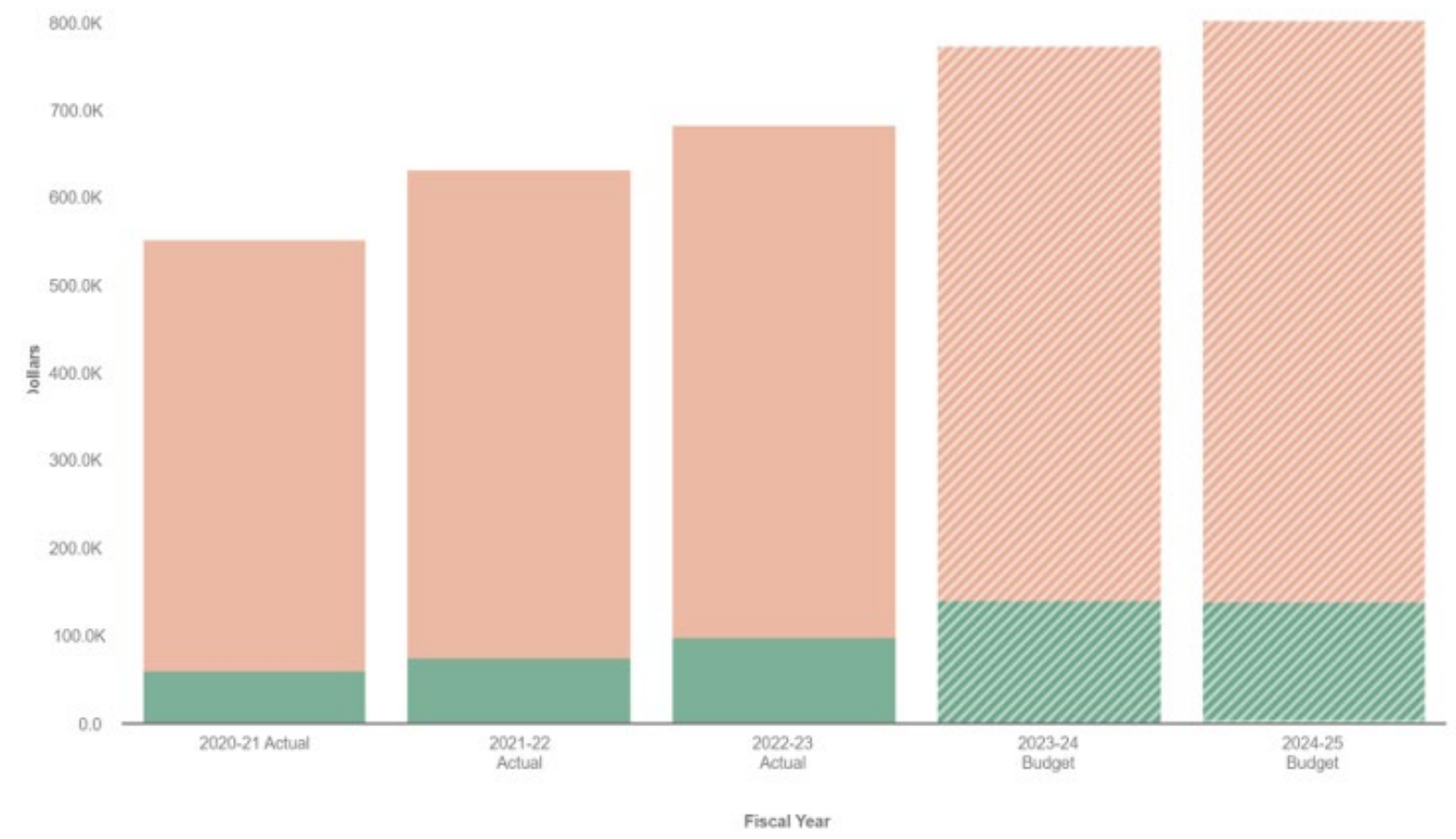
2023-24  
Budget





# Human Resources

## Budget by Year 2021-2025





# Human Resources

## Goals and Objectives FY 24/25



- Continue County wide trainings
- Reduce “Time to Fill”
- Get new staff fully trained
- Increase Employee Engagement in Wellness



# Human Resources

Metrics FY 24/25



- Time to Fill-112 days for 2022
  - 102 for 2023
- Benefits as a percentage of salary falls between 40% and 68% for an individual making \$65,000.

# Human Resources Team



Nan Buck  
HR Generalist



Jayleen Cook  
Asst. HR Director



Cody Larsen  
Recruitment &  
Compensation Sp.

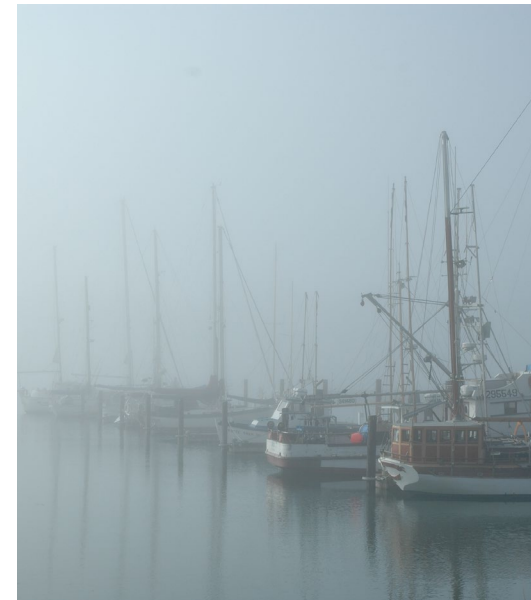
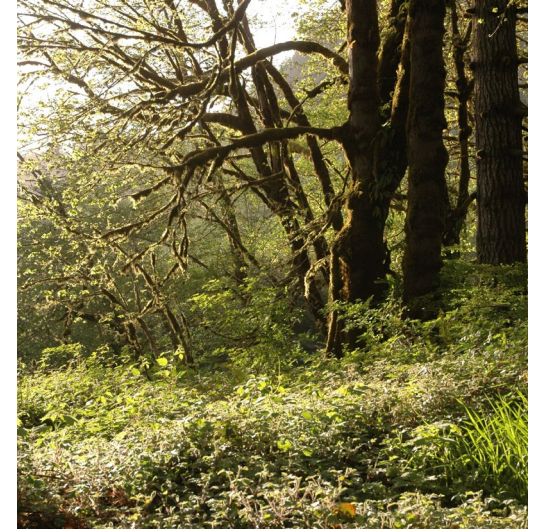


Allison Wagner  
HR Asst.



# Summary

The Human Resources department provides support to internal and external customers on all personnel related matters from hire to retire. As Human Resource professionals, we assist employees, supervisors, and the Board of Commissioners in interpreting County rules, policies, and procedures as well as assist with negotiations and the administration of collective bargaining agreements.





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Thank you

