

As Of &lt;= 06/30/2021

## Human Resources

**Owner:**  
Cuellar,  
Arleene  
**Department:**  
Human  
Resources

Perspective Name	Objective Name	Measure Name	As Of	Actual	Business Plan Goal		Actual FYTD	FYTD Goal	
Customer	Provide departments with qualified personnel	Shorten the employee recruitment period to 50 days	'21 FQ2	47	60		n/a	n/a	
		Percentage of Physical Results Processed within 5 Working Days	'21 FQ2	91%	90%		n/a	n/a	
	Align workforce with organizational priorities through grievances, appeals, and complaint resolution	Percentage of collective bargaining grievances at step four that are resolved prior to arbitration.	'21 FQ2	38%	40%		n/a	n/a	
	Develop and rollout programs to motivate employees	Provide Financial Planning Seminars	'21 FQ3	63	12		98	42	
	Improve the overall skills of the workforce to support County priorities	Total number of employees trained (facilitated by HR)	'21 FQ3	16,670	2,400		25,826	9,600	
		Post training effective evaluation within six months after training is completed	'21 FQ3	85%	70%		87%	70%	
		Maintain post training effectiveness (percent of customer satisfaction)	'20 FQ2	98	95		n/a	n/a	
	Reduce Healthcare Cost	Number of Wellness Events Offered	'21 FQ1	83	75		83	75	
		Personal Health Assessments Completed	'21 FQ1	108	300		108	300	
		Number of Employees at Wellness Events	'21 FQ1	1,908	1,750		1,908	1,750	
Financial	Meet Budget Targets (Human Resources)	Positions: Full-Time Filled (HR)	'21 FQ3	129	132		n/a	n/a	
		Revenue: Total (HR)	'21 FQ3	\$37K	\$3,865K		\$922K	\$11,595K	
		Expen: Total (HR)	'21 FQ3	\$3,883K	\$3,865K		\$11,686K	\$11,595K	
Internal	Improve and streamline processes	Payroll Reporting Requirements - W2s	2020 FY	100%	n/a		100%	n/a	
		Accuracy of HR Payroll and Paycheck Processing	'21 FQ3	99.51%	99.00%		99.44%	99.00%	
Learning and Growth	Improve the overall skills of the H.R. workforce to support County priorities	Number of training sessions attended by H.R. employees	'21 FQ3	81	30		132	120	

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