











Human Resources

Owner:
McLean,
Melanie (HR)
Department:
Human
Resources

Perspective Name	Objective Name	Measure Name	Last Period Updated		Actual	Target	Actual FYTD	FYTD Goal		
Customer	Provide departments with qualified personnel	Shorten the employee recruitment period to 50 days	'22 FQ2		52	60	56	60		
		Percentage of Physical Results Processed within 5 Working Days	'23 FQ1		90%	90%	90%	90%		
		Percentage of vacant reclass actions completed within 30 business days	'23 FQ3		84.06%	90.00%	87.82%	90.00%		
	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.	'23 FQ4		100%	40%	100%	40%		
		Enforce Miami-Dade County's Human Rights Ordinance and anti-discrimination policies.	Case Resolutions	'23 FQ1		103	113	103	113	
			Cases resolved through successful mediation.	'23 FQ2		5	15	7	30	
	Cases Mediated		'23 FQ2		13	23	20	45		
	Educate County employees and residents regarding anti-discrimination laws and valuing diversity.		Number of HRFEP Employee Trainings Facilitated	'23 FQ2		38	25	58	50	
			Number of External Outreach Events Attended	'23 FQ2		32	13	49	25	
			Number of employees trained	'23 FQ2		968	5,000	1,218	10,000	
			Number of HRFEP Community Workshops Facilitated	'23 FQ2		2	1	3	2	
	Improve the overall skills of the workforce to support County priorities		Total number of employees trained (facilitated by HR)	'23 FQ4		6,031	2,400	15,567	9,600	
			Reduce Healthcare Cost	Number of Wellness Events Offered	'23 FQ4		103	75	357	300
				Personal Health Assessments Completed	'23 FQ4		354	300	1,904	1,200

Financial	Meet Budget Targets (Human Resources)	Positions: Full-Time Filled (HR)	'23 FQ4		151	151	151	151	
		Revenue: Total (HR)	'23 FQ4		\$18,708K	\$4,991K	\$19,669K	\$19,964K	
		Expen: Total (HR)	'23 FQ4		\$4,741K	\$4,991K	\$19,669K	\$19,964K	
Internal	Improve and streamline processes	Percentage of Paychecks that are Accurate	'23 FQ1		99.59%	99.00%	99.59%	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	'23 FQ2		10	30	56	60	

[Edit Scorecard](#)

Key:  - Initiative  - Featured Objective

Initiatives for Measures

Measure Name	Initiative	As Of	Status	Budget	Timing	Quality	Risk	Scope	Owners
Total number of employees trained (facilitated by HR)	Recruit and Retain Qualified Staff	2/24/2023	In Progress						

Initiatives for Scorecard

There is no data for the selected filter