

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	Percentage of vacant reclass actions completed within 30 business days	'24 FQ1	67.08%	75.00%	67.08%	75.00%	
		Number of Recruitment Outreach Events Attended, Facilitated or Coordinated	'24 FQ1	9	7	9	7	
		Percentage of filled reclass position actions completed within 60 business days	'24 FQ1	60.24%	75.00%	60.24%	75.00%	
	Develop and rollout programs to motivate employees	Percentage of Annual Participation in Wellness Touchpoints	2022	65.00%	55.00%			
		Percentage of covered employees and dependents who complete an Annual Preventative Wellness Screening	2022	52.00%	45.00%			
	Enforce Miami-Dade County's Human Rights Ordinance and anti-discrimination policies.	Percentage of cases mediated that were resolved	'24 FQ1	68.00%	50.00%	68.00%	50.00%	
	Educate County employees and residents regarding anti-discrimination laws and valuing diversity.	Number of Community Outreach Events	'24 FQ1	31	12	31	12	
	Maintain acceptable turnaround time on county provided physical examinations and drug screening results.	Percentage of pre-employment physical examination results processed within 5 working days	'24 FQ1	83.33%	90.00%	83.33%	90.00%	
	Providing appropriate expert recommendations to County Mayor on disciplinary appeal hearings	Percentage of disciplinary appeal recommendations sustained by the Mayor	'24 FQ1	57%	99%	57%	99%	
	Financial	Meet Budget Targets (Human Resources)	Positions: Full-Time Filled (HR)	'24 FQ1	142	157	142	157
Revenue: Total (HR)			'24 FQ1	\$871K	\$5,443K	\$871K	\$5,443K	

Learning and Growth Improve the overall skills of the workforce to support County priorities	Expen: Total (HR)	'24 FQ1		\$5,451K	\$5,443K	\$5,451K	\$5,443K	
	Total number of employees trained (facilitated by HR)	'24 FQ1		5,942	2,400	5,942	2,400	
	Percentage of post training effective evaluation within 6 months after training is completed	'24 FQ1		88%	70%	88%	70%	
	Percentage of post training effectiveness (percent of customer satisfaction)	'24 FQ1		97.00%	95.00%	97.00%	95.00%	
	Number of employees trained	'24 FQ1		38,699	25,000	38,699	25,000	
	Percentage of planned administrative disciplinary training sessions that are conducted	Dec '23		100.00%	100.00%	100.00%	100.00%	
Improve the overall skills of the H.R. workforce to support County priorities								

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Key: - Initiative - Featured Objective

Initiatives for Scorecard

There is no data for the selected filter