

Human Resources / Risk



Mission Statement

Davis County Human Resources promotes the recruitment, selection and retention of qualified employees who will effectively serve the residents of Davis County. Human Resources and Risk staff members are dedicated to excellent customer service, promoting a safe work environment for all County Employees and providing employee relations, payroll/benefits and services with courtesy and efficiency.

Prior Year Inputs/Outputs	Core Functions & Services
<p>FTE (2025): <u>HR</u>: 1 FT Appointed, 11 FT Merit, 2PT Merit <u>Risk</u>: 1FT Merit</p> <p><u>2024-2025</u> Jobs Posted: 111 (down 9) Hires: 243 (up 14) Wedge Interview Invites: 2,238 Wedge Interviews Complete: 1,297 Time to Fill (with DCSO): 64.33 days Time to Fill (w/out DCSO): 29.09 days</p> <p>8.1% increase on PEHP premiums / .11% increase on URS Tier II Hybrid participants employee contributory rate</p>	<ul style="list-style-type: none">• Provide professional service to County leadership / departments / employees / applicants• Provide timely and accurate payroll function• Provide quality employee benefits at reasonable price points• Assist departments with employee recruitment• Assist departments with compensation information• Provide leaders and employees with employee relations support <p>HR functions support the public by supporting all other county departments who interact more directly with the public. We also connect to the public in terms of employment branding, recruitment, and employment applicants.</p>

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Current Year Projected Outcomes

HR: Converted Employee Files to Electronic Format / Lead team to assist DCSO with review of DCSO Administrative Office operations / Provided and modified on-going employee and leadership training and development opportunities / Provided additional financial and retirement training opportunities along with a regular schedule of retirement one-on-one meetings held with URS representative in the County HR Office / Completed First Responders Surviving Spouse coverage enhancements agreement with no addition to the rate / Completed application (and agreement to come) to enhance employee voluntary benefits (VOYA) at no additional rate / Davis County HR acting as chair (Chris) and organizer of the UAC HR Affiliate Group / Monitoring changes that will be required under the new OBBBA – with particular regard (in our environment) to providing reports to employees about overtime paid / Assisted Information Systems with a restructuring / Facilitated multiple DCSO promotion processes /

Risk: Evaluated County's position on Cyber Security Insurance coverage – worked with partner to design "wrap around" additional insurance package and restore coverage to prior levels / Called together Risk Committee (on-going) to consider additional coverage methods and-or products to help cover jail death type cases in the future / On-going discussion regarding County campuses security / County Workers Compensation E-mod likely to move from .72 down to .67 (likely resulting in premium rate decrease)

Next Year Budget Initiatives

2026 – Will convert Poll Worker position to W2 receiving Employee – and sunset 1099 Poll Worker category / Monitor for reporting requirements, format, timing of overtime reporting for employees (OBBBA) / Anticipate 11% to 12% increase on PEHP Premiums and .49% increase on URS Tier II Hybrid participants employee contributory rate