Human Resources

Davis COUNTY

Mission Statement

In alignment with Davis County principles, values and vision, it is our mission to support the larger community – the employees of this organization and the citizens of this county - to meet its objectives through its most valuable resource – its PEOPLE. We serve them with respect and integrity by promoting their livelihood, safety, equity, liberty and opportunity

Prior Year Inputs/Outputs	Core Functions & Services
2020 Staffing: 9 Full-time 3 Part-time	Provide effective and efficient Human Resource service delivery to Davis County leadership and employees in the areas of: ○ Total compensation – wages and benefits ○ Employee recruitment and retention ○ Employment law and regulatory compliance ○ Professional and organizational training & development ○ Employee wellness – financial, health and work/life balance

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Current Year Projected Outcome

Goal – Attract, recruit and retain talent to Davis County with strategies designed to ensure its reputation as an employer of choice.

Goal - Continue to foster an organizational culture which is healthy, empowering, safe and respectful.

Budgetary Objective – HR continued to develop, implement and maintain competitive compensation to attract/retain talent by advocating for data driven compensation decisions.

Budgetary Objective – HR continued to refine, implement and proactively develop sustainable and employee empowering benefits through a COVID pandemic.

Budgetary Objective – HR continued to provide extensive resources for the ongoing implementation of Munis systems. Additionally, in partnership with other stakeholders, HR identified unrecoverable limitations with an ExecuTime time keeping system.

Next Year Budget Initiatives

During the budget process last year, HR believed its time and resource commitment to the Munis implementation would decrease as the system was implemented. This has not been proven to be the case. Additionally, the demand for HR service delivery continues to grow. In the last few months, we have realized we require additional staffing. Therefore, HR is requesting two new FTEs. The first position will be classified as an HR Generalist assigned to the EEO investigation process. Additionally, if an ideal candidate can be found, this proposed individual will be assigned to ongoing policy review and revision. The second position is for an HR Technician which will assist with personnel action completion and auditing as well as FMLA processing.