

Pinal County Performance Management

Annual Report - FY 2013-2014

HUMAN RESOURCES

Employment & Employee Relations

R
SBP 85% of New Hire Orientation participants will state they were well informed of basic County policies & procedures, employee benefits, and Risk Management services through the New Hire Orientation offered through HR department.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
85.00%							0.00%	0.00%

All New Hire Orientation participants are provided this information. This measure is not meaningful and will be removed next year.

R
SBP Recruitment services will maintain an average time to fill not to exceed 60 days.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
95.00%							0.00%	0.00%

This measure is not meaningful and will be removed next year.

S
SBP Pinal County turnover % will be maintained in the lower 25th percentile of all Arizona counties who report annual turnover in the Arizona local governments' salary and benefits survey.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
							NOT	NOT

This measure is not meaningful and will be removed next year.

HUMAN RESOURCES

Occupational Safety & Health

R
SBP 90 percent of employees recommended to receive HEP B Vaccine will either complete or decline the vaccine series.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
90.00%							0.00%	0.00%

Affected employees are notified of the need for proper vaccinations. This measure is not meaningful and will be removed next year.

R
SBP 95 percent of employees who are identified in the Exposure Control Plan will receive mandated tuberculosis testing or evaluation.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
95.00%							0.00%	0.00%

Affected employees are notified of the need for proper testing/evaluations. This measure is not meaningful and will be removed next year.

R
SBP 95% of EEs identified as "at risk for exposure" per the Bloodborne Pathogen Exposure Control Plan will receive the mandated Bloodborne Pathogen training.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
95.00%							0.00%	0.00%

Affected employees received the mandatory training. This measure is not meaningful and will be removed next year.

R
SBP 95% of employees who are identified by their supervisor or director per the Respirator Protection Program shall be evaluated and fit-tested as deemed necessary by specific hazards or needs.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
95.00%							0.00%	0.00%

Affected employees are notified of the need to participate in the Respirator Protection Program. This measure is not meaningful and will be removed next year.

Total Compensation

R
SBP 75% of all County classifications (excluding employees of the Courts) will be reviewed and updated to include essential functions, corrected EEO codes, Workers Compensation Codes and FLSA codes by 2013

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
75.00%							0.00%	0.00%

100% of County classifications will be reviewed and updated as part of the job description/classification/compensation study currently in process and will be reported in next year's Objective 6.1.

R
SBP 75% of Departments will have centralized all Health Insurance Portability and Accountability Act ("HIPAA") related and other sensitive personal information in Human Resources

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
75.00%							0.00%	0.00%

This measure is not meaningful and will be removed next year.

R
SBP 80% of all FMLA requests will be reviewed and a final determination rendered as promptly as possible after a review of medical necessity and the reasons for the need for leave.

	Q1		Q2		Q3		Q4	FY14 YTD
FY14 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
80.00%							0.00%	0.00%

All FMLA requests are reviewed within the Federal mandated guidelines. This measure is not meaningful and will be removed next year.