

Pinal County Performance Management

Annual Report - FY 2014-2015

HUMAN RESOURCES

R
SBP Objective 6.2: By January 2016, 10% of supervisors will have completed or enrolled in the leadership development program

	Q1		Q2		Q3		Q4	FY15 YTD
FY15 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
10.00%			0.00%	10.00%			75.00%	75.00%

Pinal County is implementing a Leadership Development Pilot Program with Corporate Leadership Solutions with a kick-off meeting on August 24, 2015. The program provides pre and post assessments for 25 members of the Executive Leadership Team, for themselves and their supervisors. An additional 25 supervisors with less than three years of supervisory experience and 25 supervisors with more than three years of supervisory experience will participate in leadership workshops and group coaching sessions beginning August 31, 2015 and ending October 30, 2015.

S
SBP Objective 6.1: 100% implementation of approved plan by 2017

	Q1		Q2		Q3		Q4	FY15 YTD
FY15 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
			OT				OT	OT

Pinal County will present implementation of Phase 1 to the Board of Supervisors for approval within the next quarter. Phase 1 implementation involves making salary adjustments for approximately 400 employees who were identified by the compensation study as being below the minimum of the proposed pay grade. After implementation of Phase 1, the focus will begin on Phase 2 which includes the request to the Board of Supervisors to adopt a revised pay grade structure and a County policy which will outline the implementation of salary adjustments for current employees and new hires. This stage will also assign new pay grades, provide new position titles, issue new job descriptions, and provide salary adjustments where indicated. Phase 3 will provide the final salary adjustments according to the County's adopted policy plan. Implementation of the approved plan is still on target by 2017.

S
SBP Objective 6.3: By March 2015 a draft policy and recommendations will be presented to the Board of Supervisors in a work session for their consideration

	Q1		Q2		Q3		Q4	FY15 YTD
FY15 Target	Actual	YE Estimate	Actual	YE Estimate	Actual	YE Estimate	Actual	Actual
			NOT				NOT	NOT

Comprehensive policy review and revision is currently taking place. The comprehensive approach is imperative due to policies overlapping and affecting one another. The particular policies related to this objective will be addressed with the entire package. Therefore, the presentation to the Board of Supervisors for these policy recommendations will occur after March 2015.