



**PINAL COUNTY**

*Wide open opportunity*

**HUMAN RESOURCES DEPARTMENT**

*Administration Building No.1, P.O. Box 1590, Florence, Arizona 85232*

*Telephone: (520) 866-6227/FAX: (520) 866-6930*

*www.pinalcountyyaz.gov/Departments/HumanResources*

# **Human Resources Department Strategic Business Plan FY14/15**

## **COUNTY VISION**

Pinal County Government leads through innovation and collaboration which results in vibrant, safe, sustainable communities.

## **COUNTY MISSION**

Pinal County Government protects and enhances its citizens' quality of life by driving economic development and providing efficient, effective, needed services through talented, motivated employees.

## **DEPARTMENT MISSION**

The mission of the Human Resources Department is to provide recruitment, consultation, compensation and benefits and training services for all departments so employees and applicants for employment have an equal opportunity to work and prosper in a well-qualified, safe and professional workplace.

## **SUMMARY OF MAJOR SERVICES PROVIDED**

- Employee Relations consultation
- Policy development, revision, interpretation
- Administrative Investigations
- Recruitment Support
- Employment Advertising
- New Employee Orientation
- Job Description preparation
- Salary Plan Administration
- Benefits Administration
- Tuition Reimbursement Administration
- FMLA and ADA Compliance
- Records Maintenance and Retention

## STRATEGIC GOALS

### Goal #1 – Employee Morale, Recruitment, and Retention

Conduct a compensation and benefits analysis for competitive salary grades and benefits and develop a plan to correct any pay disparity issues that are a consequence of previous year's wage by June 2015 and complete implementation as adopted by the Board of Supervisors by FY 2017.

### Goal # 2 – Organizational Development

- Develop and implement effective supervisor and leadership training by FY 2016-2017.
- Create a program that addresses employee technical training, certification and/or professional degree reimbursement by FY 2016-2017.

## ANNUAL PERFORMANCE MEASURES

MEASURE TYPE	MEASURE DESCRIPTION	Annual Target FY 2015
Statement	100% of approved plan implemented by 2017 (Related to Goal 1).	On Target
Result	By January 2016 10% of supervisors will have completed or enrolled in the leadership development program (Related to Goal 2 – Bullet 1).	5%
Statement	By March 2015 a draft policy and recommendations will be presented to the Board of Supervisors in a work session for their consideration. (Related to Goal 2 – Bullet 2).	On Target