



PINAL COUNTY

Wide open opportunity

HUMAN RESOURCES DEPARTMENT

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www.pinalcountyyaz.gov/Departments/HumanResources

Human Resources Department Strategic Business Plan FY16/17

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
- Policy Administration
- Administrative Investigations
- Recruitment and Retention
- Compliance Programing
- Leadership Training & Development
- Onboarding
- Classification and Compensation
- Employee Health & Benefits
- Tuition Reimbursement Administration
- Information Systems Operation
- Program Analysis

STRATEGIC GOALS

Goal #1 – Employee Morale, Recruitment, and Retention

Implement the compensation plan as adopted by the Board of Supervisors by 3rd Q FY 16/17.

Goal # 2 – Leadership

Improve supervisory and performance management practices across Pinal County in:

- HR policies and procedures;
- Employee development and motivation;
- Coaching, feedback, and conflict management.

Goal #3 - Employee Morale, Recruitment, and Retention

Develop and implement a comprehensive approach to workforce recruitment, hiring, retention and planning; resulting in a diverse, effective workforce to meet the present and future needs of Pinal County Government.

Goal #4 - Culture & Climate

Facilitate a workplace culture and climate that is respectful, inclusive, collaborative, safe and healthy.

ANNUAL PERFORMANCE MEASURES

MEASURE TYPE	MEASURE DESCRIPTION	Annual Target FY 2016/17
Statement	100% of approved plan implemented by January 2017 (Related to Goal 1).	On Target
Result	By January 2017 10% of supervisors will have completed or enrolled in the leadership development program (Related to Goal 2 – Bullet 1).	5%