



Human Resources Year-in-Review

Chatham County Board of Commissioners Budget Retreat
January 2024



New Features:
Employee Engagement
Metrics &
Calendar Year Snapshots



Annual Employee Survey

Communication & Respect

Recognition & Feedback

Professional Development & Opportunities for Growth

Work-Life Balance

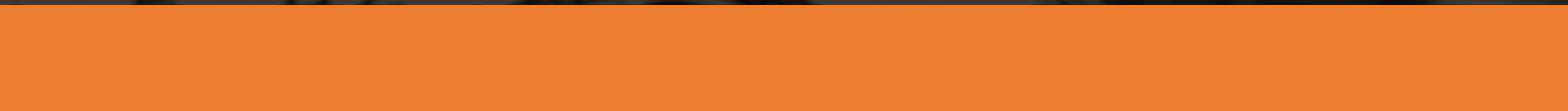
Pay & Benefits

Workplace Safety

Comments/Suggestions

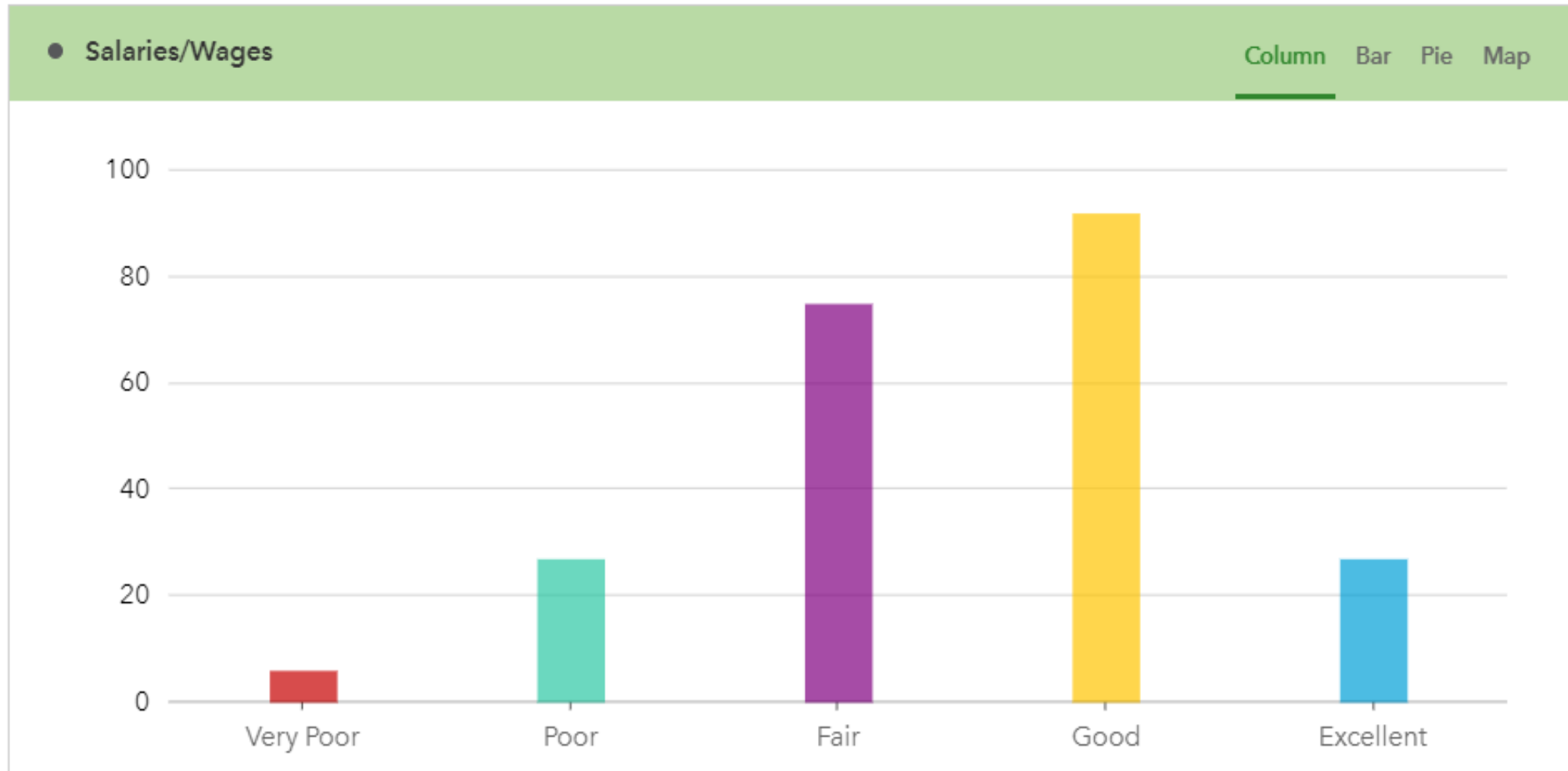


Pay Updates



Pay Updates

Average employee salary = \$51,854



Taken from 2023 Employee Satisfaction Survey

Pay Updates

- Approved Positions for FY24 = 46
 - 8 funded in DSS for Medicaid Expansion
 - 2 Maintenance Worker I to cover additional buildings
 - 3 Building Inspectors
 - Farmland Preservation Coordinator
 - Transportation Planner
 - Elections Systems Technician
 - Intergovernmental Relations Manager
- Reclassifications examined annually during budget process = 36 submitted for FY25
- First 1/3 pay study completed
 - Public Safety (Sheriff's Office, Emergency Management, Emergency Communications, Court-Related Programs)
 - Maintenance Technicians
 - Elections

Pay Updates — 1/3 Pay Studies

First 1/3 pay study completed

- Public Safety (Sheriff's Office, Emergency Management, Emergency Communications, Court-Related Programs)
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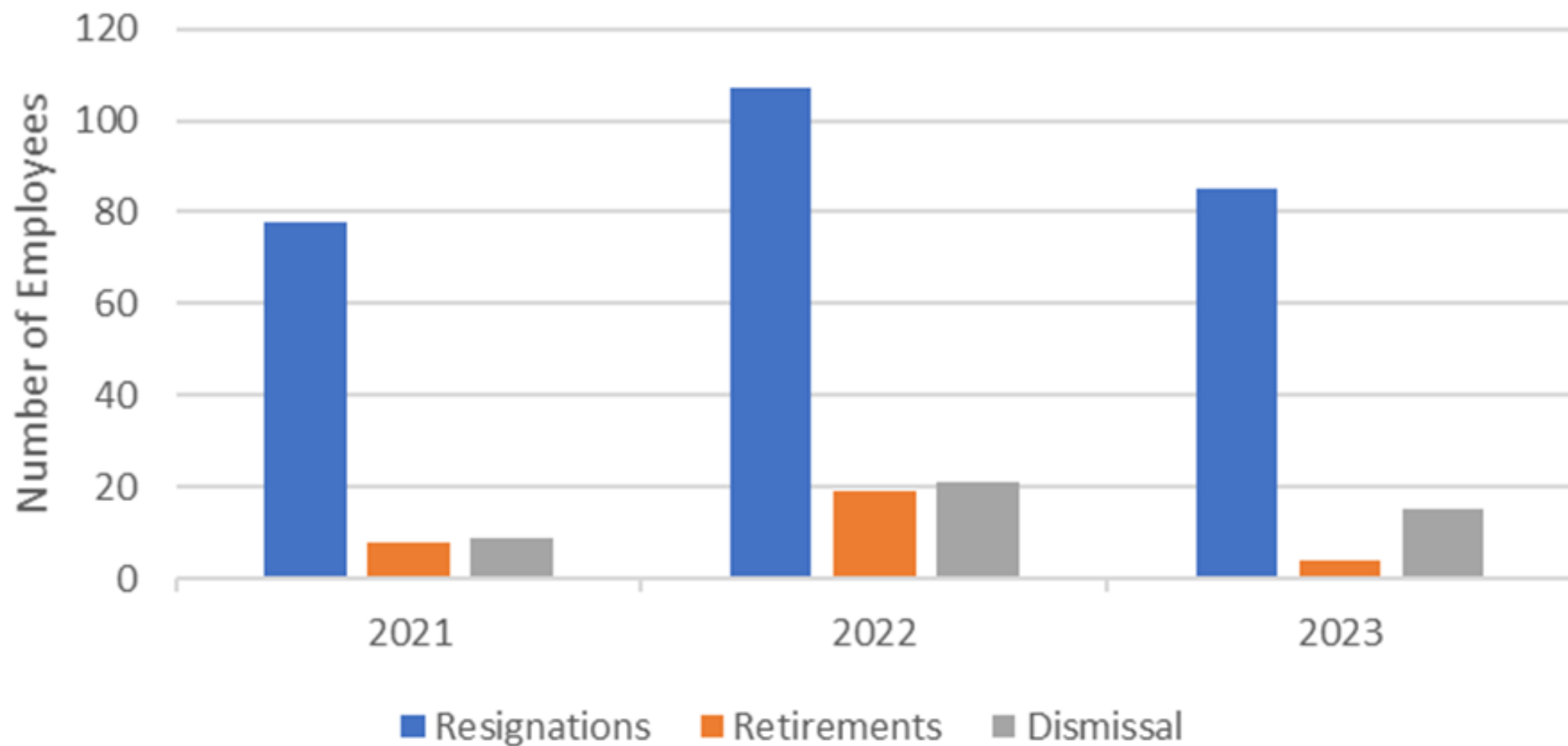
FY26 – Public Welfare & Community Development

- Department of Social Services
- Aging Services
- Planning
- Watershed Protection
- Building Inspections
- Fire Inspections
- Central Permitting

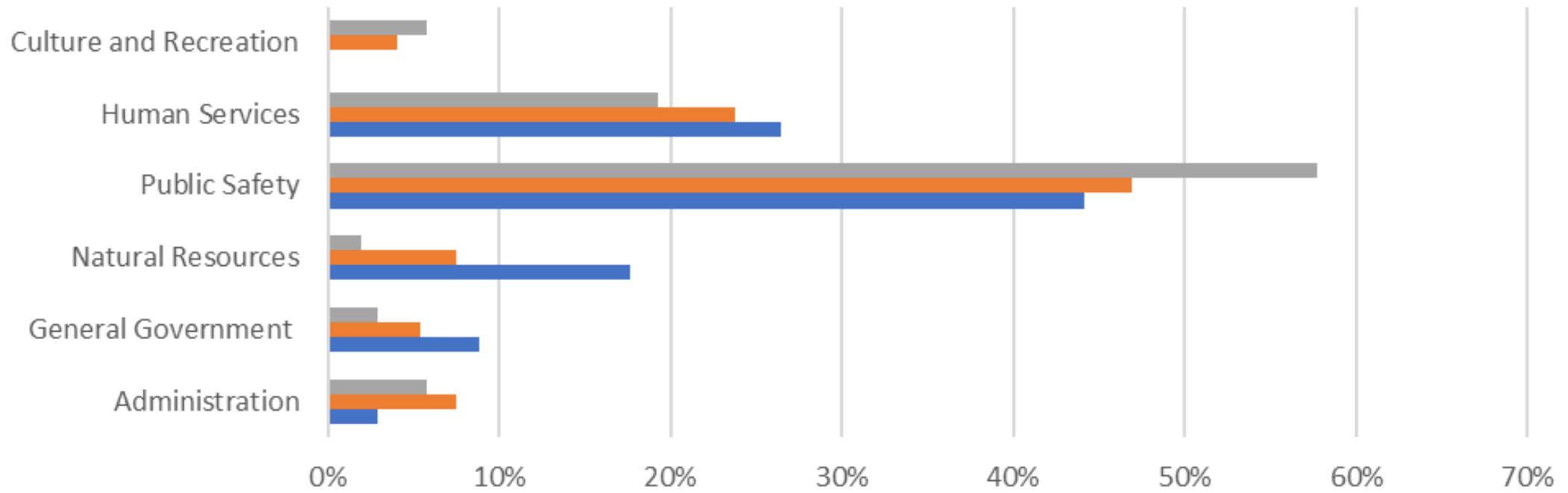


Recruitment & Retention Update

Overall Turnover



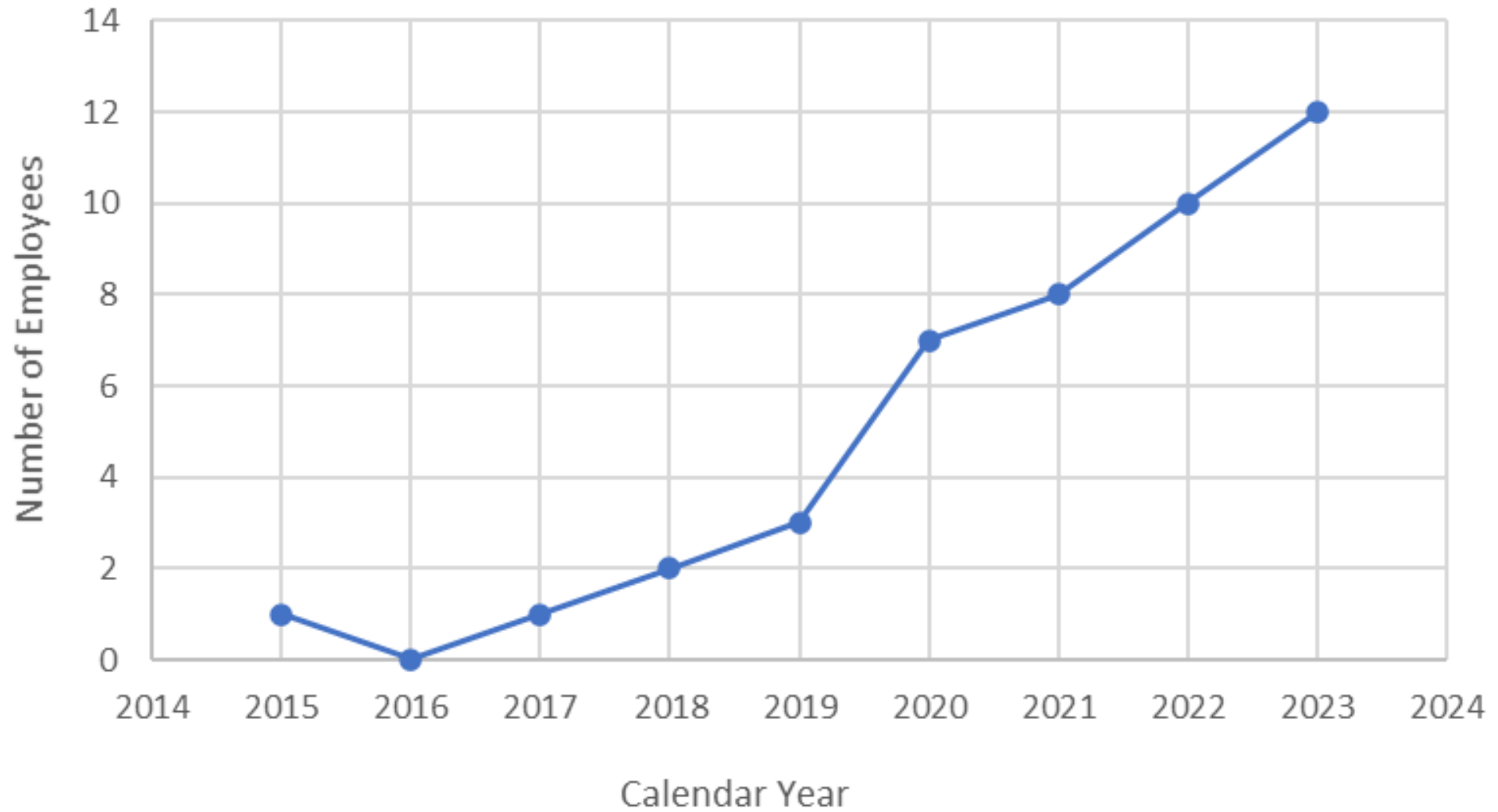
Turnover by Functional Area



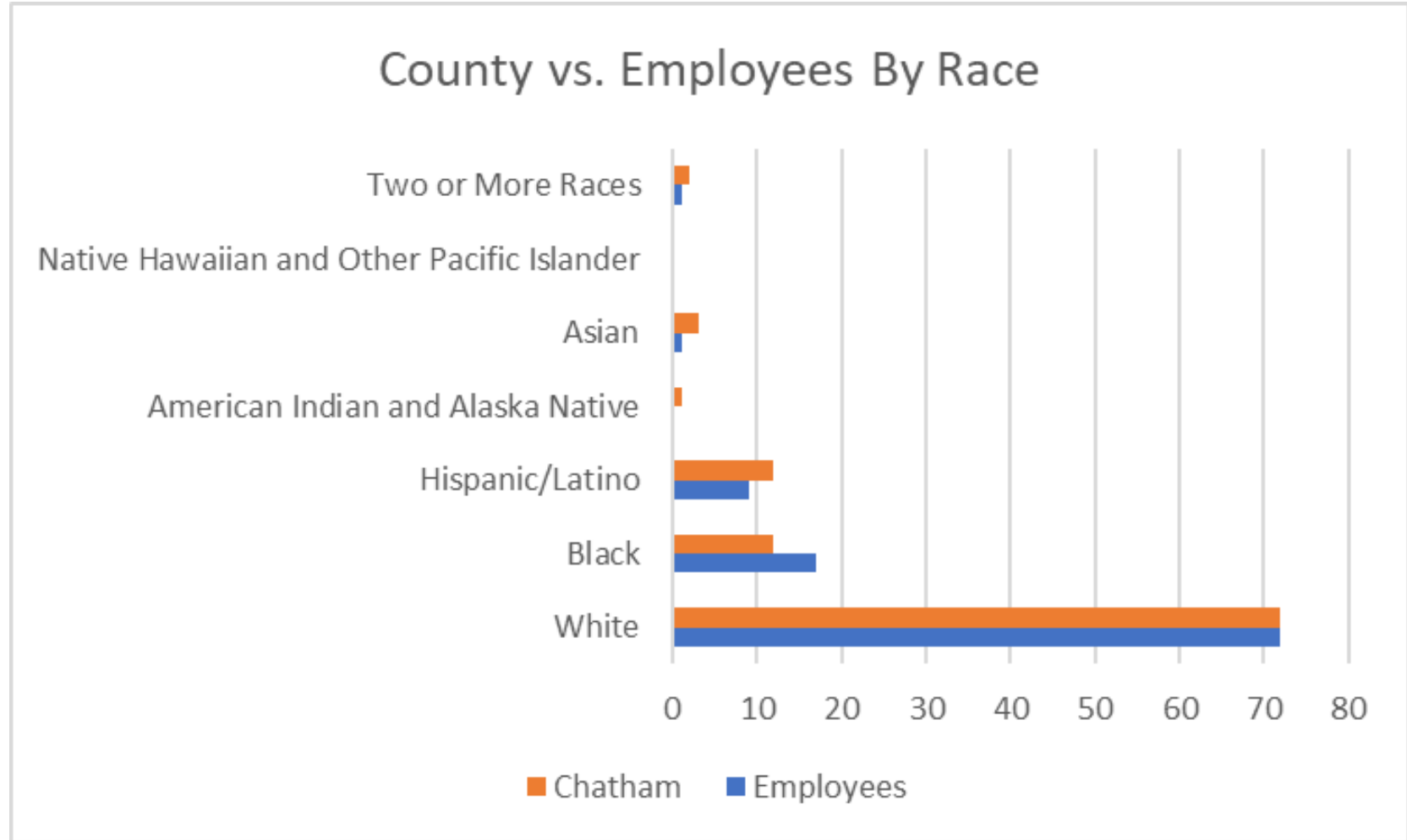
	Administration	General Government	Natural Resources	Public Safety	Human Services	Culture and Recreation
■ 2023	6%	3%	2%	58%	19%	6%
■ 2022	7%	5%	7%	47%	24%	4%
■ 2021	3%	9%	18%	44%	26%	0%

■ 2023 ■ 2022 ■ 2021

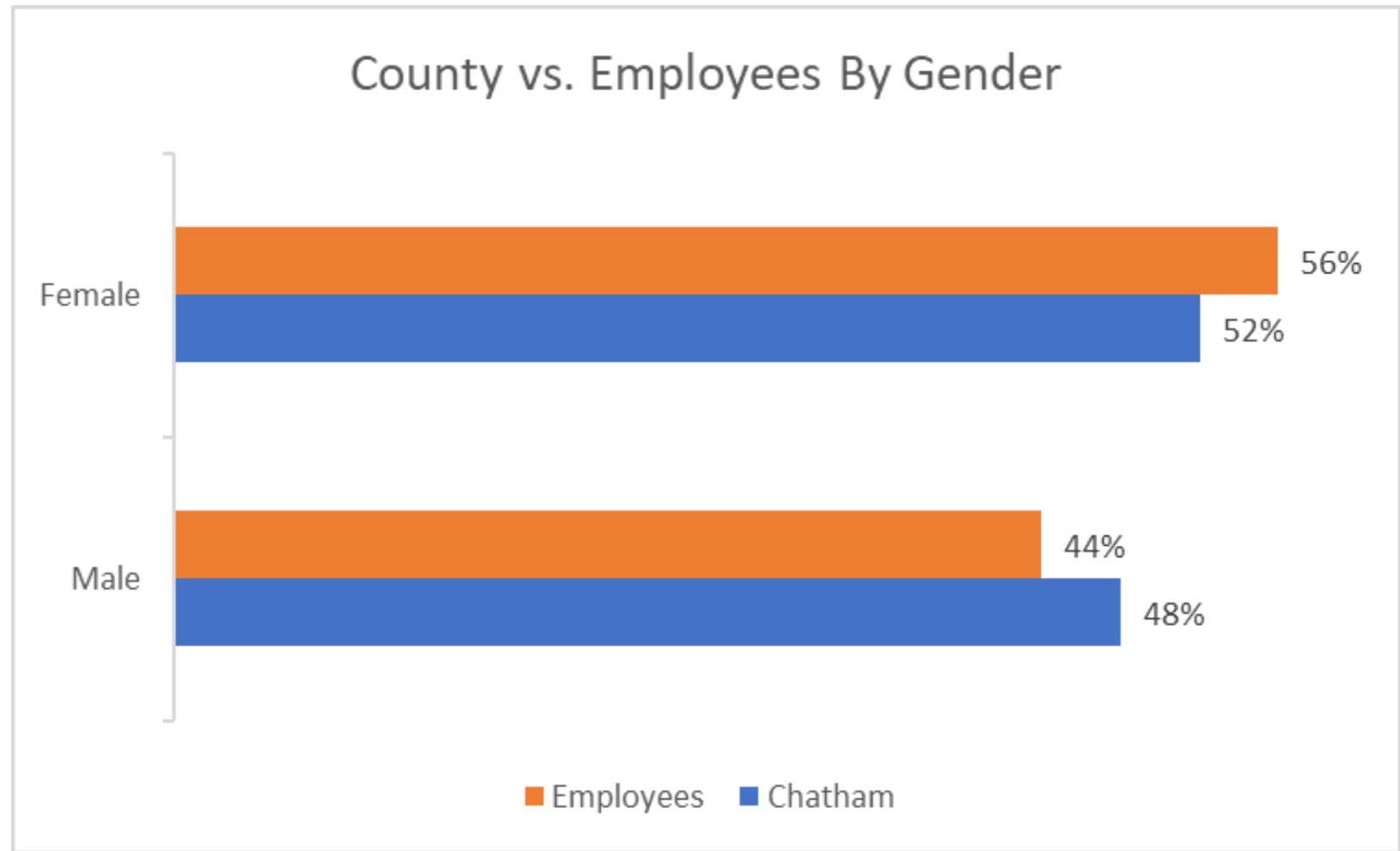
Reinstatements



Eye on Equity



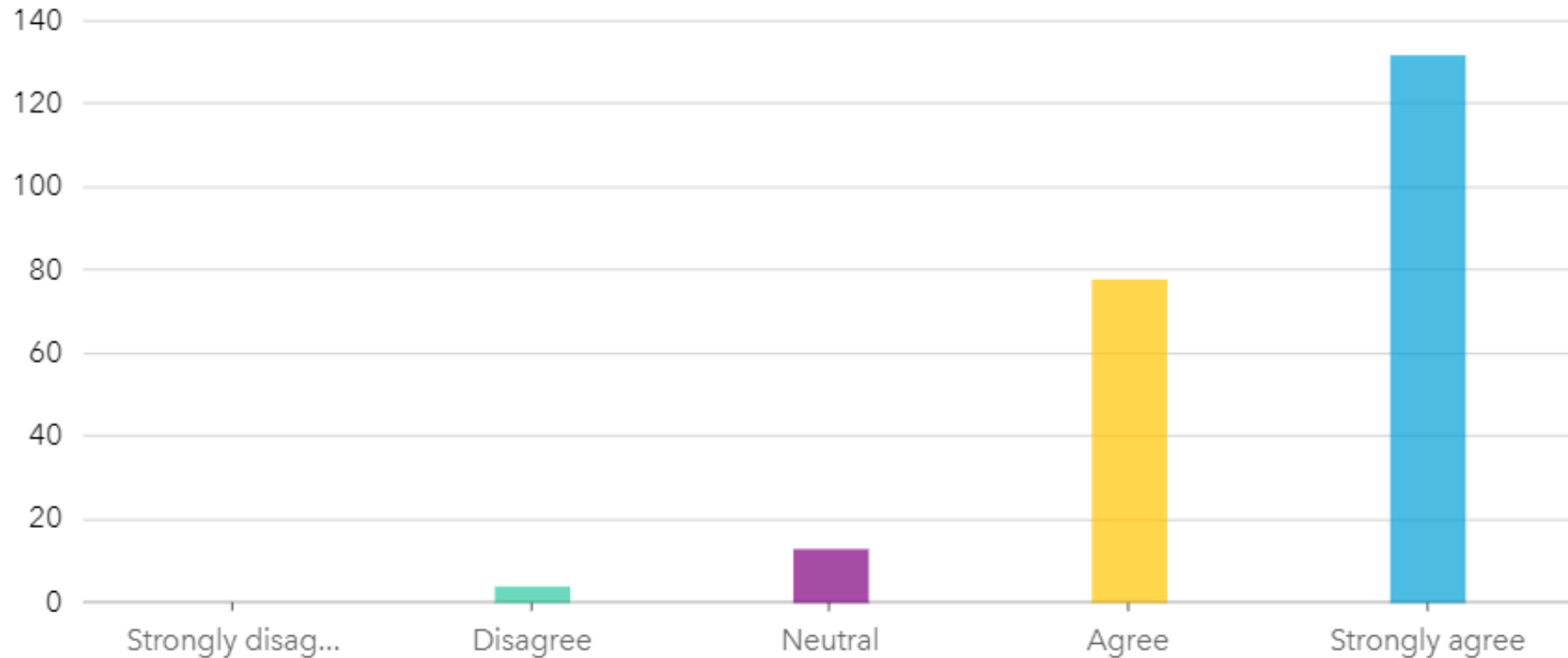
Eye on Equity



Eye on Equity

● My supervisor treats me fairly and equitably

Column Bar Pie Map



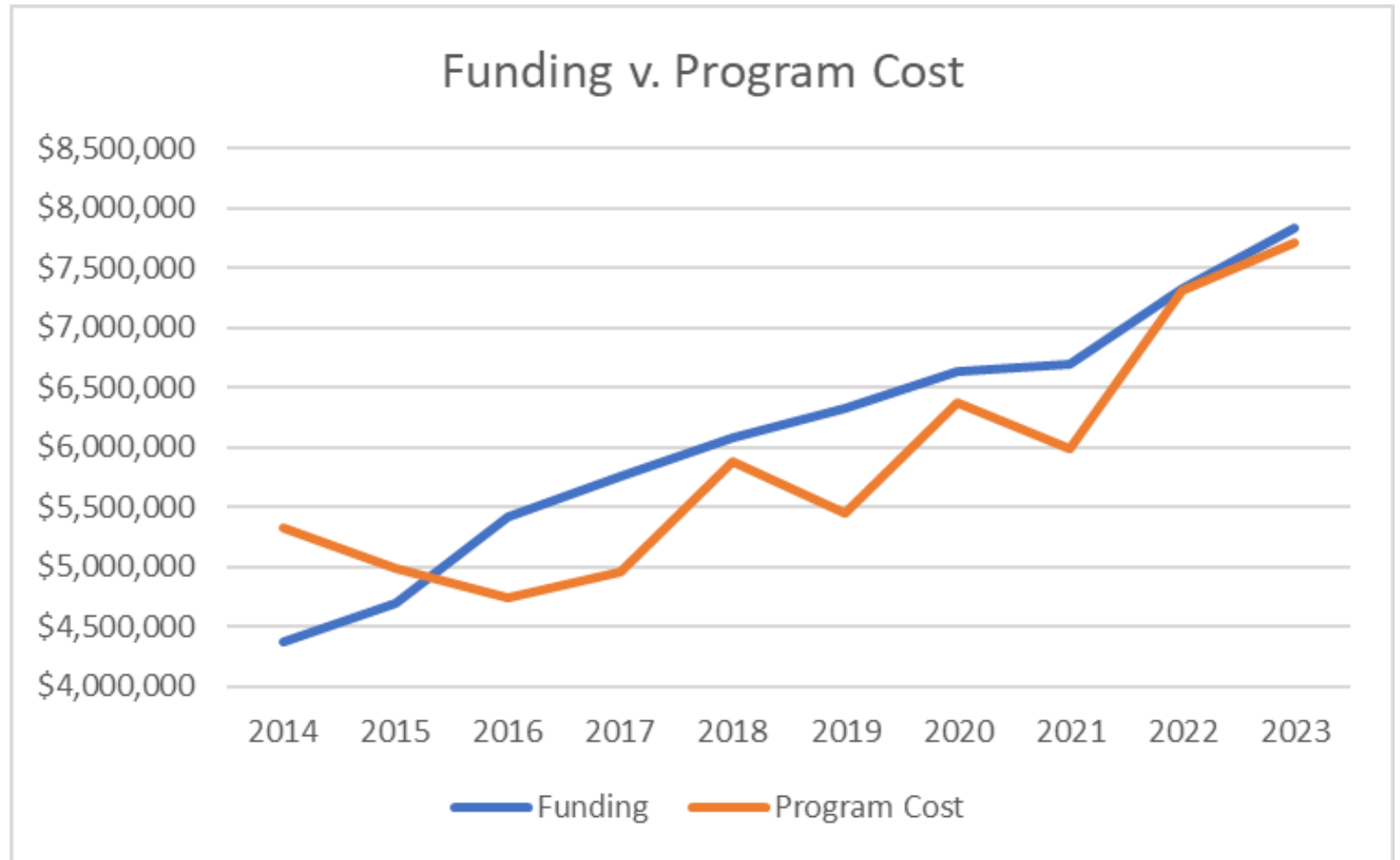
Taken from 2023 Employee Satisfaction Survey



Benefits Update



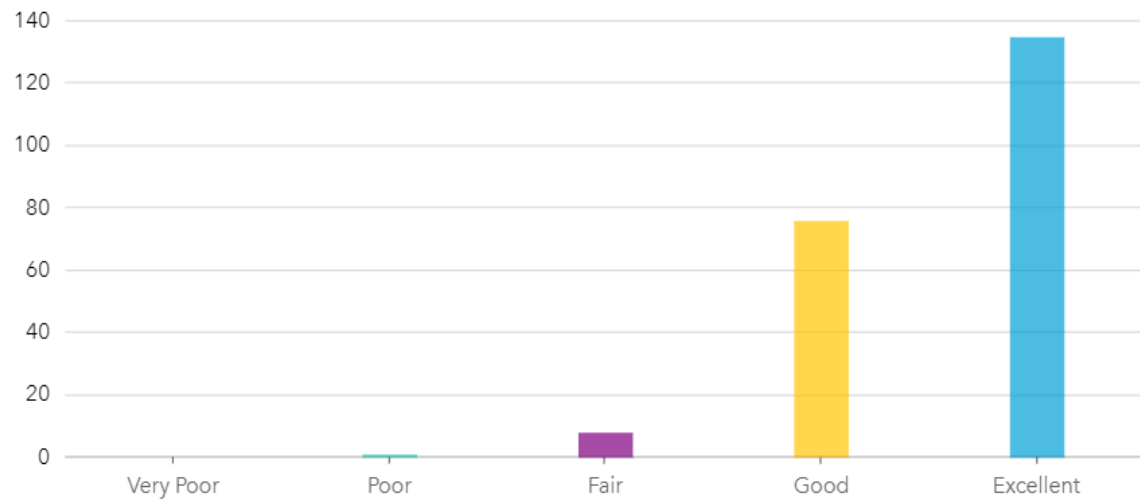
Health Insurance Fund



Employee Satisfaction - Insurance

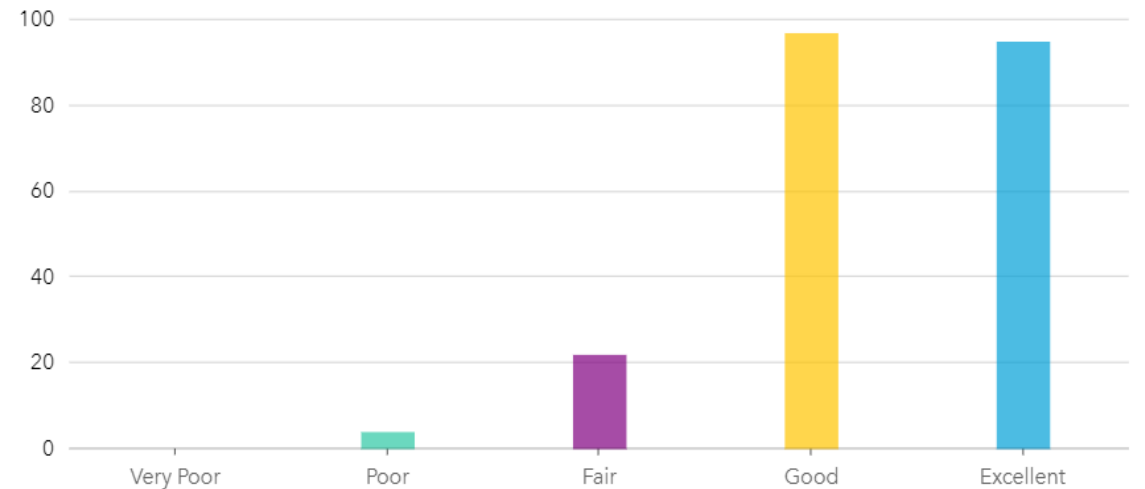
Health Insurance

Column Bar Pie Map



Dental Insurance

Column Bar Pie Map



Employee Satisfaction Survey – What other benefits would you like to see?

Longevity pay

Annual bonuses

Discounted gym memberships

Full-time Wellness Coordinator

Full-time nurse for employees

Merit increases

Tuition assistance

Higher percentage increase for promotions

Higher salaries

Free or discounted summer camps

Increased wellness programming



Questions?

