



Livingston County

Human Resources

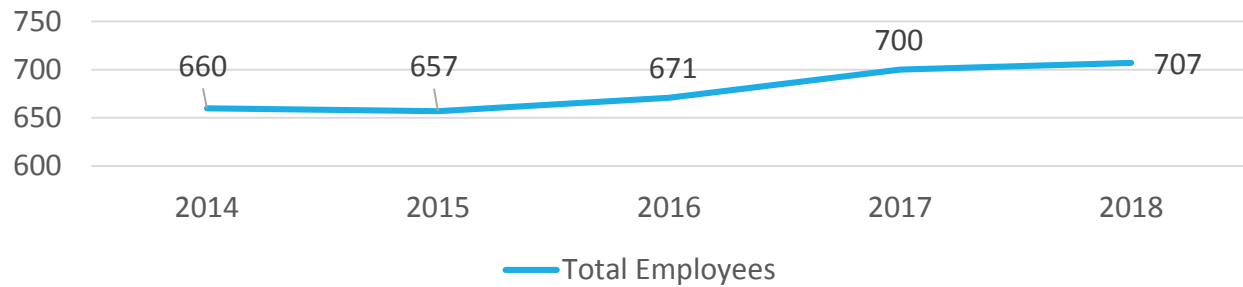
2018 ANNUAL REPORT

What we do...

- Employee on-boarding and off-boarding
- Payroll processing
- Benefits management
- Employee relations
- Compliance and leadership training
- Labor relations
- Litigation coordination

2018 Livingston County Staff Demographics

Total Employees

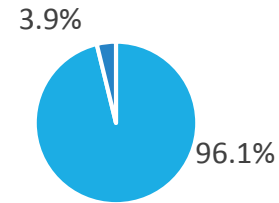


Gender



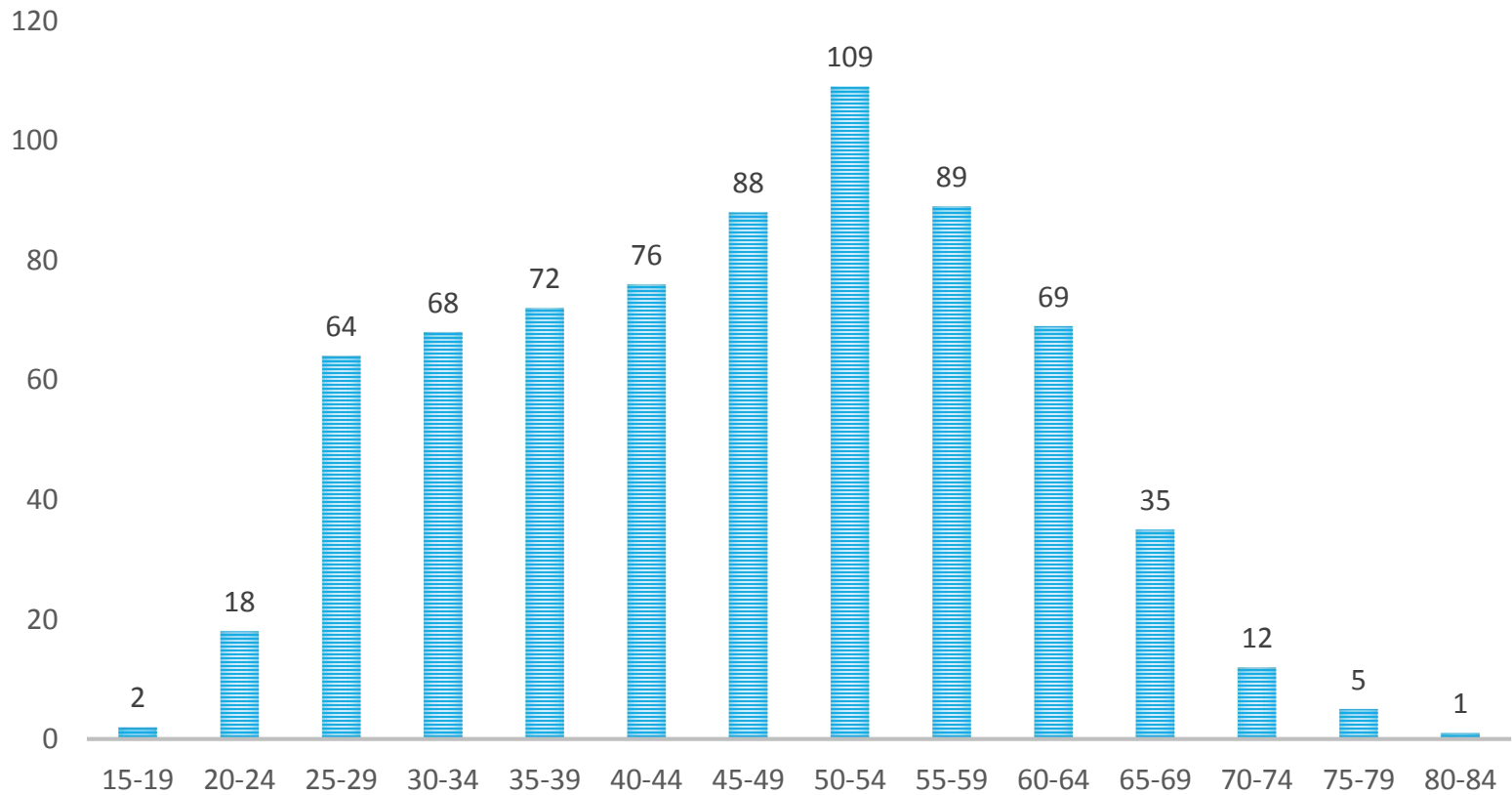
■ Female - 360 ■ Male - 347

Race



■ Non-Minority - 680 ■ Minority - 27

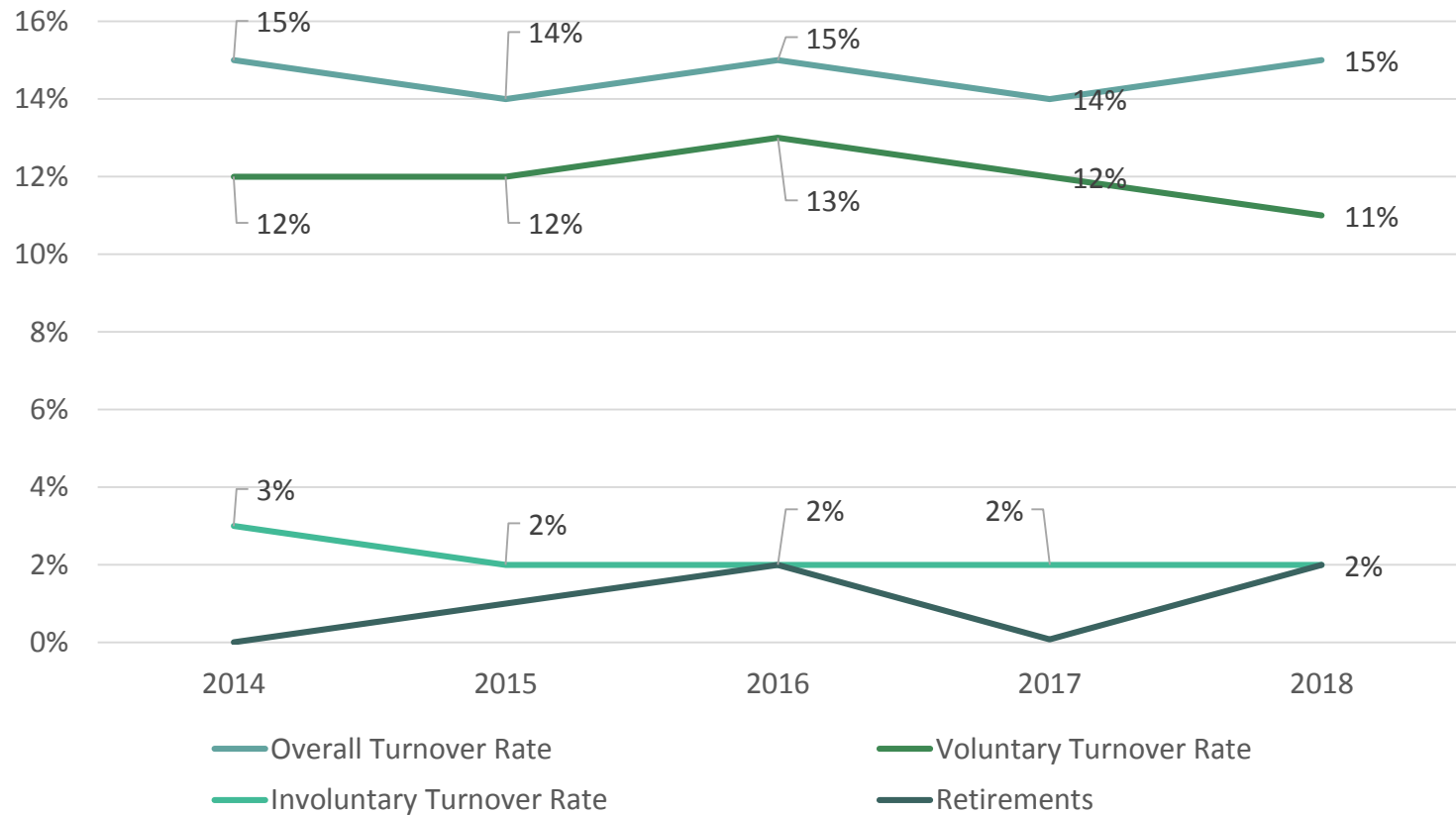
2018 Livingston County Staff Demographics – Age of Workforce



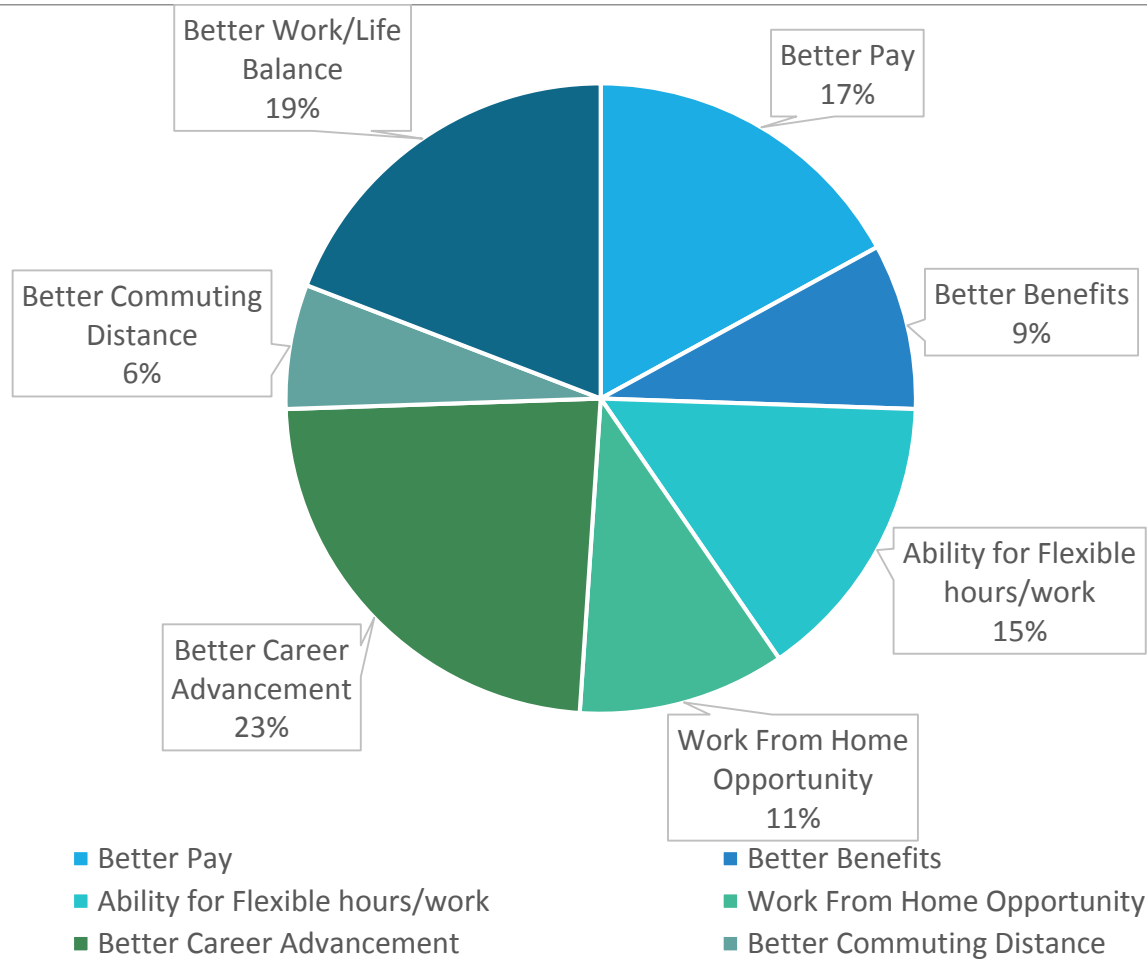
Proximity to Retirement -

Eligible to Retire Now	67
Total Meeting Age and Service Requirements within Next 5 years	134
Departments with Largest Percentage Eligible in 5 years	Planning (67%) Equalization (50%) Treasurer (44%) Airport (43%) District Court (35%) Prosecutor (32%) Friend of the Court (30%) Health Dept. (29%)

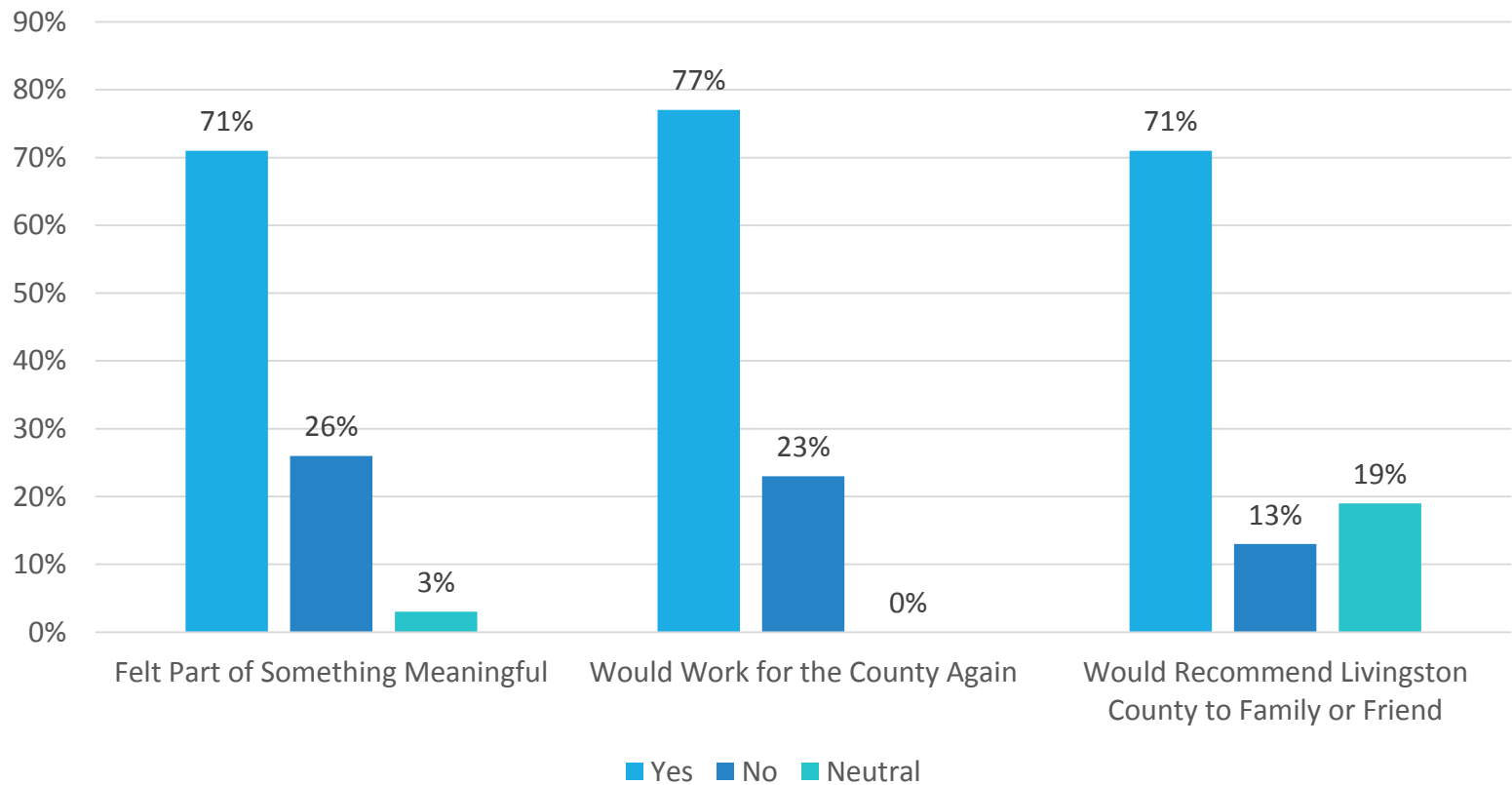
Key Staff Turnover Metrics



Why are staff leaving?



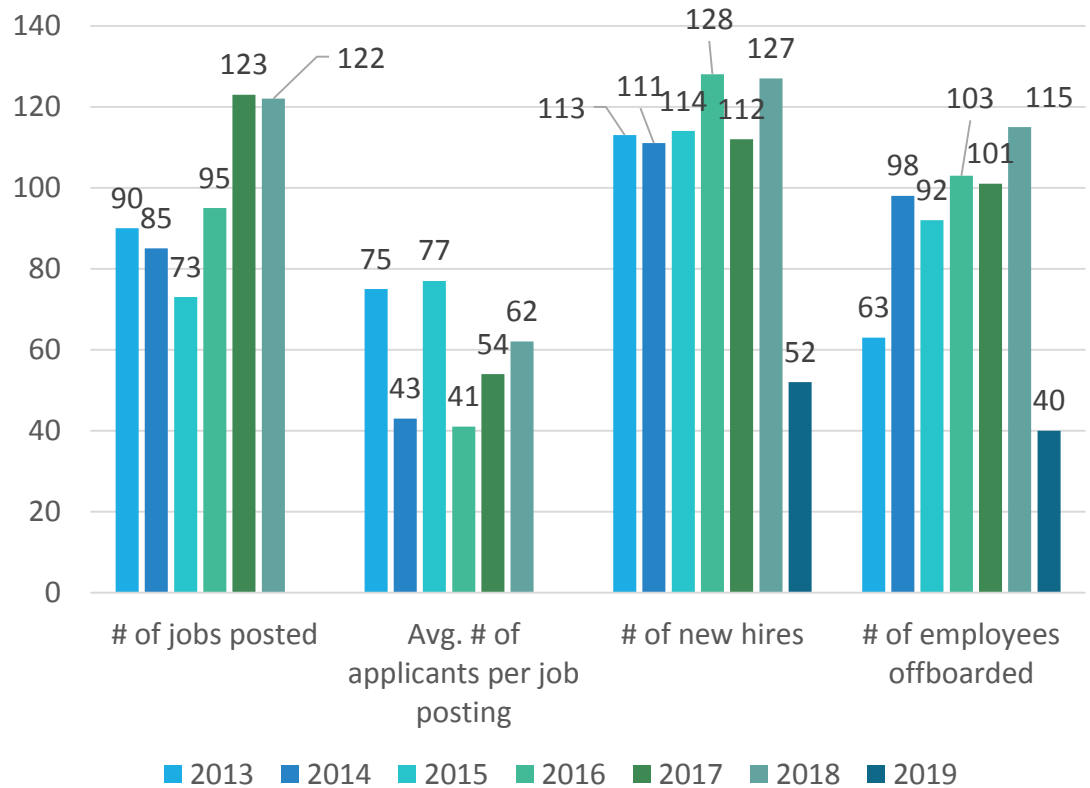
Exit Survey Takeaways



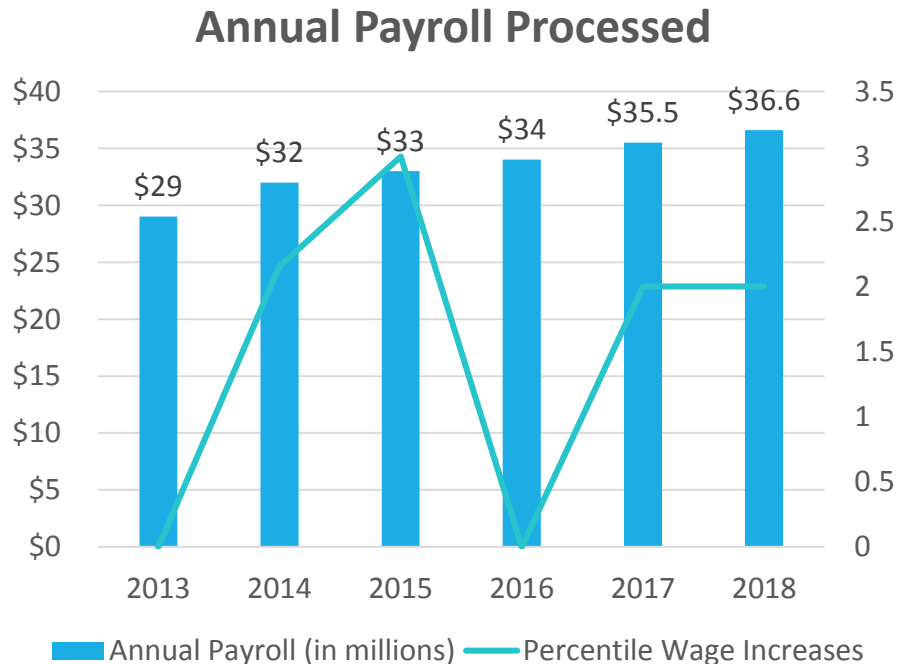
2018 Livingston County Hiring Trends

Total Job Applicants

2013 – 6,747
 2014 – 3,623
 2015 – 5,612
 2016 – 3,962
 2017 – 6,510
 2018 - 7,571



2018 Livingston County Payroll Trends



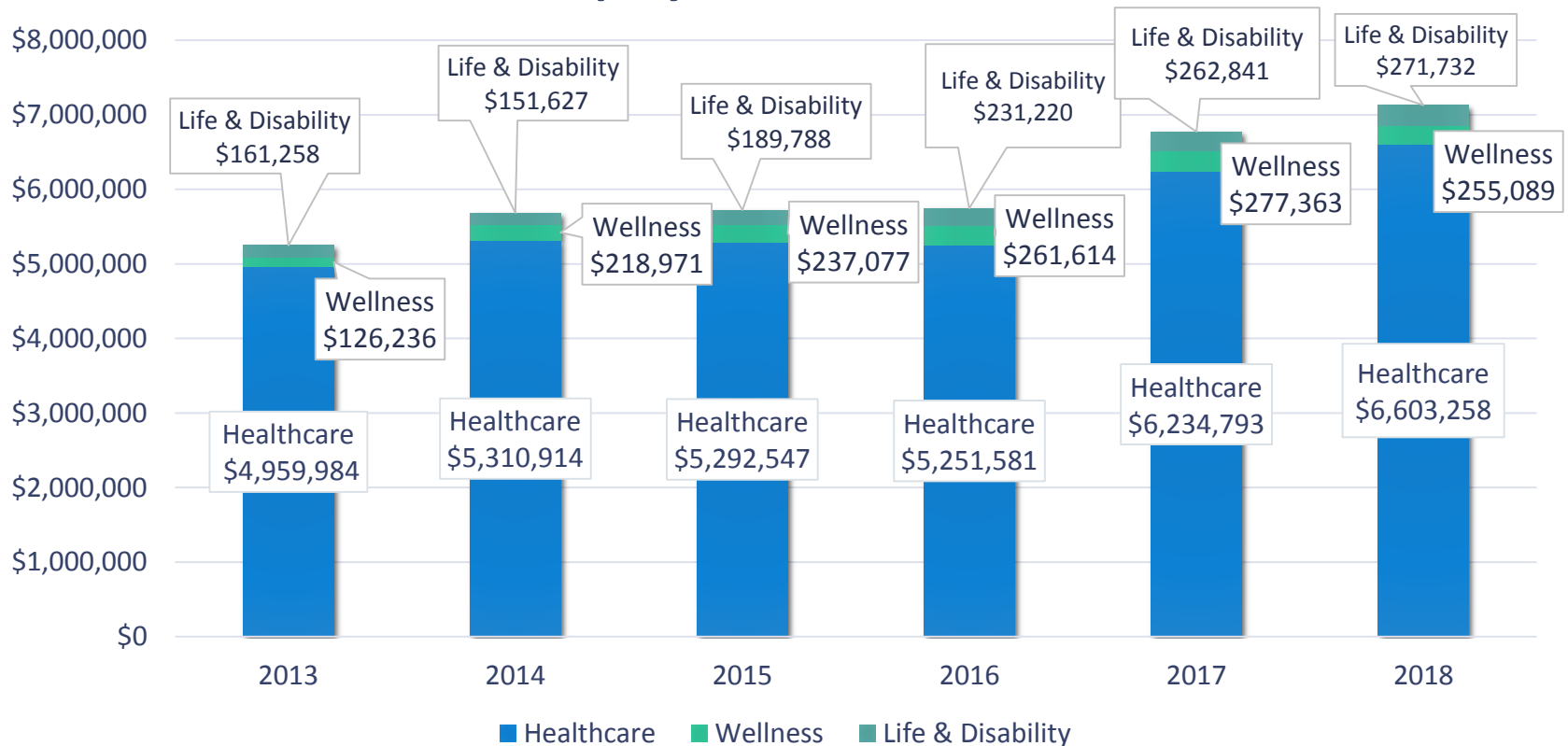
Total Paychecks/ Direct Deposits Issued

2013 – 16,550
2014 – 17,664
2015 – 17,855
2016 – 17,723
2017 – 17,775
2018 – 17,932

Less than 1% Error Rate

2018 HR/Payroll Annual Measures

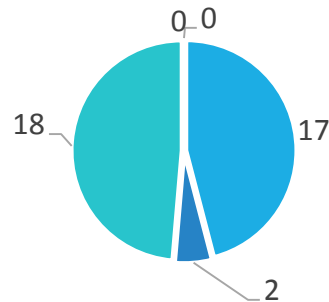
Employer Benefit Costs



Personnel Committee - 2018

Robert Bezotte, Chair, Bill Green, Carol Griffith, Don Parker, Ex Officio

Resolutions



Personnel Committee met **12** times in 2018 and considered **37** Resolutions

- Strategic Hiring, Wages, or Benefits - 17
- New Policies / Policy Revisions - 2 (Employee Recognition Program & County Administrator Approval on Certain Separations and Letters of Agreement)
- Reclassifications - 18
- Pay Above Hire - 0
- Approval of Last Chance or Resignation Agreements - 0

Accomplishments

- Expanded use of analytics
- Met with County Departments
- Employee Recognition Program
- Employee engagement survey
- Improvements for 2018 Benefits including; Pet Insurance, new Disability Vendor and expanded EAP services
- Hepatitis A vaccinations and Flu Shots for employees
- In-Person Leadership and Communications training
- Participation in the MICareer Quest Southeast High School Career fair exposure to over 8k students & Job Fairs
- Electronic Exit Interviews
- New Manager onboarding
- KOLBE assessment



Employee Engagement



441

Total Responses
of 718 invited

Response Rates

61% Livingston County

65% Average Local Government - 2018

Livingston County -



970

Comments and
Improvement Ideas

Benchmarks



Average Local Government - 2018

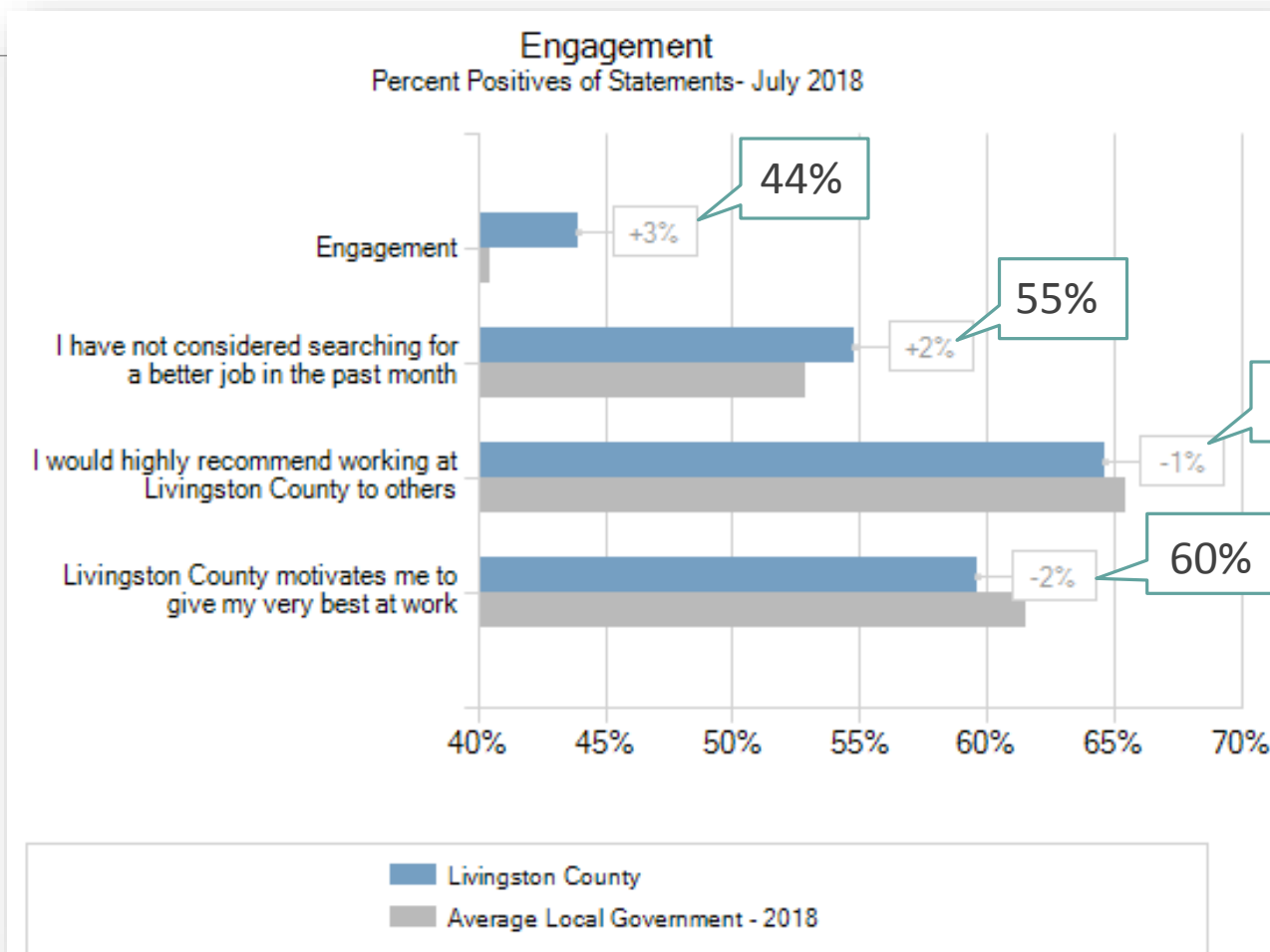
Benchmarks are pulled from our database of 6,000 organizations surveyed in the last 12 months nationwide. Benchmarks represent aspiring top workplaces, NOT industry averages.



Company Average

Departments compared to your company average.

Employee Engagement



Employee Engagement

I love my job because

"The environment here is so welcoming. I feel enough pressure to get my job done, but not so much that I stress about it at home. I really enjoy working here." - an employee in EMERGENCY SERVICES

"I work with a great team with experienced co workers who are always will to teach and help everyone do their best." - an employee

"This position provides vital services for residents of Livingston County." - an employee in DRAIN COMMISSIONER

able to help people
help
teach home public
ask balance difference
team life work life
supportive community
really enjoy

"I love learning and being able to help people." - an employee in HEALTH DEPARTMENT

"I am able to serve the community and my fellow employees on a daily basis." - an employee in JAIL

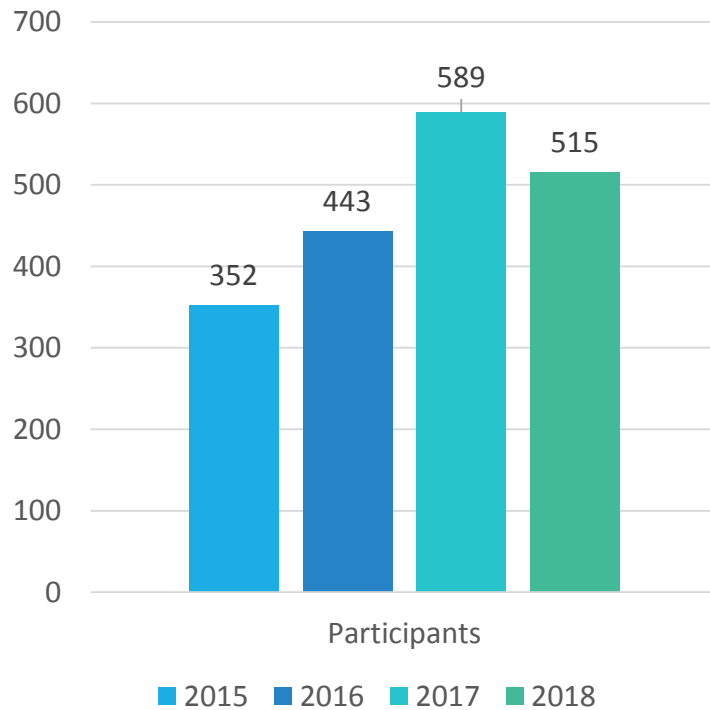
"I love public service. Making a positive difference for my community is my true motivator." - an employee

"I enjoy being able to contribute to public safety in my community." - an employee in PROSECUTING ATTORNEY

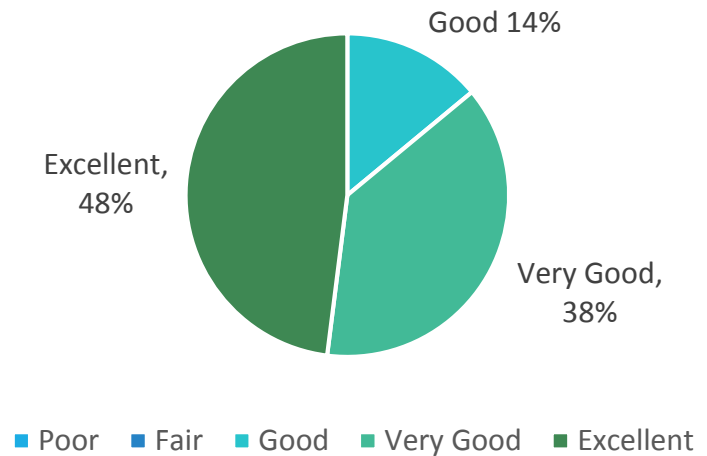
Employee Well-being



Participants in the Wellness Reimbursement Program



2018 Employee Health Fair



Employee Health Fair



2019 Goals

- Expanded use of analytics
- Employee engagement survey
- Compliance Training- All Employees
- Leadership and communications training
- Continue to meet with County departments On regular basis
- Automatic Email campaign for communication
- Evaluate our employee performance evaluation process
- Low Bender training on employee evaluations
- Just Culture training
- Expanded use of MUNIS modules; Employee Tasks, Manager Self-Service, Checklists



More information available at Human Resources Website www.livgov.com/hr

Livingston County

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Human Resources Home

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- Contact Us
- Employee Recognition Program
- Employees +
- Job Seekers +
- Online Benefit Payments
- Payroll +
- Policies
- Retiree Resources
- Supervisor Resources

Human Resources
304 E Grand River Ave
Howell MI, 48843
Map to our location
Monday - Friday
8am - 5pm
Closed County Holidays

Ph: 517.546.1010
Fax: 517.546.6657
Email:
Humanresources@livgov.com
Email: Payroll
[Employee Portal](#)

Employee Portal (ESS)

[Employee Portal \(ESS\)](#)

Job Opportunities

We're Hiring! Come join the LivGov Team!

[Livingston County Jobs](#)

Sheriff Department Openings:

[Sheriff Deputy Positions](#)

If you can't find a county position that suits you, try working with Michigan Works! to find the perfect job fit, or training opportunities.

Positions Available with the U.S. Census Bureau:

The Census Bureau is the federal government's largest statistical agency. In advance of the 2020 Census, the U.S. Census Bureau is recruiting thousands of people for temporary jobs across the country. To learn more about these open opportunities, and apply online, please visit the [U.S. Census Bureau](#).

Human Resources

Jennifer Palmbo, Human Resources/Labor Relations Director

Our mission is to be strategic partners with Livingston County departments to help attract, retain, and inspire top talent and provide outstanding customer service to both internal and external customers. To promote a quality workforce by focusing on the engagement, education, and empowerment of our most valuable asset, our employees.

Benefit Tools:

Healthcare Bluebook- Earn rewards while saving money on eligible healthcare services. [Learn more about this benefit](#)

2019 Open Enrollment Webinar

2019 Open Enrollment Benefits Video