



Renville
COUNTY
Service • Stewardship • Shared Responsibility

Board of Commissioners Meeting

HR Update, Oct 2022

Gallagher research shows:

TOP HR PRIORITIES

- 1 Retaining talent
- 2 Attracting talent
- 3 Creating a strong culture
- 4 Training and developing employees
- 5 Increasing workforce engagement and productivity

Workforce management strategies for the new world of work.
Gallagher, 2022.



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Compensation & Benefits comparison

2022 MEDIAN COMPENSATION AND BENEFIT COSTS

\$10,000–\$10,999

Annual dollars spent
on paid benefits per
eligible employee

20%–21.9%

Benefits as a
percentage of total
compensation

30%–34.9%

Compensation and
benefits as a percentage
of total operating revenue

Our Data (date varies by employee elections):

Over \$20,000 paid in benefits per year per eligible employee

Our benefits provide 26.2% of total compensation package.

Compensation & benefits are 38% of our operating levy

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Areas for county governments to focus on in order to improve hiring and retention:

- The overall compensation and benefit package: A lot of county governments are looking at non-traditional benefits such as subsidized childcare, commuting subsidies and student loan reimbursement.

Renville County provides reimbursements for student loans; inclement weather pay/time; bereavement; continuous education and emergency response volunteer time.



Areas for county governments to focus on in order to improve hiring and retention (cont.):

- Financial wellness: An innovative EAP that includes financial wellness helps a county be seen as an “employer of choice.”

Renville County provides EAP services through MCIT and Sand Creek. We have also utilized our deferred comp providers and summer grill-out speaker to focus on financial wellness.



Fun fact.....

The average attention span of an adult is 7 minutes for a presentation.....unless there is something to break it up.

*Why did you choose to run for
Commissioner?*



Areas for county governments to focus on in order to improve hiring and retention (cont.):

- Outreach efforts: Reach out to communities — such as first-generation Americans — that wouldn't normally consider public service. This can help the county better reflect the community as a whole.

Renville County could improve and be more intentional in this area.



Areas for county governments to focus on in order to improve hiring and retention (cont.):

- Recognition: Employees are keen to be recognized internally by their peers and externally by the local community.

Renville County has always provided employee recognition. In the last year we have increased this program and have had good feedback on it. Our social media presence recognizing staff has also increased. Commissioner are also being invited to dept staff meetings.

NACO, "Counties rethink jobs to broaden hiring pool."
<https://www.naco.org/articles/counties-rethink-jobs-broaden-hiring-pool>



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HR Benefit Numbers

- Medical Providers: BCBS & PH = 155
- Medical FSA, Dependent Care, HSA, VEBA options = 175 (includes duplicates)
- Dental = 92
- Life (basic, voluntary, spouse, child) = 378 (includes duplicates)
- Vision = 41
- Long & Short Term Disability = 105 (includes duplicates)
- Critical Illness, Accident & Hospital = 38
- Deferred Comp = 39 (includes duplicates)
- MSRS Health Care Savings Plan (HCSP) = 92 (includes duplicates EE & ER)
- PERA: Coordinated; Police; Corrections; DCP
- Education Reimbursement= 3
- FMLA = 27
- Employee Assistance Program

Your Thoughts?

- Is there an aspect of County Government work that we should showcase more in our recruitment efforts?
- Is there a person or group in your area that would like to hear more about the employment opportunities that are available?
- If you were to invite one person to apply with Renville County, what would be the reason “why” they should work here?



HR Numbers

- As of Sept 1, 2022
 - 216 EEs (including 7 seasonal)
 - 78 new in their positions in the last 12 months
 - (17 promoted, 43 new, 18 seasonal/temp (seasonal up due to Snowplow, elections & ARPA positions))
- In comparison –
- As of Sept 1, 2021
 - 215 EEs (including 5 seasonal)
 - 68 new in their positions in the last 12 months
 - (5 promoted, 51 new, 14 seasonal/temp (seasonal up due to Snowplow, elections & CARES Act positions))

2020: 28 new in positions
(3 promoted, 14 new, 11 seasonal)

2019: 41 new in positions
(4 promoted, 26 new, 11 seasonal)



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Employee Statistics

- 46 employees on probation (initial or probationary)
- 9.6 average years of service for all FT/PT employees
- \$28.82 average wage of all FT/PT employees (no elected included)



Comparison

- 2022 (through 9/1/2022)
 - 401 applications submitted
 - 332 interviews (1st & 2nd interviews)
 - 66 positions posted (some multiple openings in one posting)
- 2021 (through 9/1/2021)
 - 371 applications submitted
 - 109 online assessments
 - 265 interviews (1st & 2nd interviews)



Questions?



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