



**Renville**  
**COUNTY**  
*Service • Stewardship • Shared Responsibility*

# **Board of Commissioners Meeting**

HR Update, March 2024

# HR Employee Benefit Numbers (as of 9/2023)

- Medical Insurance, BCBS = 161
- Medical FSA, Dependent Care, HSA, VEBA options = 180 (includes duplicates)
- Dental = 105
- Life (basic, voluntary, spouse, child) = 383 (includes duplicates)
- Vision = 59
- Long & Short Term Disability = 108 (includes duplicates)
- Critical Illness, Accident & Hospital = 42
- Deferred Comp = 19 (includes duplicates)
- MSRS Health Care Savings Plan (HCSP) = 66 (includes duplicates EE & ER)
- Education Reimbursement= 4 (3 individual employees)
- FMLA = 23
- PERA: Coordinated; Police; Corrections; DCP
- Employee Assistance Program



# HR Numbers

- As of September 1, 2022 – September 1, 2023
  - 219 EEs (including 5 seasonal)
  - 77 new in their positions in the last 12 months
    - (15 promoted, 45 new, 17 seasonal/temp)

2021: 68 new in positions

(5 promoted, 51 new, 14 seasonal)

2020: 28 new in positions

(3 promoted, 14 new, 11 seasonal)

2019: 41 new in positions

(4 promoted, 26 new, 11 seasonal)

- In comparison:

- 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))



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# Coffee Break

If you had unlimited resources, what is the one thing you would like to do for the population we serve?



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# Employee Statistics

## (as of 9/2023)

- 45 employees on probation (initial or probationary)
- 8.5 average years of service for all FT/PT employees
- \$30.19 average wage of all FT/PT employees (no elected included)
  - \$30.49 average wage when including lump sum payments.



# Comparison

- 2023 (9/1/22 - 9/1/23)
  - 542 applications submitted
  - 445 interviews (1<sup>st</sup> & 2<sup>nd</sup> interviews)
  - 72 positions posted (some multiple openings in one posting)
  - Over 40 candidates declined a job offer or withdrew
- 2022 (9/1/21-9/1/22)
  - 401 applications submitted
  - 332 interviews (1<sup>st</sup> & 2<sup>nd</sup> interviews)
  - 66 positions posted (some multiple openings in one posting)
- 2021 (9/1/20-9/1/21)
  - 371 applications submitted
  - 109 online assessments
  - 265 interviews (1<sup>st</sup> & 2<sup>nd</sup> interviews)



# Workforce Comments:

1. Our workforce is getting smaller. Creating a plan to manage vacancies for longer periods of time should happen sooner than later.
2. We should identify key risk areas of our organization as well as individual departments and develop coverage plans/succession plans.
3. The demand for services is growing as well as the expectations of residents. What does this mean for our current & future employee needs?

# Coffee Break

Why is the work of Renville County Employees important?



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# Questions?



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