



PINAL COUNTY

WIDE OPEN OPPORTUNITY

The State of Human Resources 2024

June 13, 2024

Presentation Overview

- **Prioritizing People - The Employee Experience & Employee Value Proposition**
- **Efforts and Achievements in FY 23-24**
- **Pinal County Brand & Talent Acquisition Review**
- **Looking Ahead - What's Next 2024-2025?**
- **Team Updates and Recognition**



Employee Experience



Employee Value Proposition

The employee experience is the journey an employee takes with your organization. It includes every interaction that happens along the employee life cycle, plus the experiences that involve an employee's role, workspace, resources provided, manager and wellbeing



Compensation, career development, work-life balance, company culture, and purpose and mission

Why Boards And C-Suites Care About Employee Experience



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Employee Experience Management Market worth \$11.1 billion by 2028 - Exclusive Report by MarketsandMarkets™

Improving Employee Experience Will Be a Top Focus for 2024

3rd January 2024



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Employee Experience Super-App Blink Grows by 159% as Organizations Strive to Cultivate Employee Engagement and Retention

The New Employment Landscape - Prioritizing People Starts with Leaders

- What do Employees Want from Leaders?
 - Flexible Work Options
 - Wellbeing & Mental Health
 - Development Opportunities
 - Meaningful Work
 - Leaders that Care About Them
 - Compassionate, Communicative & Empathetic Leadership
 - A Culture of Recognition

FY 23-24 Collective Efforts & Achievements

PRIORITIZE PEOPLE

1. **Community Wants and Needs**
 - Employer Brand - Modernize the Message
 - Increased Community Engagement
2. **Employees**
 - Expanded Vacation, Holiday, and Sabbatical Leave Opportunities
 - Across the Board Increase Implemented
 - Market Based Increases
 - County Absorbed the Cost of Healthcare
 - Implementation of New EAP Provider
 - Leadership Training - On Demand or in Person
 - Wellbeing; Prevention and Early Intervention
 - CPR & AED Training





Pinal County Brand

Balance + Purpose + Reward

Here at Pinal County, We Value Each Employee and Prioritize a Work Experience that Provides Ample Time for Stress Reduction and Work Life Balance.

If you're passionate about your community and seeking a meaningful career path where you can make a difference, your future awaits! We have almost 40 departments with a wide range of positions. Come find your balance in Pinal County.

Check Out Some of Our Amazing Benefits:

- Paid Sabbaticals Every Five Years
 - Two Week Sabbatical After Five Years
 - Three Week Sabbatical After 10 Years
 - Four Week Sabbatical After 15 Years
 - Four Week Sabbatical Every Five Years After 15 Years
- Paid Vacation and Sick Leave
 - 10 Vacation Days Annual/Annually Starting Day One
 - After Three (3) Years of Service 12 Vacation Days Annual/Annually
 - After Five (5) Years of Service 15 Vacation Days Annual/Annually
 - Ten (10) Paid Holidays + One Paid Floating Holiday to Use as You Wish
 - 13 Sick Leave Days Annual/Annually Starting Day One
- Comprehensive Wellness Program
- Variety of Top Tier Affordable Medical Plans - Six Different Medical Plans to Choose From
- Same Medical Plans with Zero Employee Premium Cost
- Dental and Vision Plans
- Tuition Reimbursement Program
- Alternative Work Schedules
- Telehealth
- Retirement Plans with Generous Employer Contributions
- Guaranteed Lifetime Benefit
- Civil Service Leave
- Van/Pool Options
- Short Term Disability and Basic Life Insurance—Employer Paid
- Flexible Spending Accounts for Dependent Care and Medical Expenses
- Suite of Voluntary Benefits including additional Life, Accident, Critical Illness & Cancer Insurance



www.pinaljobs.com

WORK LIFE



Are you the missing piece to our HR puzzle?

FIND YOUR BALANCE



PINAL COUNTY

WIDE OPEN OPPORTUNITY

FIND YOUR BALANCE

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually



PINAL COUNTY

WIDE OPEN OPPORTUNITY



PINAL COUNTY

WIDE OPEN OPPORTUNITY

FIND YOUR BALANCE

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually



PINAL COUNTY

WIDE OPEN OPPORTUNITY

SABBATICAL LEAVE

RECEIVE \$10K IN ANNUALLY IN SPECIAL ASSIGNMENT PAY
ENJOY A SUPPORTIVE WORKPLACE CULTURE AND WORK/LIFE BALANCE
SERVICE YOUR COMMUNITY

- Paid Sabbaticals Every Five Years
- Three Weeks Vacation First Year
- 11 Paid Holidays Annually
- 13 Paid Sick Days Annually
- Comprehensive Wellbeing Program



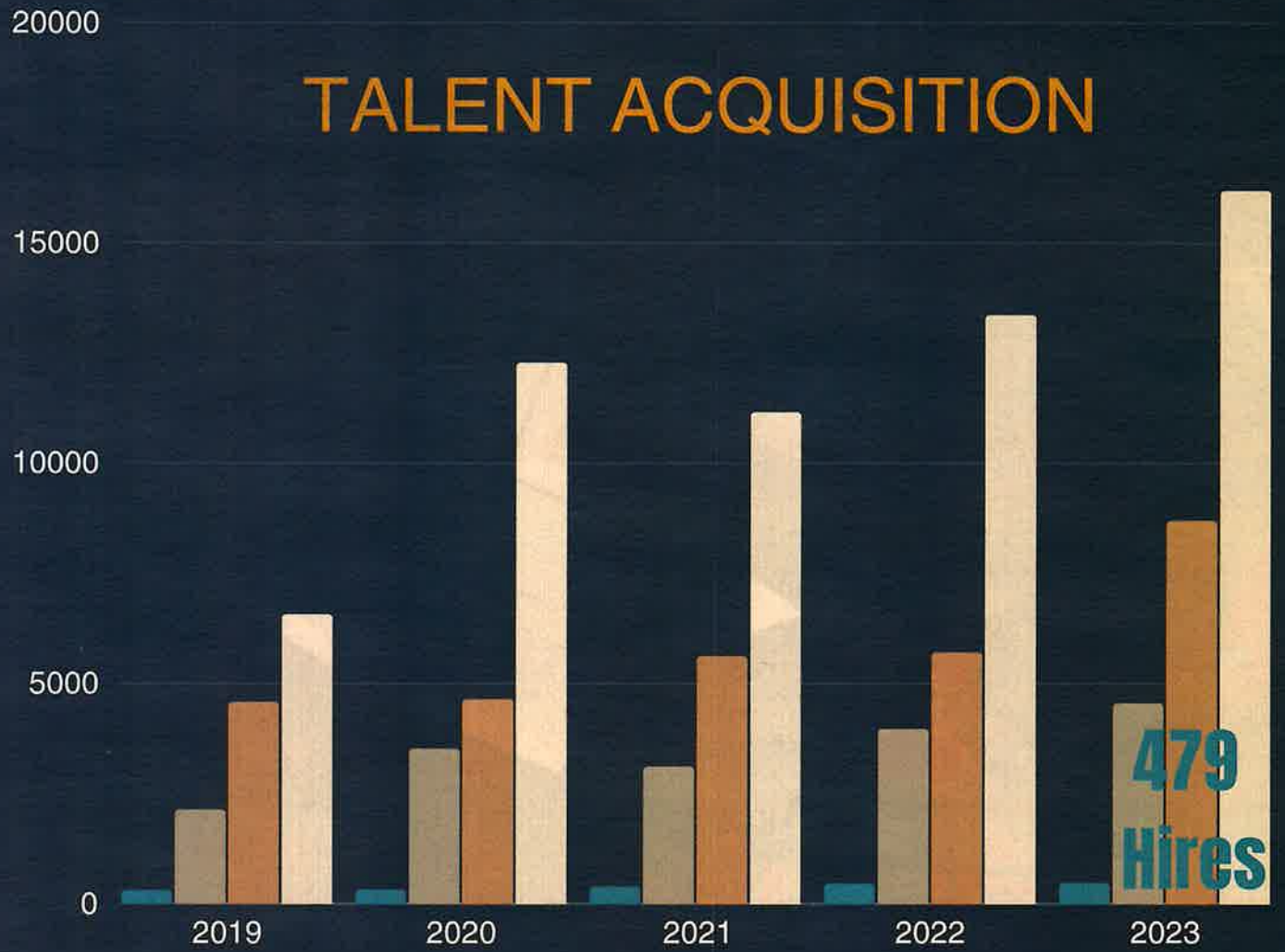
PINAL COUNTY

WIDE OPEN OPPORTUNITY



TALENT ACQUISITION

- # of Hires
- # of Qualified Applicants
- # of Unique Applications
- # of Total Applications



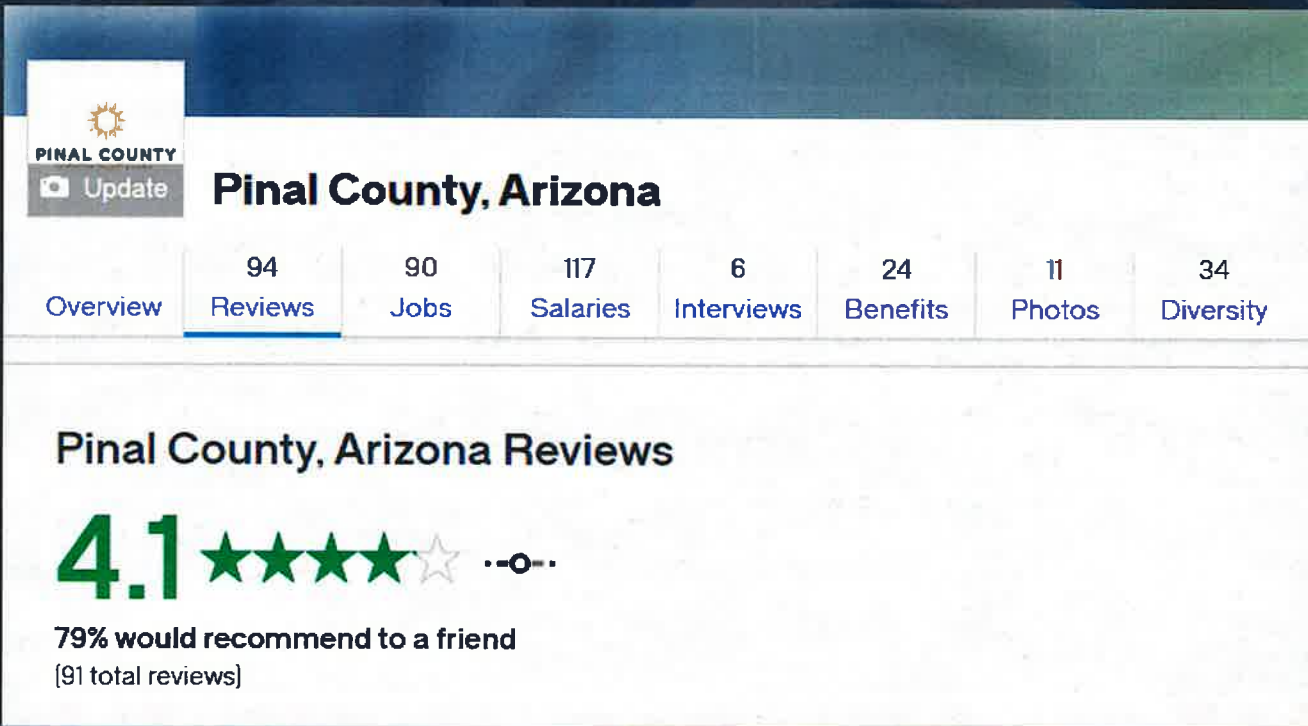
Pinal County New Hire Demographics

Generation	FY 21.22	FY 22-23	FY 23-24
Gen Z (17-27)	20.20%	26.37%	22.13%
Millennials (28-43)	42.60%	39.08%	38.20%
Gen X (44-59)	28.25%	24.46%	27.76%
Baby Boomers (60-78)	8.87%	10.07%	11.48%

**60% of Our
New Hires
Are Modern Job
Seekers**



**33% Increase
in Re-hires**



PINAL COUNTY
Update **Pinal County, Arizona**

Overview	94 Reviews	90 Jobs	117 Salaries	6 Interviews	24 Benefits	11 Photos	34 Diversity
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Pinal County, Arizona Reviews

4.1 ★★★★★ ☆ ●●●●

79% would recommend to a friend
(91 total reviews)

Moving Up!
Since 2021
28% Increase
Glassdoor
Brand Reputation
Score





Yavapai County

Overview	27	68	55	1
Reviews				
Jobs				
Salaries				
Interviews				

Yavapai County Overview 3.4★

www.yavapai.us

1001 to 5000 Employees
Revenue: Unknown / Non-Applicable



Yuma County

Overview	8	--	9
Reviews			
Jobs			
Salaries			
Interviews			

Yuma County Overview 3.3★

www.yumacountyaz.gov/

Unknown
Revenue: Unknown / Non-Applicable
Competitors: City of Maryland Heights, City of Rialto, CA




Coconino County, Arizona

Overview	42	48	76	1	6
Reviews					
Jobs					
Salaries					
Interviews					
Benefits					

Coconino County, Arizona Overview 3.8★

www.coconino.az.gov

Flagstaff
to 5000 Employees
1 Location
Government
Founded
Municipal
Revenue: Unknown / Non-Applicable



Maricopa County (Arizona)

Overview	457	168	937	92	200	1
Reviews						
Jobs						
Salaries						
Interviews						
Benefits						
Photos						

Maricopa County (Arizona) Overview 3.4★

www.maricopa.gov

Phoenix, AZ
10000+ Employees
6 Locations



Mohave County

Overview	38	29	58
Reviews			
Jobs			
Salaries			

Mohave County Overview 2.7★

www.mohavecounty.us

Unknown
Type: Government
Municipal Agencies



Pima County (Arizona)

Overview	172	183	397	23
Reviews				
Jobs				
Salaries				
Interviews				

Pima County (Arizona) Overview 3.4★

webcms.pima.gov

PRIORITIZING PEOPLE - EMPLOYEES



Nathan Atencio
Plan Services

Joshua Botton
Plan Services

Samuel Blalch
Plan Services

Melissa Castillo Viltropas
Human Resources

Christopher Childress
Sheriff's Office

Jeannie Cortez
Sheriff's Office



Folake El-Amin
Public Health

Roderick J. Harrison Jr.
Sheriff's Office

Patrick Hayes
Development Services

Rebecca Lichtner
Juvenile Court Services

Timothy Lindsey
Sheriff's Office

Timothy McCormick
Public Defense Services



Gulien McGhan
Sheriff's Office

Erica Norris
Animal Protection

Amanda Ochoa
Public Health

Angelic Padilla
Chief of Staff

Matthew Palva
Juvenile Court

Rupesh Patel
Juvenile Court



Angel Sanchez
Public Health

Monika Smrli
Development Services

Grace Tangredi
Development Services

Austin Wasgraff
Assessor's Office

Tyler Wenzel
Sheriff's Office



Ray Baliza
Sheriff's Office

Chalney Cathemer
Development Services

Ronald Cox
Juvenile Court Services

Adriana D'Angelo
Public Health



Donna Escobedo
Juvenile Court Services

David Garcia
County Attorney's Office

Jason Marlon
Sheriff's Office

Salvador Mora
Development Services



Yesenia Ramirez
Superior Court Administration

Breanna Rivas
County Attorney's Office

Anthony Rodriguez
County District



Aliya Saari
Juvenile Court Services

Jonathan Veeremans
Sheriff's Office



Janessa Adeleye
Public Health

Jose Alfaro
Plan Services

Jeremy Braunstein
Public Defense Services

Julie Clark
Communications & Marketing

Joseph Del Barco
Recorder's Office/Deputy



Henry Ferrino
Plan Services

Anthony Felix
Chief of Staff

Christine Forester
Recorder's Office/Deputy

Kimberly Giglio
Communications & Marketing

Taylor Hubbard
Recorder's Office



Bryan Hunt
Human Resources

Willinda Jones
Recorder's Office/Elections

Krista Klarer
Recorder's Office/Deputy

Stephanie O. Maack
Communications & Marketing

Matthew Mashaw
Plan Services



Aurora Moyado
County Attorney's Office

Tamara Raabe
Office of Budget & Finance

Mia Ramirez
Communications & Marketing

Roxann Walntroob
Animal Care & Control

June Weatherford
Recorder's Office/Elections



Donna Barrow
Office of Budget & Finance

Ruvina Bustos
Human Resources

Dillon Conway
Assessor's Office

Taylor Cordaro
Animal Care & Control



Crystal Dennis
County Attorney's Office

Kasha Esslinger
Animal Care & Control

Krystal Fetting
Public Health

Mark Foster
Superior Court Administration



Kendal Jones
Assessor's Office

Clarisse Mugiranoza
Public Health

Karina Rojas
Public Health



Tatyiana Rushing
Central Pinal Justice Court

John Surita
Animal Care & Control





LEADERSHIP TRAINING

Each session will take place at 10 am in the Historic Courthouse Ceremonial Hearing Room, in person

DATES

EVENT

TUESDAY, JAN 9, 2024

First Time Managers

THURSDAY, FEB 8, 2024

Motivating and Engaging Your Employees

TUESDAY, MAR 12, 2024

Performance Management Goal Setting

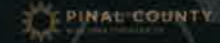
Pinal County Historic Courthouse Building
135 N Pinal Street, Florence, AZ 85132



HR LIAISON FORUM

Thursday, August 17th, 2023
2:30 PM - 4:00 PM

Historic Courthouse
Ceremonial Hearing Room
135 N Pinal St, Florence, AZ 85132

HR LIAISON FORUM

The purpose of this forum is to align roles, practices and messaging across the County. During this session we will discuss types of leave, specifically related to ADA accommodations, coverage under the FMLA, Pregnancy Protection Act, Industrial Injuries and Exposures, Best practices, compliances and safety will be addressed as well as sick leave, vacation and sabbatical policies.



DECEMBER 7TH, 2023
02.30 PM - 04.00 PM



CEREMONIAL HEARING ROOM



	Pinal County	Judicial Branch	Total
Full Time Employees	1648	472	2120
Part Time Employees	29	6	35
Temporary Employees	73	32	105
Totals	1750	510	2260

Employee Headcount

8% Increase Over FY 22-23
14% Increase Over FY 21-22



Fiscal Year	FY 19-20	FY 20-21	FY 21-22	FY 22-23	FY 23-24
Voluntary	9.00%	8.82%	11.50%	13.07%	8.75%
Involuntary	1.44%	2.38%	2.38%	2.39%	1.91%
Retirement	3.76%	2.10%	2.43%	2.10%	2.00%
Total	14.41%	14.02%	16.31%	17.56%	12.67%



**Turnover
Down
28%**



Reason for Leaving*	%
Compensation	50%
Retirement	13.33%
Work Environment	13.33%
Lack of Advancement Opportunities	10%
Relocation	3.33%
Personal Reason	3.33%
Schedule	3.33%

Exit Interviews



*Limited Data Received

Retention Strategies

Compensation

- Across the Board Increases
- Market Studies
- Tuition Reimbursement
- Critical Recruitment & Retention
- Trainee Classification
- Healthcare
- Total Compensation Calculator



Work Environment

- Workplace Assessments
- Leadership Assessments
- Department Trainings
- Mediation Sessions - Experts
- One on One Leader Training
- Utilized Investigation Services
- Department Counseling Services
- Inquiries and Investigations

What's Next in 24-25?

V.O.I.C.E

The **V**oice of **I**nspired **C**ounty **E**mployees

Pinal County Leadership wants to provide the best employee experience for all employees!

Let your **VOICE** be heard!

To capture your ideas, opinions, concerns, and suggestions, we'll be utilizing a multifaceted approach to the collection through forum discussions, surveys, and polls.

Sessions Beginning in July 2024

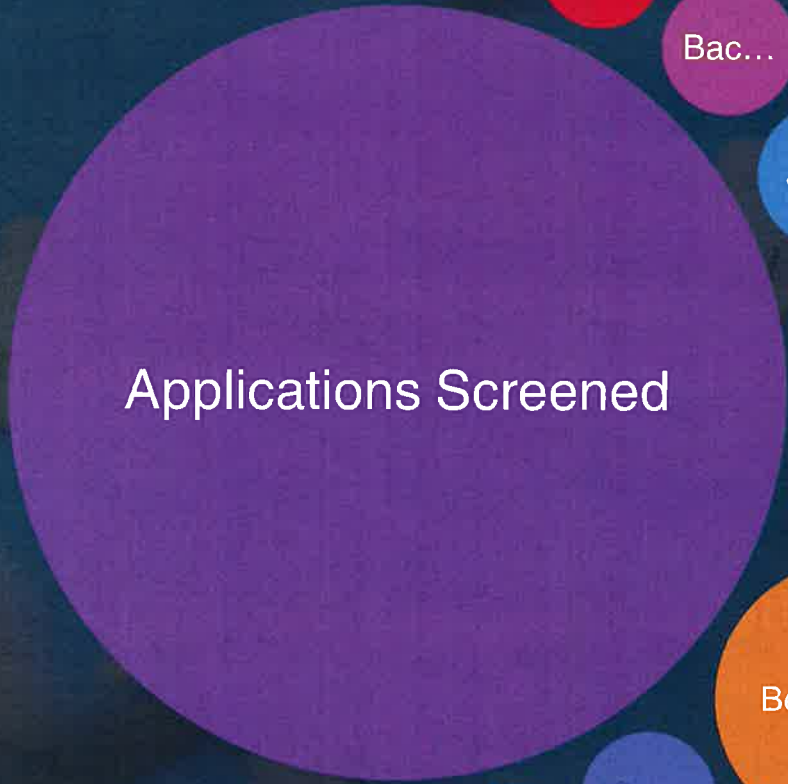
THE
voice



What's Next in 24-25?

- Learning and Development
- Talent Acquisition & Merit Rule Audit - Action Plan
- Enhanced Engagement and Communications with Employees and Applicants
- Classification & Compensation
- The VOICE
- Important Policy Updates
- Exploring Modern Software Options
 - HRIS
 - ATS
 - LMS
 - ER
- Process Improvement





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Job...

MVD Checks

Benefits E...

On...

Over 25K
Processes Completed

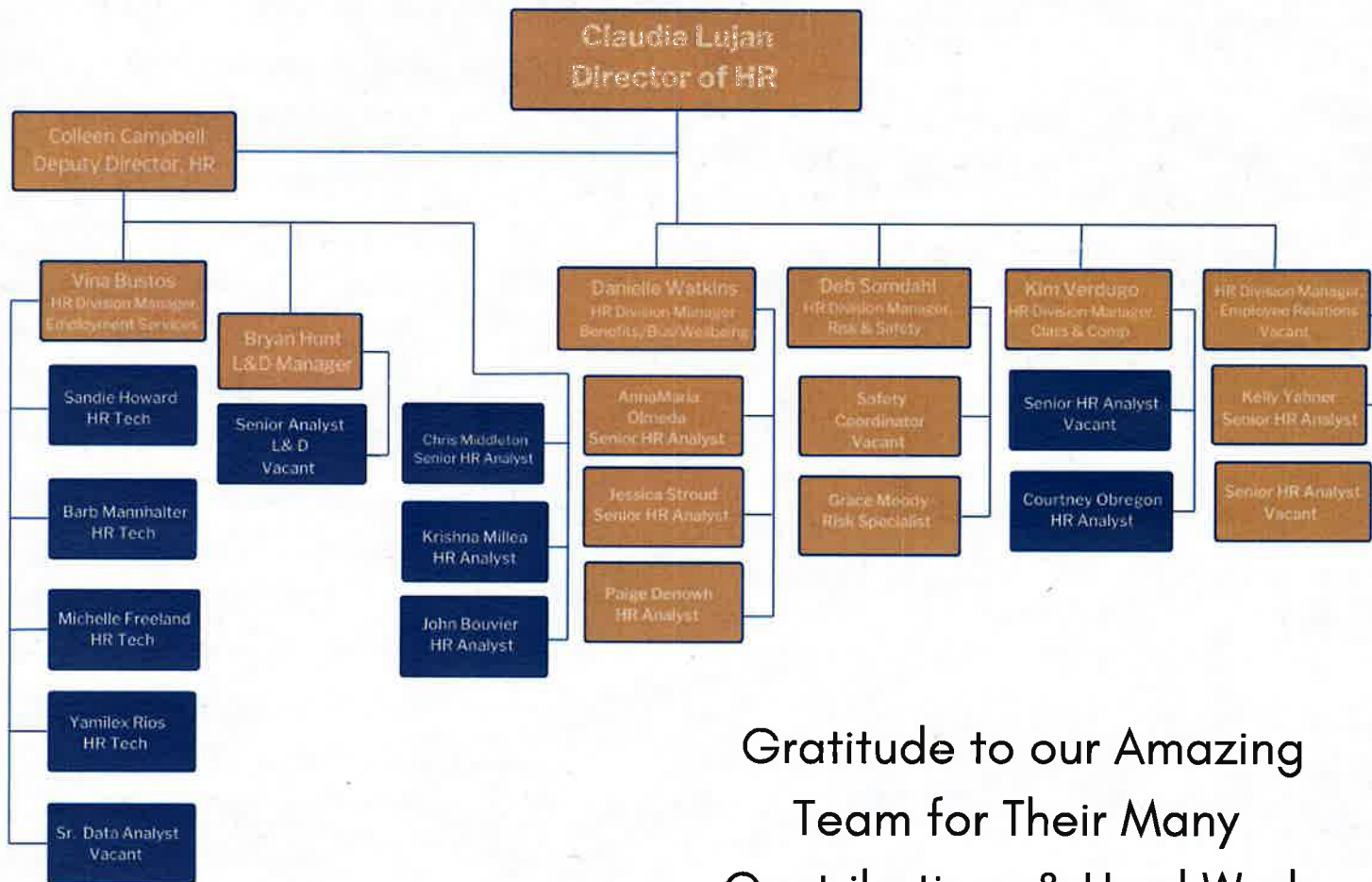


- **Competitive HR Strategy**
- **Attract & Hire Highly Qualified Candidates**
- **Employee Engagement & Productivity**
- **Employee Retention**
- **Strategic Compensation**
- **Learning & Development**
- **Organizational Pride**
- **Positive Brand Reputation**
- **Governance & Compliance**
- **Drive Culture & Morale**
- **Benefits & Leave Administration**
- **Wellbeing Initiatives**
- **Risk & Safety Management**
- **Equity & Fairness**
- **Employee Relations**
- **Performance Management**
- **Data & Analytics**

PARTNER



HR Business Partner



Gratitude to our Amazing
Team for Their Many
Contributions & Hard Work

*Thank
you*

**When you hand
good people possibility,
they do great things.**

Biz Stone



Claudia Lujan	6599	HR Director	
Colleen Campbell	6279	HR Deputy Director	
Vina Bustos	6332	Division Manager	Employment Services
Michelle Freeland		HR Tech	Onboarding/ HR Ops
Barbara Mannhalter		HR Tech	Onboarding/ HR Ops
Yamilex Rios		HR Tech	Onboarding/ HR Ops
Sandra Howard		HR Tech	Onboarding/HR Ops
Krishna Millea		HR Analyst	Talent Acquisition
Johnathan Bouvier		HR Analyst	Talent Acquisition
Chris Middleton	6211	Senior HR Analyst	Talent Acquisition
Kimberlee Verdugo	6251	Division Manager	Class & Comp
Courtney Obregon		HR Analyst	Class & Comp
Danielle Watkins	6512	Division Manager	Benefits & Wellness
Annamaria Olmeda		Senior HR Analyst	Ben, Life Events, Retirement
Jessica Stroud		Senior HR Analyst	Modified Duty, ADA
Paige Denown		HR Analyst	FMLA, Initial Workers' Comp
Deb Somdahl	6532	Division Manager	Risk and Safety
Grace Ege Moody		Risk Specialist	MVA's, Claims, COI's, Insurance
Vacant		Safety Coordinator	AED's, Safety, OSHA
Bryan Hunt		Learning & Development Manager	
			Direct Services
Anisa Ayer	6594	Senior HR Analyst	Development Services
			Employee Relations
Kelly Yahner	6258	Senior HR Analyst	

Pinal County Human Resources



Contact Information

Questions?



Thank you!