


MINUTES
WELD COUNTY COUNCIL
February 27, 2023

The Weld County Council met in regular session in full conformity with the Weld County Home Rule Charter at 6:30 p.m., Monday, February 27, 2023, at the Weld County Administration Building, 1150 O Street, Greeley, CO.

ROLL CALL:

 The meeting was called to order by President James Welch. Councilmembers Cindy Beemer and Elijah Hatch were present constituting a quorum of members. Councilmember Nancy Teksten had an excused absence. Also present was Council Secretary Linda Kane.

APPROVAL OF AGENDA :

Councilmember Beemer made a motion to approve the agenda, seconded by Councilmember Hatch and carried.

APPROVAL OF DOCUMENTATION:

Approval of January Minutes

Councilmember Hatch made a motion to approve the January minutes, seconded by Councilmember Beemer, and the motion carried.

Approval of Resolution 227 – Setting 2023 Meeting Dates

Councilmember Beemer made a motion to approve Resolution 227, seconded by Councilmember Hatch, and the motion carried.

REVIEW PROGRAM:

Jill Scott, Director of Human Resources

Ms. Scott with Deputy Director Michelle Reimer, gave an overview of the human resources department.

The mission statement: Weld County Human Resources is a strategic business partner dedicated to enhancing the employee experience, collaborating with individual departments and supporting the values and goals of Weld County government.

Ms. Scott discussed supporting employees through their life-cycle with the county; from the hiring stage to retirement.

She said the county wants to be an employer of choice and it's part of her job to enhance the employee experience. The county has employees through generations so it's worthy to invest in them.

Councilmember Welch asked about turnover and retention. Ms. Scott said it typically takes about 45 days. Nursing positions have been the most challenging since the onslaught of Covid.

See Addendum 1 for a copy of Ms. Scott's presentation.

PUBLIC COMMENT:

There was no public comment.

OLD BUSINESS:

There was no old business.

NEW BUSINESS:

Discuss appointment of new councilmember per Rupert Parchment's Resignation

Councilmembers discussed the application process to replace Councilmember Parchment and decided to conduct interviews at the March meeting.

Coordinator Reports/Councilman Reports

Councilmember Welch discussed the need to implement a system for allocating salaries for elected officials. Councilmembers Hatch and Beemer agreed a better process needs to be formed.

Bills

Councilmember Beemer made a motion to approve bills, it was seconded by Councilmember Hatch and carried. The bills were paid as follows:

- Weld County Phone Bill for January \$25.00
- Legal notice – 3rd quarter RTTP \$57.30
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ADJOURNMENT:

By acclamation, the meeting was adjourned at 6:54 p.m.

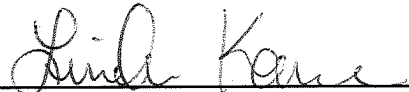
3/20/23

March 20, 2023



Council President, James Welch

3-20-23



Council Secretary, Linda Kane

Weld County Human Resources

2.27.2023

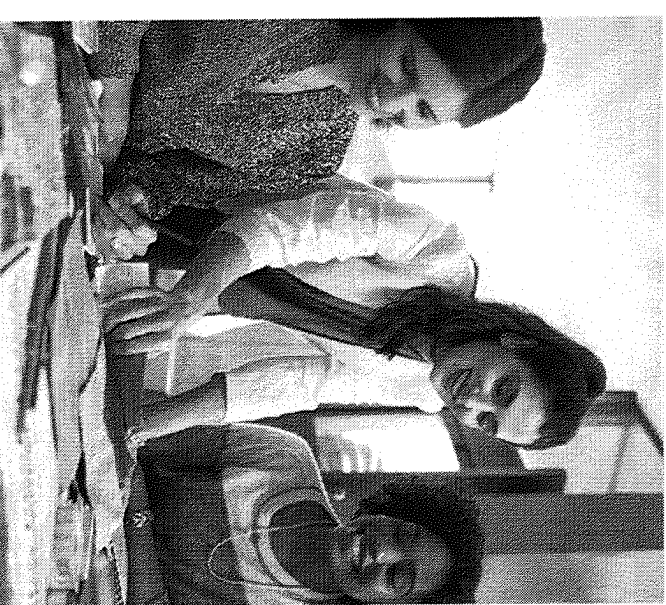
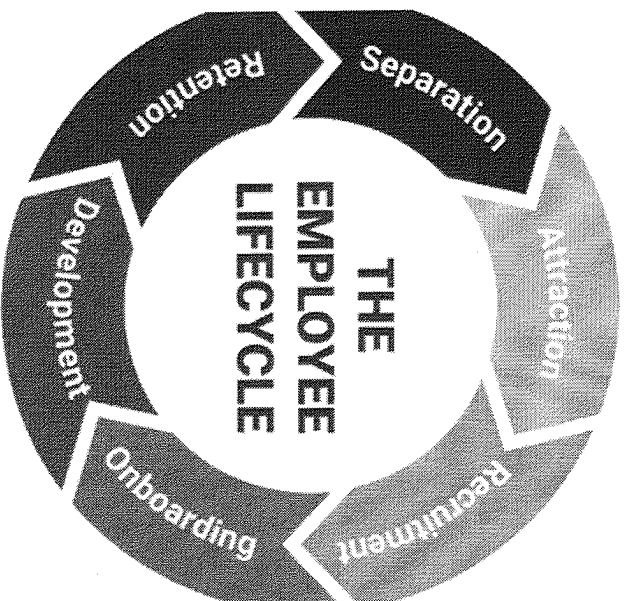


Mission Statement

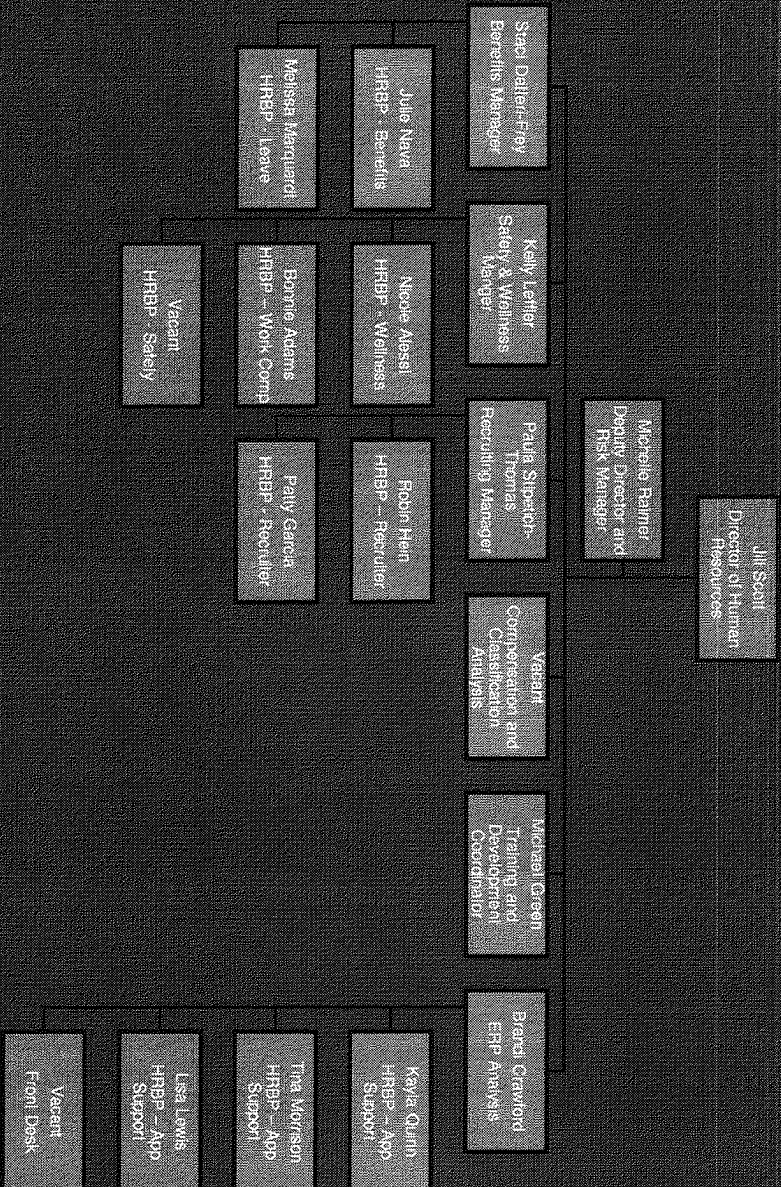
Weld County Human Resources is a strategic business partner dedicated to enhancing the employee experience, collaborating with individual departments, and supporting the values and goals of Weld County Government.



**We support our employees
throughout their entire career cycle.**



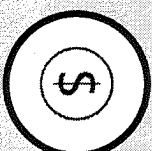
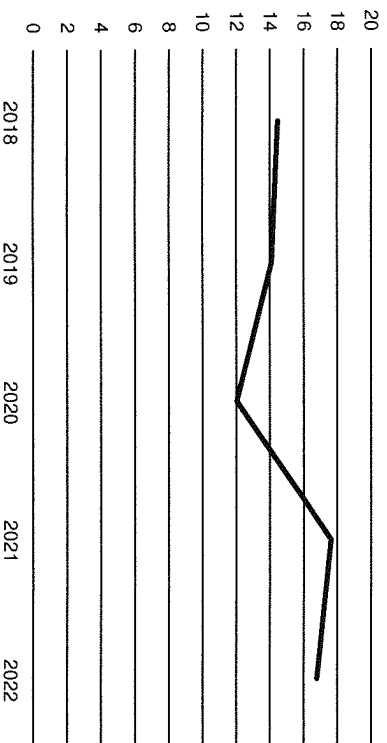
Our Team



What we are doing to address turnover and gain retention.

Turnover is expensive, it is at the forefront of our approach.

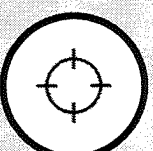
5 year Turnover History



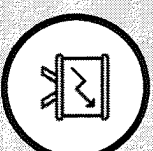
Proactively reviewing compensation and benefits to ensure we are competitive in the labor market.



We have added additional resources to our recruitment team to stay ahead of the demands.



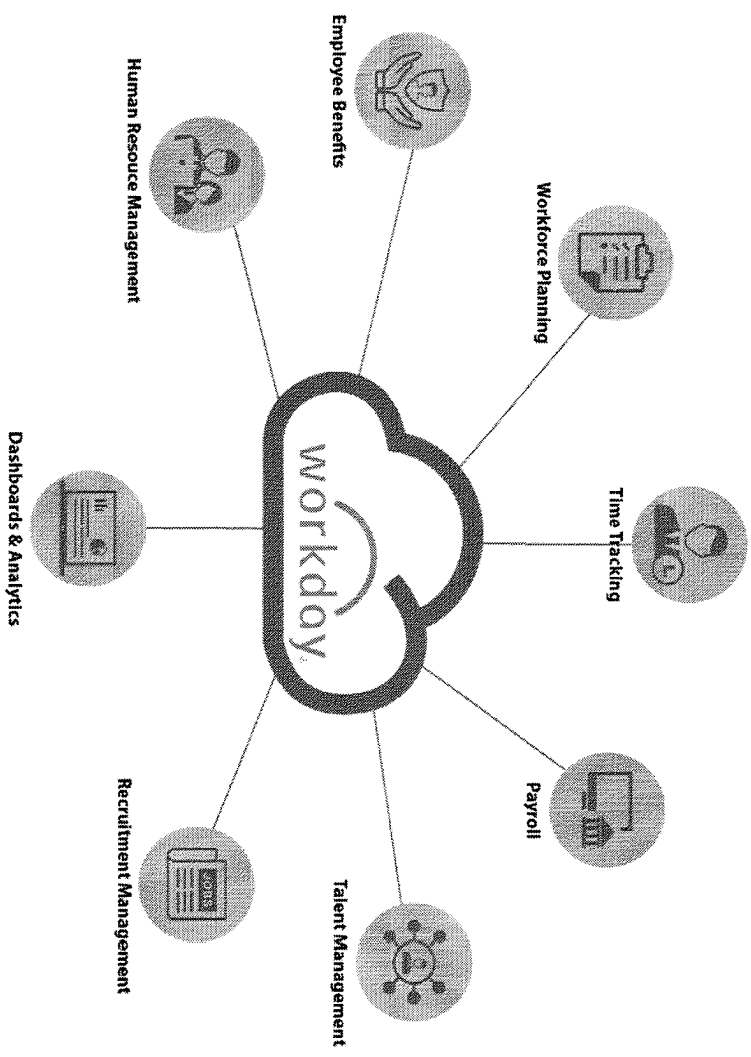
Focusing on the employee experience to achieve our target of becoming and employer of choice in Northern Colorado.



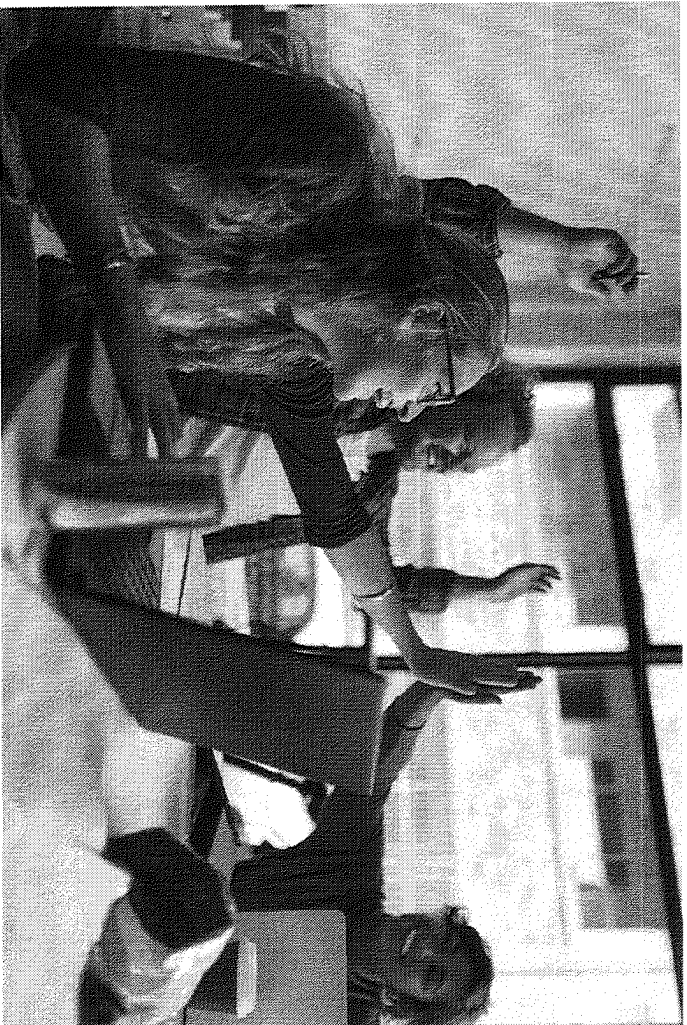
Investing in our training and development efforts countywide including specific curriculum on leadership development.

Implementation of new ERP Workday

Unlike fragmented ERP systems, Workday offers best-in-class finance and HR applications with AI built in. This will allow us to empower maximum performance, make confident decisions faster, and drive flawless business and financial operations.



Human Resource Successes



Always striving to achieve better results

- Restructure the HR Team
- Implementation of ERP
- Reassigned Workers Comp to Banner – returning employees to work healthier and faster
- Improving turnover rates
- Reducing number of open positions – on average in the mid-30's monthly
- Focusing on training and development to enhance the employee experience
- Focusing on wellness and safety to decrease workers comp claims and managing leave cases better
- Collaborating with all department heads
- Proactively and strategically approaching compensation and benefits to ensure competitiveness in labor market

Thank you for your time

Please feel free to reach

Jill Scott

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