



Agenda Item Summary

File ID: 24-1095

R&P-1

Meeting Date: 7/9/2024

PLACEMENT: Requests and Presentations

TITLE:

MARTIN COUNTY EMPLOYEE RECRUITMENT AND RETENTION UPDATE

EXECUTIVE SUMMARY:

Martin County Human Resources will present an update on the current state of employee recruitment and retention, highlight challenges, propose strategies to improve our efforts in these areas, and provide an overview of the workforce trends for 2024.

DEPARTMENT: Administration

PREPARED BY: **Name:** Heather Dayan
Title: Director of HR/Risk Management

REQUESTED BY:

PRESET:

PROCEDURES: None

BACKGROUND/RELATED STRATEGIC GOAL:

In recent years, Martin County has faced significant challenges in employee recruitment and retention, mirroring a nationwide trend affecting various industries and sectors. As the job market becomes increasingly competitive and the demands on our workforce evolve, it is crucial to address these challenges proactively. Factors such as shifting demographics, technological advancements, and changing employee expectations have all contributed to a dynamic and complex employment landscape. Recognizing these issues, Martin County Human Resources has been diligently analyzing data, consulting with industry experts, and developing strategic initiatives aimed at improving our recruitment and retention efforts. This presentation aims to provide a brief update on these activities, an overview into the current state of our workforce, and ask for your continued support.

ISSUES:

None

LEGAL SUFFICIENCY REVIEW:

This item has been reviewed for legal sufficiency to determine whether it is consistent with applicable

law, has identified and addressed legal risks, and has developed strategies for legal defensibility.

RECOMMENDED ACTION:

RECOMMENDATION

Hear the presentation.

ALTERNATIVE RECOMMENDATIONS

None

FISCAL IMPACT:

RECOMMENDATION

None

ALTERNATIVE RECOMMENDATIONS

None

DOCUMENT(S) REQUIRING ACTION:

- | | | |
|--|---------------------------------------|---|
| <input type="checkbox"/> Budget Transfer / Amendment | <input type="checkbox"/> Chair Letter | <input type="checkbox"/> Contract / Agreement |
| <input type="checkbox"/> Grant / Application | <input type="checkbox"/> Notice | <input type="checkbox"/> Ordinance |
| <input type="checkbox"/> Resolution | | |
| <input type="checkbox"/> Other: | | |

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