

February 20, 2018 - Work Session
Agenda Item #4

Subject

Workforce Planning

Briefings

None

Contact and/or Presenter Information

Rodney Barnes, Human Resources Director, x3813

Ashley Burton, Human Resources Manager, x3862

Action Requested

Work session. No action required.

Enabling/Regulating Authority

None.

Background Discussion

Workforce planning continues to be an area of critical importance for Manatee County Government. Every well-functioning organization strives to have a qualified, productive, and healthy workforce. Therefore, finding and keeping good employees and growing and nurturing them should stand as a perpetual priority. With the U.S. and local economy just now reaching pre-recession health, recruiting and retaining quality workers has become increasingly challenging for Manatee County Government. Research reveals that government employers across the nation worry about offering compensation packages that attract younger workers, having baby boomers retire in waves and attracting and keeping talent for hard-to-fill positions. These are the real issues facing Manatee County Government.

The discussion will build upon the workforce planning presentation conducted on May 12, 2015, and will focus on factors that are creating stress among the County's workforce, what planning activities are being considered and/or implemented, how we are responding to the "wisdom withdrawal" of our retiring baby boomers, changes we may be recommending in our compensation planning, and explore our workforce planning needs considering the emerging trends and issues. We will also examine Manatee County Government's workforce demographic trends, local labor market changes, and trends in the public service labor market.

County Attorney Review

Not Reviewed (No apparent legal issues)

Explanation of Other

Reviewing Attorney

N/A

Instructions to Board Records

None.

Cost and Funds Source Account Number and Name

N/A

Amount and Frequency of Recurring Costs

N/A