



HUMAN RESOURCES

PEOPLE FOCUSED

Human Resources provides strategic leadership and management of Human Resources functions to attract and retain a quality workforce. The three major program areas are Operations; Compensation & Benefits; Employee Relations and Performance Management.

Lillian Bennett has served as Director of Human Resources since 2004 and is a member of the National Society for Human Resource Management (SHRM). Bennett came to work for Leon County in 1994 and has held leadership positions as Assistant to the County Administrator, Director Office of Management and Budget, Director GEM Support Services and Assistant to the Public Works Director.

Bennett develops and implements annual program goals and objectives and provides program planning, oversight, policy guidance, training and senior level technical assistance to managers. Bennett also develops, implements and interprets Leon County personnel policies and procedures. She leads a Human Resources Team of dedicated professionals who attract, recruit, train and retain a quality workforce for Leon County.



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PERFORMANCE DRIVEN

ATTRACTING, TRAINING AND RETAINING A QUALITY WORKFORCE

- During the development of the annual budget, Leon County evaluated a number of strategies to reduce expenses while maintaining quality services. One specific effort involved implementing the Voluntary Separation Incentive Program to eligible employees which saved an estimated recurring cost of \$810,799 annually.
- Leon County ensures that newly hired employees meet stringent background evaluations prior to serving the citizens of the community. Human Resources implemented the Department of Homeland Security E-Verify Program for approval of newly hired employees.
- As a community partner to the Leon County Research and Development Authority, which governs Innovation Park, Human Resources provided recruitment, advertising, and support in its search for a new executive director.
- Recognizing the challenge that exists for disabled residents to secure jobs, Leon County partnered with the School Board, the Agency for Persons with Disabilities, Vocational Rehabilitation, and Opportunity Services to launch the first ever Leon County Project SEARCH pilot program which provided job training and employability skills for high school students with disabilities at twelve Leon County worksites.
- As part of a communitywide effort to promote healthy living, Leon County's Wellness Works! Team sponsored a successful 2011 Wellness Fair showcasing a variety of health and wellness vendors and exhibits.
- The Board of County Commissioners continued to support employment opportunities for the younger population of Leon County through the Summer Youth Training Program which provides job training and employability skills to youth ages 14-21 by working at various County departments and divisions.

Setting the Standard in Public Service

Gold Well Workplace Award: The Leon County Wellness Team was national recognized this year as recipients of the Gold Well Workplace Award from the Wellness Council of America. The *Gold Well Workplaces Award* is given to organizations that successfully build comprehensive worksite wellness initiatives, as well as demonstrate and document concrete outcomes.



Shooting Star Award: The Wellness Team also received the Shooting Star Award for the second year in a row from Working Well. This award is given out to companies



who have made significant progress in meeting the 7 Benchmarks; Capturing CEO support, creating a cohesive wellness team, collecting data to drive health efforts, crafting an operating plan, choosing appropriate interventions, creating a supportive environment, and consistently evaluating outcomes.