

# Employee Demographics in Prince George County



The mission of the HR department is to serve our customers, employees and staff with integrity and accountability in a professional and courteous manner.

# Our Employees (at a glance)

- Baby Boomers (Born 1943-1964)
- Generation X (Born 1965-1980)
- Millennials – aka Generation Y (Born 1981-1993)
- Generation Z (Born 1994-2012)



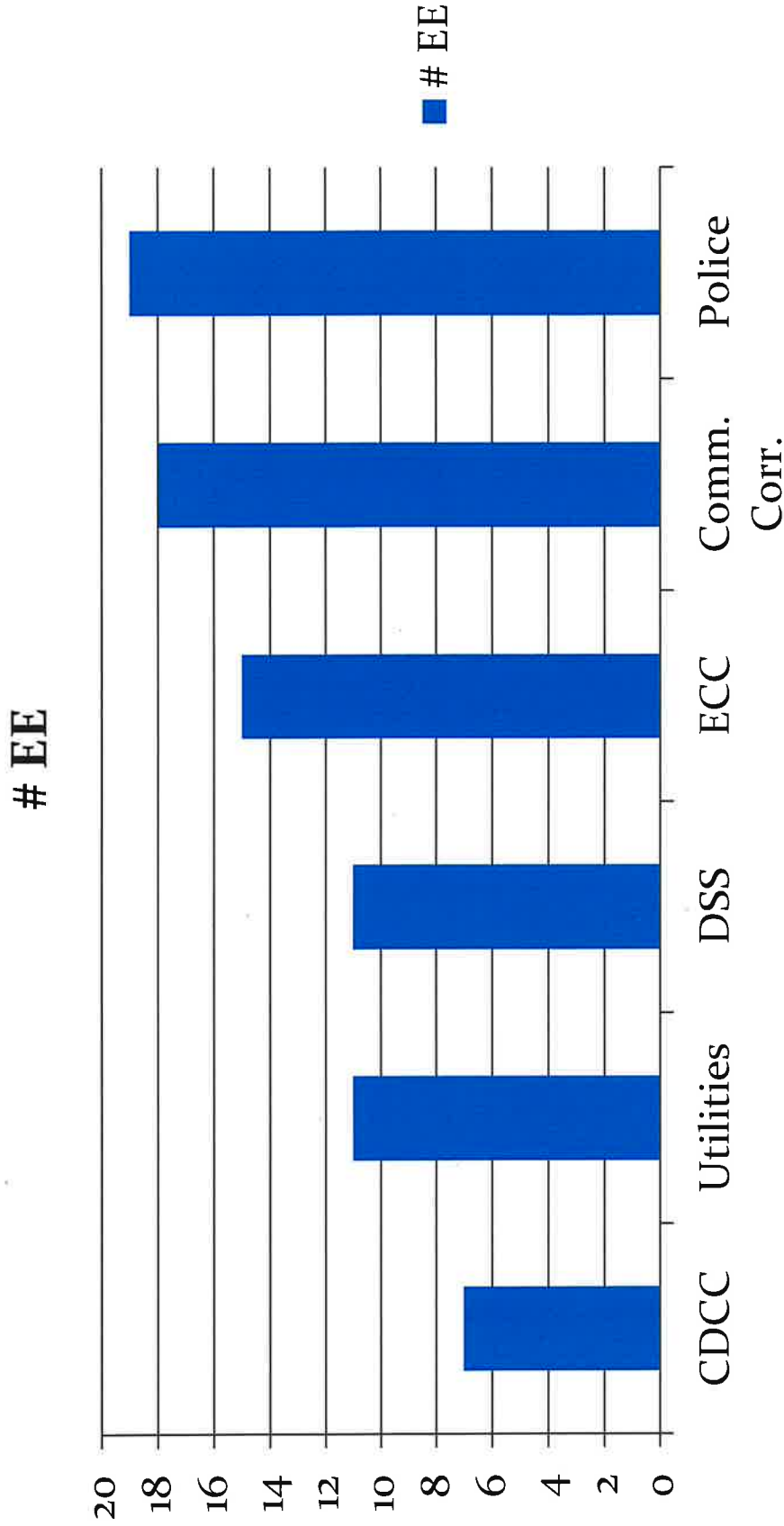


# Generational Chart

<b>Who/Born</b>	<b>Number of Employees</b>	<b>Average yrs. Of Service in PG</b>	<b>Avg. Retirement Date (unreduced VRS)</b>
<b>Baby Boomers 1943-1964</b>	59	14 years	2022
<b>Generation X 1965-1980</b>	108	11 years	2030
<b>Millennials 1981-1993</b>	73	4 years	2041
<b>Generation Z 1994-2012</b>	3	1 year	2047

\* Average Retirement Date is based on actual VRS information as of July 2018

# Top Departments with Employee Turnover in 5 Year Period (Aug. '13- Aug. '18)



These are the top turnover departments within the County Government. A total of 127 FT/PTR employees have left the County for one reason or another.



## The Next Steps...

- Departments are implementing Career Development for employees. (Animal Control, ECC, CDCC & DSS are slated for January 2019 start dates).
- Departments are looking into succession plans. Employees want to feel challenged by their work and want the opportunity to be part of the future growth of the County.
- Employees have a mandatory 24 hours of training annually which will help increase their skills and knowledge and give more ability for advancement & growth opportunities.



## The Next Steps...

- Strengthening the interviewing techniques to include behavior-based questions and scenario-type questions will help us choose the right person for a position.
- Addressing pay compression, working conditions and ensuring that employees have the tools to do their job effectively will help with employee retention.
- Internal employment opportunities – allows for employees to work their way up through the County.
- Multi-layered promotional processes internally which helps in selecting the best candidate to promote (PD recently had a great process for Lt.).



# County Commitment in Recruiting and Retaining Top Talent

The County is working to ensure that we are hiring the right people for the right positions. Once they are employed, our goal is to retain that top talent.

We are working to enhance our orientation process and to ensure that they are receiving a mentor and adequate training in their position. Our employees deserve our attention and our commitment in making them successful with Prince George County and that is what we intend to put more emphasis on moving forward.