



Gwinnett

2025 Business Plan Presentation

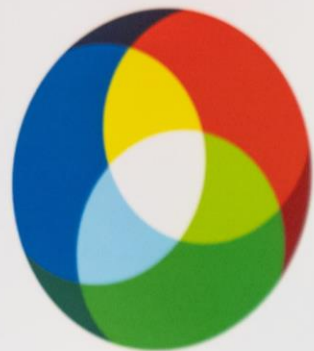
Adrienne McAllister
Human Resources Director



Service Delivery Functions

- Policy administration
- Compliance
- Employee relations
- Total Rewards administration
- Professional development
- Employee engagement
- Recruitment and retention





Gwinnett
Human Resources

See your future with Gwinnett

Consider us for your next career
Explore rewarding job opportunities

Public Safety

Accounting and Finance

Information Technology

Administrative/Clerical

Engineering

Project Management





Accomplishments

- Retention initiatives
- Workforce Compliance Training
- 2023 NAGDCA Leadership Award
- Atlanta's Healthiest Employer
- Platinum status for Aetna® Workplace Well-being Award



ARMY

ARMY

Gwinnett

2024
EMPLOYEE
& FAMILY 5K

800

Gwinnett

2024
EMPLOYEE
& FAMILY 5K

663

Trends

- Recruitment and retention
- Employee relations
- Retirement readiness

9%
voluntary
turnover in
Gwinnett

EEOC
complaints
and
charges
up 10%

29%
eligible to
retire
within
5 years

25% of
Adults
over 50 are
not ready
to retire

Trends (continued)

- Classification and compensation
- Service delivery
- Oracle implementation



Strategic Plan

A Department in Transformation

- Evaluating the Human Resources organizational structure
- Improve the delivery of Human Resources services
- Compensation planning





CHIEFS OF TRAINING

Gwinnett
GWINNETT FIRE & EMERGENCY SERVICES

ELENKER

Total Requested Budget

Total 2025 Request

\$114,199,375