

Staffing Options During Transitions



The transition period when a County employee retires or resigns is always challenging, but even more so when the exiting employee is leaving a mid-level or upper management position.

Challenges:

- “The Great Resignation”
- Retirement age decreasing
- Short notice separations
- Difficulty recruiting for individuals with management experience
- The extended learning curve of a large public sector entity

Options:

- Succession planning for internal promotional opportunities
- Training programs to assist current County employees with gaining necessary experience and knowledge
- Building a culture of early notice and encouraging exiting employees to be part of the transition plan
- Advance recruitment when notice is given more than 90 days prior to separation
- Adding a temporary position for the same job class to allow crossover training
- “Double-filling” current position to allow crossover training

The new Professional and Organization Development team in HR is working to build the internal pipelines to assist current employees in preparing for promotional opportunities and to support external candidates as they join the County.

Advanced planning is the key, which requires collaboration between County departments, Human Resources, and exiting employees.