



Consideration and Approval of establishing a Personnel Committee

The Mission of the Archuleta County Personnel Committee is:

- Provide support for the staffing and personnel needs of the County
- Encourage employees to use their diverse gifts and skills in service to the County
- Develop policies and practices that insure excellence of performance and compliance, consistent with the strategies of the Board of County Commissioners

The Personnel Board will achieve this mission through the following:

- The evaluation and updating of personnel policies to maintain compliance with those rules, laws and regulations governing all employee related areas
- Establish an effective and comprehensive employee performance evaluation system
- Consider options for greater employee engagement* and retention
- Review employee wage, salary range and pay scale adjustments
- Review County job descriptions
- Contribute to the creation and implementation of a County wide training program
- Other significant programs that contribute to the long-term value and sustainability of Archuleta County, while supporting overall strategies and ensuring alignment with the BoCC
- The Personnel Committee will serve in an advisory capacity only. Final decisions will be made by County Administration and BoCC

The Personnel Board will consist of 7 members from various County departments, who will contribute in a positive, constructive manner, to the Mission of the Personnel Committee.

**According to Forbes, employee engagement can be defined as:*

“Employee engagement is the emotional commitment the employee has to the organization and its goals. This emotional commitment means engaged employees actually care about their work and their company. They don’t work just for a paycheck, or just for the next promotion, but work on behalf of the organizations goals. When employees care – when they are engaged – they use discretionary effort.”