

Merrimack County



INITIATIVES & ADVANTAGES OF THE COUNTY

BUILD AND PROMOTE WORKPLACE CULTURE TO ATTRACT AND RETAIN

- ✓ **Salary**
* Competitive * Equitable
- ✓ **Culture**
* Transparent * Teamwork * Friendly * Positive * Supportive
- ✓ **Work Life Balance**
* Decrease Overtime * Creative Scheduling * Teamwork Atmosphere
- ✓ **Leadership**
* Supportive * Strong * Honest Leaders
- ✓ **Safety**
* Safety Practices * Policies * Committees
- ✓ **Facilities**
* Safe * Well Maintained * Clean Facilities



Ways We Are Supporting The Initiatives -

- All Star Talent Marketing and Recruiting Firm
 - 2024 Contract Renewal
 - Social Media Ads and Lead Generation

- Recruiter
 - Focusing on MCNH/MCDOC Vacancies
 - Revise processes to bring on better hires
 - Consistent & Timely
 - New Ideas & Practices
 - Promotion & Advertising

- Pay & Classification Study
 - Competitive, Fair & Equitable Wages for Retention and Recruitment

- Educating & Showing Appreciation
 - County Wide New Hire Orientation
 - Employee Recognition Events Twice a Year
 - Earn to Learn Programs
 - Creative Training Opportunities



2023 Trunk or Treat



Employee Recognition



LET'S LOOK AT SOME DATA!

