# **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

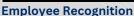
#### **Educating & Showing Appreciation**

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



2023 Trunk or Treat







## LET'S LOOK AT SOME DATA!



