

HUMAN RESOURCES DEPARTMENT

Martha S. Roy, Director

During the past year the Human Resources Department conducted many training programs for employees. An Administrative Professional Training day was held in the spring, and the continuing Supervisors' Academy Series took place at morning meetings throughout the year. The Healthy Lunch Lecture Series was continued in 2008, offering employees several opportunities to enjoy a health conscious lunch with a wellness topic lecture. In a joint effort with the Engineering and Maintenance Services Department, a series of computer training courses were held in the spring, with topics ranging from Introduction to Windows to Power Point.

Each year as our healthcare costs rise double digits we seek ways to minimize the impact to the taxpayers, employees and retirees. Employer sponsored Wellness programs have gained momentum as a way to positively impact this cost. Rockingham County developed a Wellness Program this year that included encouraging employees to take a health risk assessment, blood glucose check, body mass index review and a meeting with our Wellness nurse to review any health risks the employee might have as well as plan goals to improve their health when needed. It also included incentives for employees to participate in a walking program and reimbursement for attending a gym or other exercise/health education class. Furthermore, we completed a full review of our program to determine what would make it more effective moving forward.

The County continued with the Harvard Pilgrim network of health care providers using Health Plans Incorporated as our self-insured health insurance plan third party administrator. Delta Dental continued as our self-insured dental plan administrator and network in 2008.

The Human Resources Department updates and maintains the County's job descriptions and provides all entrance and exit interviews to County employees which introduces them to the current County benefits as well as Personnel Policies and Procedures. Training is provided to all employees with regard to applicable state and federal law as well. Support is provided for personnel issues and facilitation is supplied to the Employee Advisory Committee, Joint Loss Management Program (Safety) Committee, and County Management Team. All employee personnel files for each County department are maintained in the Human Resources Department.

We welcome any suggestions to better serve the County.