



HUMAN RESOURCES SCORECARD

2025

Message from Human Resources Leadership

Our employees are the foundation of El Paso County's ability to serve the community. This Human Resources Scorecard reflects our commitment to attracting, developing, and retaining a talented workforce while supporting the well-being, engagement, and success of every employee.

Throughout 2025, Human Resources remained focused on strengthening the organization through strategic recruitment, competitive compensation and benefits, leadership development, employee engagement, and workplace safety. The results highlighted in this report demonstrate the collective impact of our employees, leaders, and partners across the County.

As we look ahead, we remain committed to fostering a strong, resilient workforce that advances our mission, supports our departments, and delivers exceptional service to the residents of El Paso County.

Michael McKenna
Chief Human Resources Officer

Nicole Evans
Deputy Chief Human Resources Officer

Michelle Martin
Employee Benefits Division Manager

Rick Bransford
Risk Management Division Manager

Jennifer Kerr
Talent Acquisition Division Manager

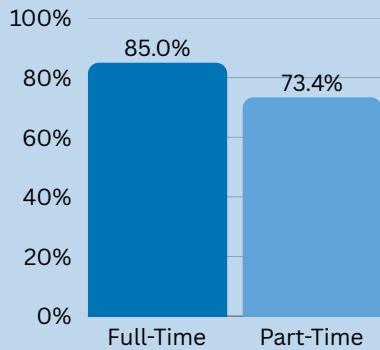
Christine Middleton
Organizational Development Division Manager

Heather Hatfield
Compensation Division Manager

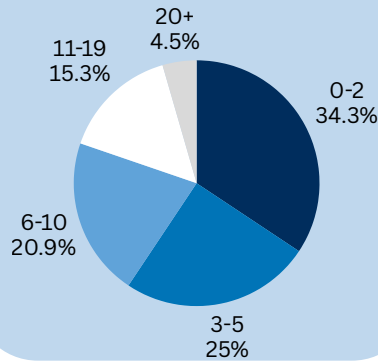
WORKFORCE



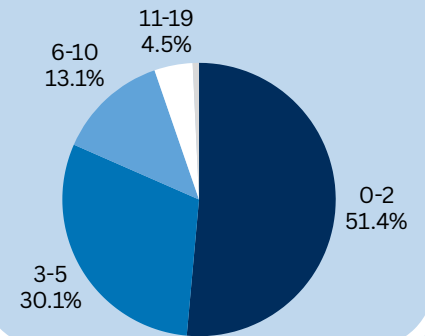
Employee Retention



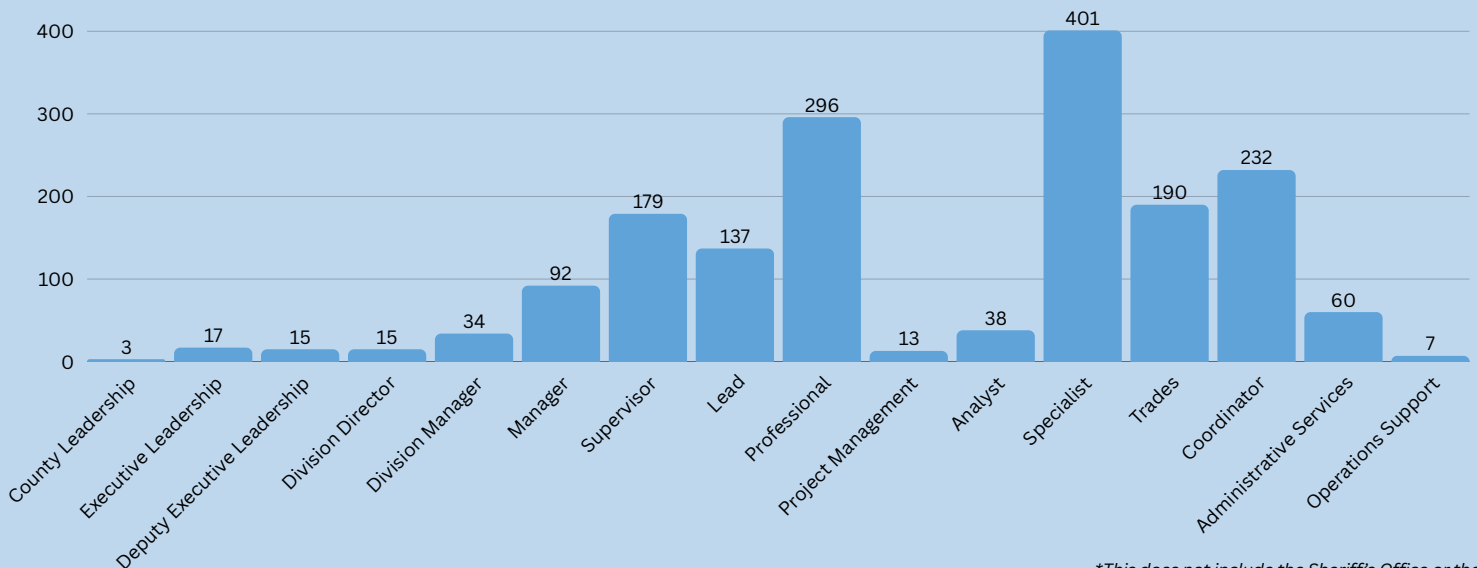
Active Employees by County Tenure*



Active Employees by Role Tenure*



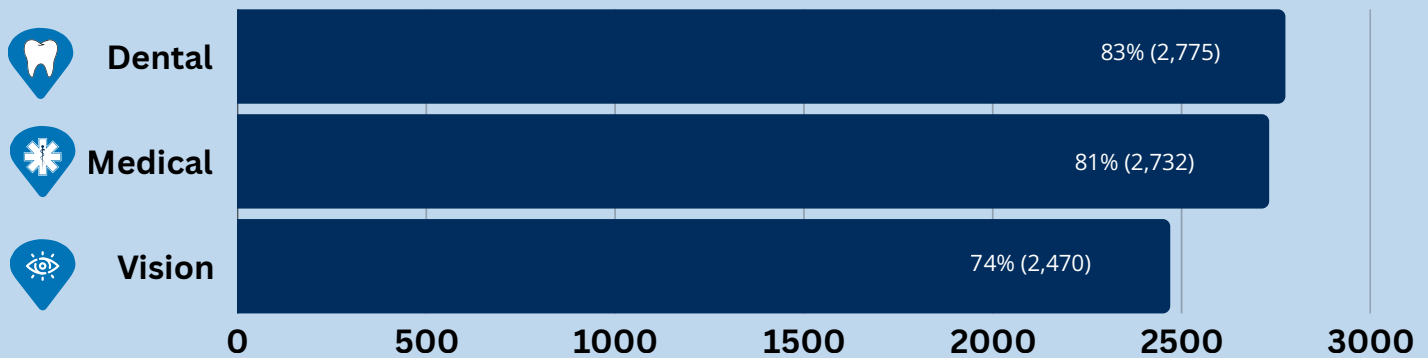
Active Employees by Career Series*



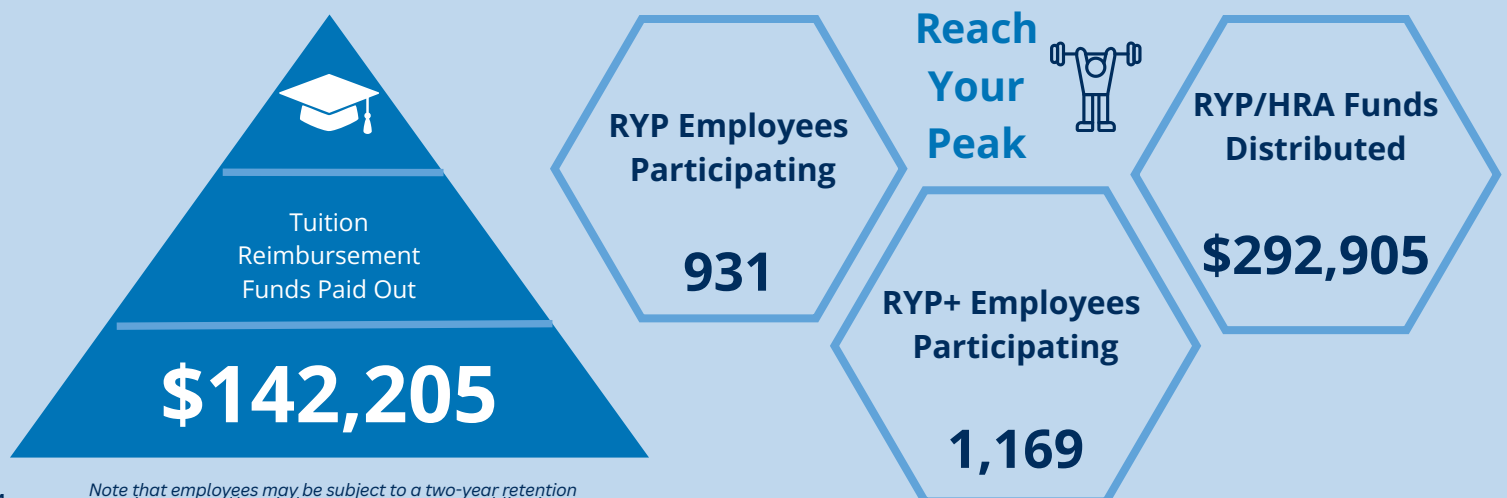
**This does not include the Sheriff's Office or the District Attorney's Office.*

EMPLOYEE BENEFITS

Employees Covered



Clinic On-Site & Telehealth Utilization - All Services



EMPLOYEE BENEFITS

Medical & Dental Plans

Plan	Tier	Employee Contribution	Employer Contribution	Employee Contribution %	Employer Contribution %
Medical Plan	Employee Only	\$106.84	\$938.31	10%	90%
Medical Plan	Employee + Spouse	\$316.44	\$1,692.63	16%	84%
Medical Plan	Employee + Child(ren)	\$301.20	\$1,611.26	16%	84%
Medical Plan	Employee + Family	\$444.76	\$2,379.00	16%	84%
Dental Plan - Low Option	Employee Only	\$16.36	\$7.33	69%	31%
Dental Plan - Low Option	Employee + Spouse	\$27.46	\$12.35	69%	31%
Dental Plan - Low Option	Employee + Child(ren)	\$42.46	\$19.11	69%	31%
Dental Plan - Low Option	Employee + Family	\$62.12	\$27.91	69%	31%
Dental Plan - High Option	Employee Only	\$42.42	\$7.35	85%	15%
Dental Plan - High Option	Employee + Spouse	\$71.28	\$12.35	85%	15%
Dental Plan - High Option	Employee + Child(ren)	\$110.32	\$19.09	85%	15%
Dental Plan - High Option	Employee + Family	\$161.24	\$27.91	85%	15%

These premiums represent the monthly contributions for the 2025 plan year.

COMPENSATION

Metrics

Average Compensation Adjustment*	4.58%
Annual Compensation Memos Sent*	2,177
Total Rewards Statements Sent*	1,737
Job Description (Creation/Updates)	1,133

**This does not include Sheriff's Office or District Attorney's Office*

New Compensation Training

Comprehending Compensation,
Understanding the FLSA,
Understanding Job Descriptions

Suggestion Ox

Number of submissions

199

Actionable submissions resulting in implemented solutions

85

HR Website Views

84,891

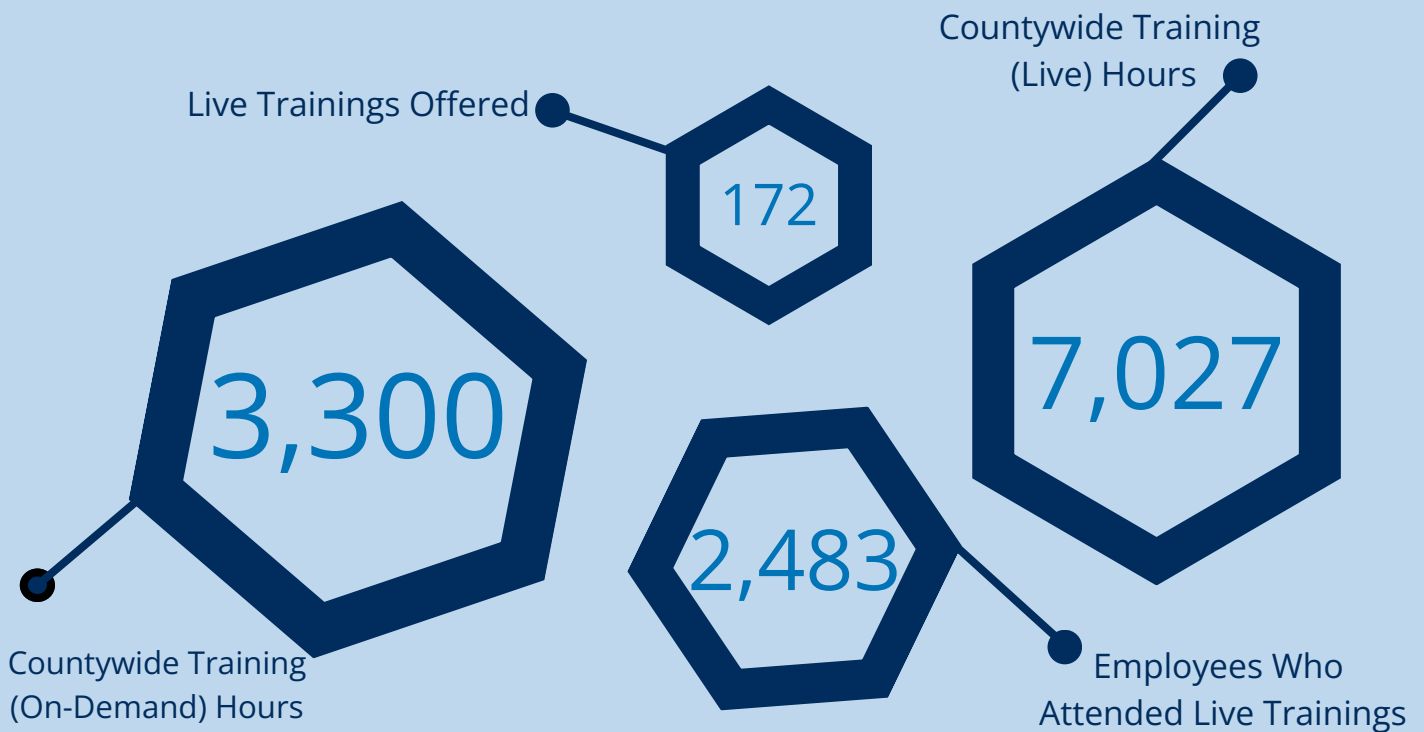
Website Visitors

45,324

Top Visited HR Pages

Benefits, Compensation,
Application Information

ORGANIZATIONAL DEVELOPMENT



Leadership Program
Attendees (3 Offerings)

55

Supervisor Bootcamp
Attendees (4 Offerings)

52

Top Attended Trainings

Positive Intelligence &
Your Potential,
Adaptability & Change
Management, Creating
a Culture of Feedback, &
Navigating Difficult
Conversations in the
Workplace

Mentorship
Pairs

22

Interns*

38

*This does not include Department of Human Services

TALENT ACQUISITION

Job Postings*

516

Applications Received*

20,787

Positions Filled*

728

New Hires*

391

**Quality of Hire
(% of Employees with an
Initial Evaluation Rating of
Successful or Above)**

90%

Does not include
Sheriff's,
District Attorney's,
or Coroner's
Offices

**Job Fairs & Networking
Events Attended**

29

*This does not include Sheriff's Office or District Attorney's Office

RISK



EMPLOYEE RELATIONS

Why Employees Like Working at El Paso County: Top 5 Reasons*



Team
Members



Public
Service



Flexible Work
Environment



Employee
Benefits



Job
Duties

98% of our employees are satisfied with their current role and responsibilities*

**Data from 365-day check-in*

Employee Engagement Metrics		
	2022	2024
Employee Engagement Score	72%	78% ↑
Response Rate	85%	84% ↓
El Paso County prioritizes employee engagement, recognizing its impact on service quality. Through a bi-annual Employee Engagement Index, the County assesses how valued, connected, and supported employees feel. Current data shows strong purpose alignment (90%) and role satisfaction (78%), with improvement opportunities in career growth. By enhancing employee support, the County strengthens its commitment to delivering exceptional services to the community.		



EL PASO COUNTY, COLORADO

OUR CORE VALUES

VISION

El Paso County will be a trusted regional leader known for excellence in county service delivery.

PURPOSE

We provide essential public services to the Pikes Peak Region in support of our residents, businesses, and communities, enhancing the freedom for all to thrive.



SERVICE FOCUSED

We make a difference in our community by serving the residents of El Paso County.



COLLABORATIVE

We foster a county government that works for all. We inspire employees to passionately give their best while leveraging community partnerships for the meaningful benefit of our residents.



ACCOUNTABLE

We are responsive to community needs. We are good stewards of County resources.



TRUSTWORTHY

We listen to our community and act with honesty and respect in our interactions with co-workers and those we serve. We adhere to laws, policies, procedures, and professional standards.



TRANSPARENT

We are open, honest, and respectful in our work and communication.

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EL PASO **COUNTY**
COLORADO

