

Health Department FY25 Budget Work Session



Health, Human Services and Public Safety Committee
Prince George's County Council
April 29, 2024



HEALTH
DEPARTMENT
Prince George's County

Agency Overview/Updates

Employee Engagement

- Annual Employee Engagement Survey (EES) to capture employees' perceptions of organizational policies, practices, and procedures, and subsequent patterns of interactions and behaviors that support organizational performance, modeled after the Federal Employee Viewpoint Survey (FEVS) and similar data analysis methods to review the results.
- Divisional Employee Engagement Plans based upon results, centered around:
 - Promotional Opportunities/ Career Development
 - Training and Development
 - Feedback and Mechanisms
 - Coaching/Mentoring
 - New or Revised Policy and Procedures/SOPs
 - Communication
- Listening Sessions
- Employee Recognition
- Employee Engagement Activities (Game Night, other social events)
- Engagement Committees

Dyer Crisis Stabilization Center

- Construction scheduled to be complete by spring/summer 2024.
- RI International is pursuing licensure with the State (regulations pending)
- 16 Chairs for Adult Crisis Stabilization – first center in the State to operate in the Crisis Now Model

Recruitment QI

- Internal Process Quality Improvement Sessions initiated in February 2024
- Agency-wide representation (team members directly involved in the process)
- Strategies to reduce the Time to Fill
- Testing Phase
- Ongoing Sessions/Continuous Process

Strategic Planning and Accreditation

- Developed new Vision, Mission, and Values
- Finalizing Timeline for Strategic Planning Process
- Working on establishing a Project Director for Accreditation

Staffing Compliment

Authorized Positions	FY 2023 Budget	FY 2024 Budget	FY 2025 Proposed	Change FY24-FY25
General Fund				
Full Time - Civilian	229	232	233	1
Full Time - Sworn	0	0	0	0
Subtotal - FT	229	232	233	1
Part Time	1	1	1	0
Limited Term	0	0	0	0
Grant Program Funds				
Full Time - Civilian	184	251	251	0
Full Time - Sworn	0	0	0	0
Subtotal - FT	184	251	251	0
Part Time	3	3	3	0
Limited Term	161	94	95	1
TOTAL				
Full Time - Civilian	413	483	484	1
Full Time - Sworn	0	0	0	0
Subtotal - FT	413	483	484	1
Part Time	4	4	4	0
Limited Term	161	94	95	1
Total	578	581	583	2

