

# Citizens Academy

March 5, 2026

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## Office of Human Resources



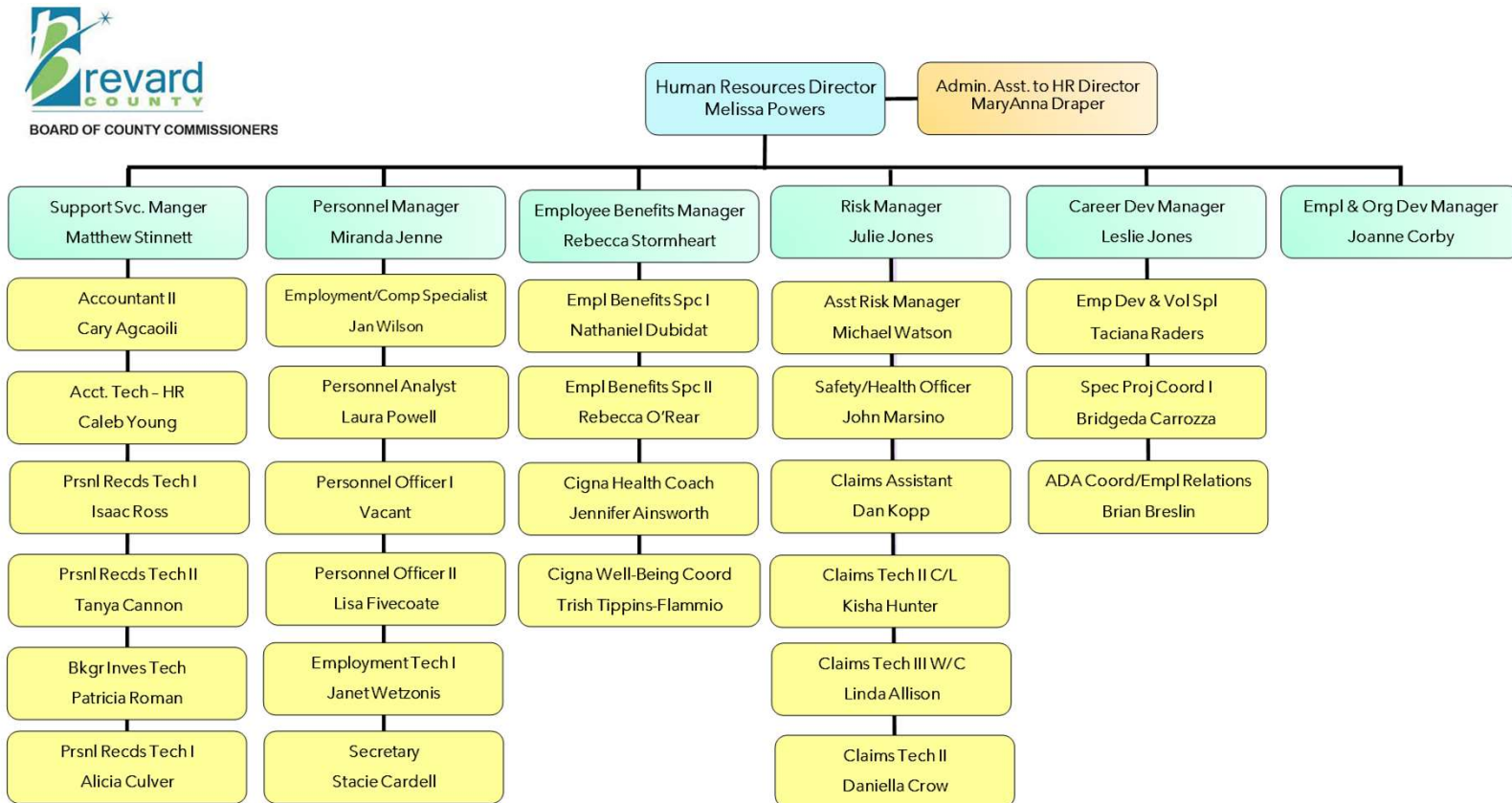
# Human Resources: Citizens Academy

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- Personnel
- Benefits Administration/Group Health Plan
- Risk Management
- Organizational and Career Development
- Support Services – Finance and Records
- Employee Relations

# Human Resources Team



March 2, 2026

# Human Resources: Citizens Academy

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## HIRING PROCESS

# Hiring Process

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## Application Process:

- SuccessFactors is a Recruitment and Onboarding System that integrates with our SAP HRIS System
- Recently completed a major upgrade and implementation of Employee Central

## Job Opportunities:

- Available by jobline 321-633-2032
- Available to view and apply online at:

<https://career8.successfactors.com/career?company=brevardcou>

Computers are available at Human Resources Office, Public Libraries, and Career Source Brevard

## Screening:

- Applications are screened by departments. Departments contact candidates for interview.

# Hiring Process

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## Background Checks – AO-05

- Establishes a consistent, county-wide procedure for conducting background investigation on 100% of employees
- At-risk population – Children, elderly, disabled and those who cannot defend themselves
  - High Level (Level I) Unsupervised access and/or contact with at-risk population
  - Moderate Level (Level II) - Supervised access and/or contact with individuals in at-risk population
  - Low Level (Level III) – all other employees or volunteers who do not fit into High or Moderate security levels

## E-Verify

- Internet-based system that assists in determining the eligibility of employees to work in the United States.

# Hiring Process - Compliance

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- Ensure that the County follows all Federal and State laws that pertain to employment and the hiring process.
  - Veterans Preference
  - In accordance with Florida Administrative Code 55A-7 and Florida Statute 295.07 (preference in appointment and retention)
  - Applies when applicants are substantially equally qualified
- Ensure that the County follows its own policies and procedures.
- Most qualified candidate.

# Employee data - 2025

*(excludes Fire Rescue and Seasonal)*

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## Calendar Year, 2025:

New Hires: 343

Separations: 238

Retirements: 60

# Human Resources: Citizens Academy

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## BENEFITS ADMINISTRATION

# Benefits Administration

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Life Insurance (Basic and Supplemental)

Short-Term and Long-Term Disability Insurance

Dental

Vision

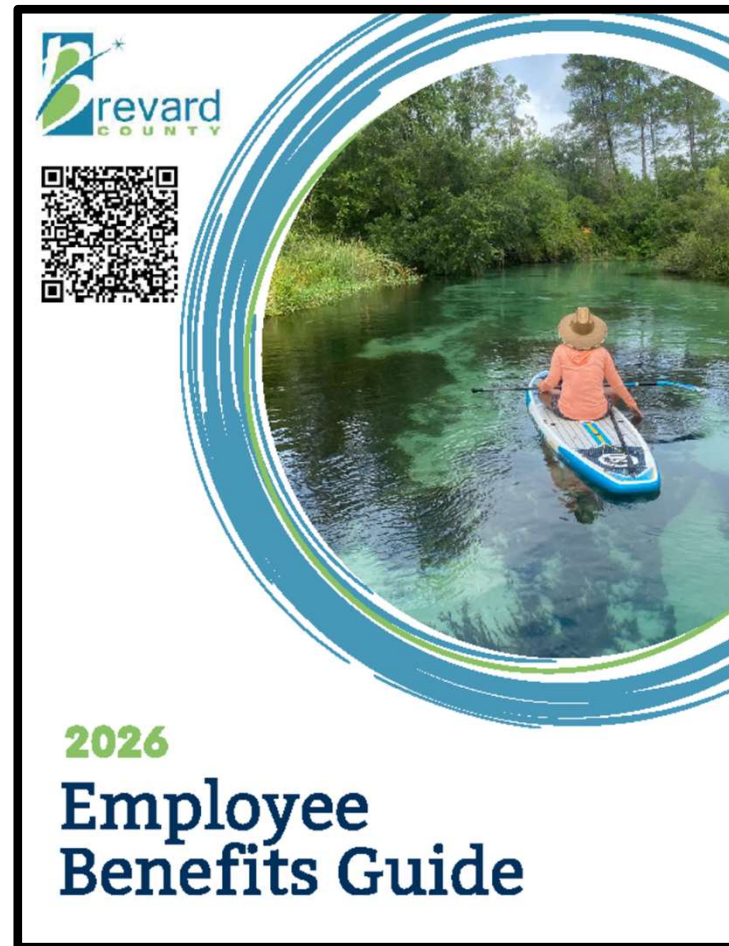
Additional Voluntary Insurance Products

Wellness

Employee Assistance Program (EAP)

Group Health

# Benefits Administration



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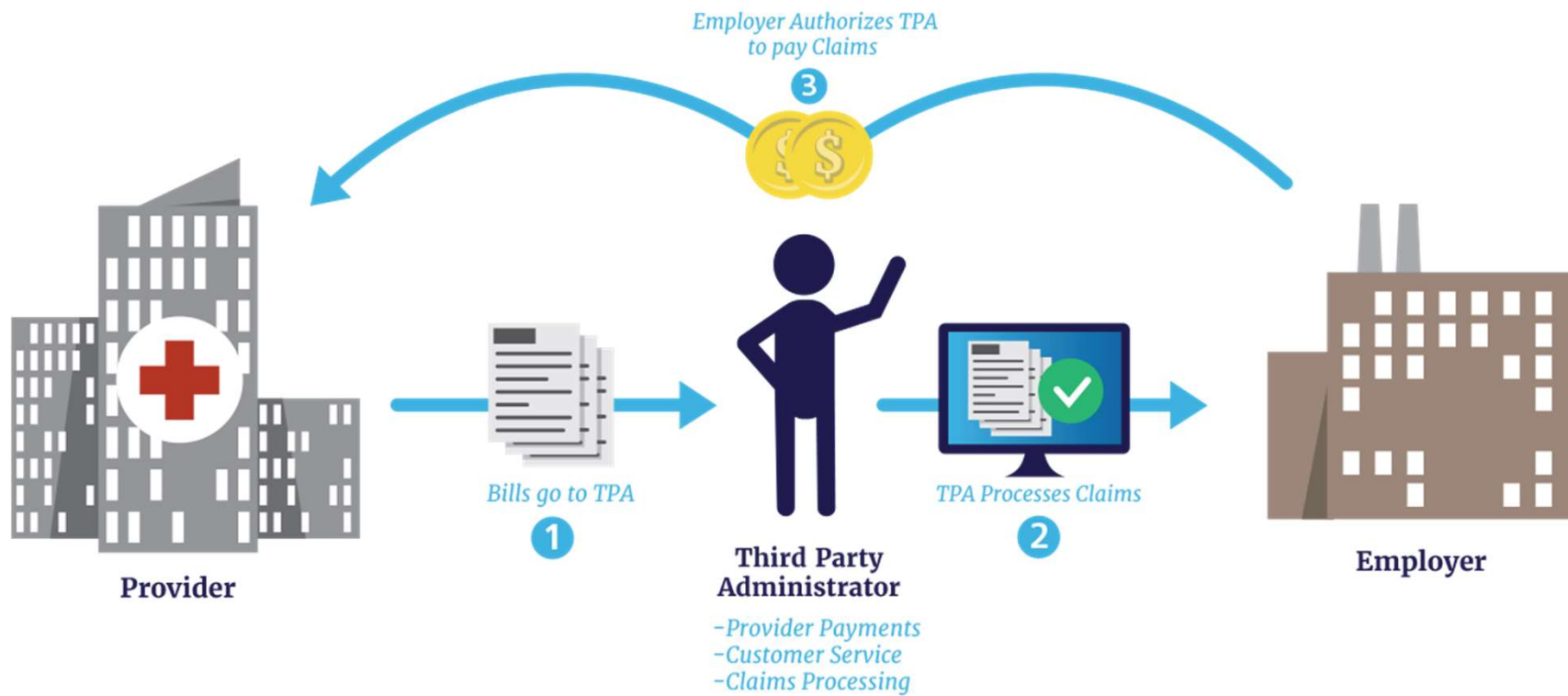
## GROUP HEALTH PLAN

# Group Health – Demographics



Entity	Employees	Dependents	Total Enrolled
BOCC	1825	1566	3391
Transportation Planning	8	5	13
Sheriff	1083	1124	2207
Clerk of Courts	225	137	362
Tax Collector	175	126	301
Property Appraiser	83	65	148
Court Administration	12	4	16
Supervisor of Elections	32	23	55
Melbourne-Tillman	16	21	37
TICO	9	5	14
Sebastian Inlet Tax	3	2	5
Indian River Lagoon	8	3	11
Retiree's Under 65+	196	159	355
Retiree's Over 65+	474	86	560
Surviving Dependent	58	4	62
Vested	4	4	8
COBRA	1	1	2
<b>TOTAL</b>	<b>4212</b>	<b>3335</b>	<b>7547</b>

# Self-Insured Health Plan



# Self-Insured Health Plan



Premiums  
Rebates  
Interest Income



Claims  
Administrative Fees  
Stop Loss Insurance



Annual Actuary Report/State Reporting

PLAN YEAR	EMPLOYER CONTRIBUTION PEPM	CHANGE FROM PRIOR YEAR
2017	\$978.60	-4%
2018	\$900.00	-8%
2019	\$900.00	0%
2020	\$900.00	0%
2021	\$900.00	0%
2022	\$918.00	2%
2023	\$991.44	8%
2024	\$1071.00	8%
2025	\$1156.68	8%
2026	\$1226.08	6%
2027	TBD	TBD

# Employer Group Health Plan Monthly Contribution Rate History

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# Employee Premiums

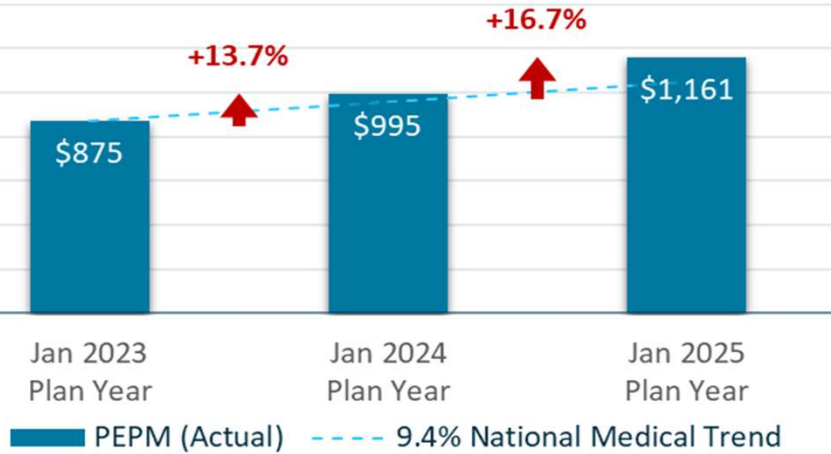
## 2026 Per Pay Period Premiums

Health Plans	Cigna & UMR EPO	Cigna & UMR PPO	Cigna PPO Preferred
Employee Only	\$20.41	\$26.83	\$49.57
Employee + Spouse	\$62.99	\$81.65	\$194.79
Employee + Child(ren)	\$49.57	\$65.32	\$154.55
Family	\$104.40	\$135.89	\$224.53
Opt-Out Credits	(\$15.00)	(\$15.00)	(\$15.00)

vs National Rx Trend



vs National Medical Trend



# Health Care and Pharmacy Trends

# Sustainability & Simplification

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- Premiums
- Increased surcharges for overage dependents and working spouses in 2025
- Urgent Care
- Continue to explore direct contracting and narrow network options
- Evaluating changes to pharmacy program
- Communication and education to help employees better understand the benefits program and be able to make educated choices

# Human Resources: Citizens Academy

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## RISK MANAGEMENT

# Risk Management Overview

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- What creates a need for Risk Management?
- The many varied & unique operations of County Government
  - assets
  - buildings
  - vehicles
  - equipment
  - miles of drainage systems
  - miles of roadways & sidewalks
  - personnel

# Risk Management Overview

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Strategy to protect the County and its assets includes:

- Risk avoidance/shifting
- Insurance
  - Public Entity Trust (Preferred Governmental Insurance Trust)
  - Commercial Carriers/Excess Policies
  - Self-Insurance
- Safety and Loss Control Program
- Drug Testing Program
- Workers' Compensation Program

# Risk Management Overview – TPA

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Claims Administration



Data Collection/Reporting



Support/Guidance

# Risk Management Overview

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ENTITY	AUTO LIABILITY	GENERAL LIABILITY	POL/EMP	CYBER	PROP	WC
BOCC	✓	✓	✓	✓	✓	✓
BCSO	X	X	X	X	✓	✓
CLERK	✓	✓	✓	✓	✓	✓
SOE	✓	✓	✓	✓	✓	✓
TC	✓	✓	✓	✓	✓	✓
PA	✓	✓	✓	✓	✓	✓

# Property/Casualty Insurance Program Premiums



LINE OF BUSINESS	FY 25-26 PREMIUM
GL	561,880
AL	189,134
POL/EPLI	234,698
WC	1,368,775
Crime	2,821
Cyber	65,987
Aviation Liability (Valkaria)	5,385
Liability (Space Coast)	1,624
Aircraft Hull & Liability	80,560
<b>TOTAL</b>	<b>2,510,864</b>

**Property Insurance Policy Period 6/1/25 – 5/30/26                      \$ 3,654,451**

***\*Assuming no change in sovereign immunity cap***

# Property/Casualty Insurance Program Revenue and Expenses

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*Insurance premiums are one piece of the puzzle....*

- Revenue from participating members – rate development
- Insurance payments/subrogation
- Reimbursements (FEMA)
  
- Claim Expense/Self-Insured Retention and Deductibles
- Administrative costs – TPA, Insurance Broker Services
- Insurance Premiums and Assessments

# Human Resources: Citizens Academy

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ORGANIZATIONAL DEVELOPMENT  
CAREER DEVELOPMENT

# Organizational/Career Development

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Recruiting & Retention

Employee Development

B.R.A.V.E. Volunteer Program



# Recruiting Initiatives – Community Relationships

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## Targeted Recruiting

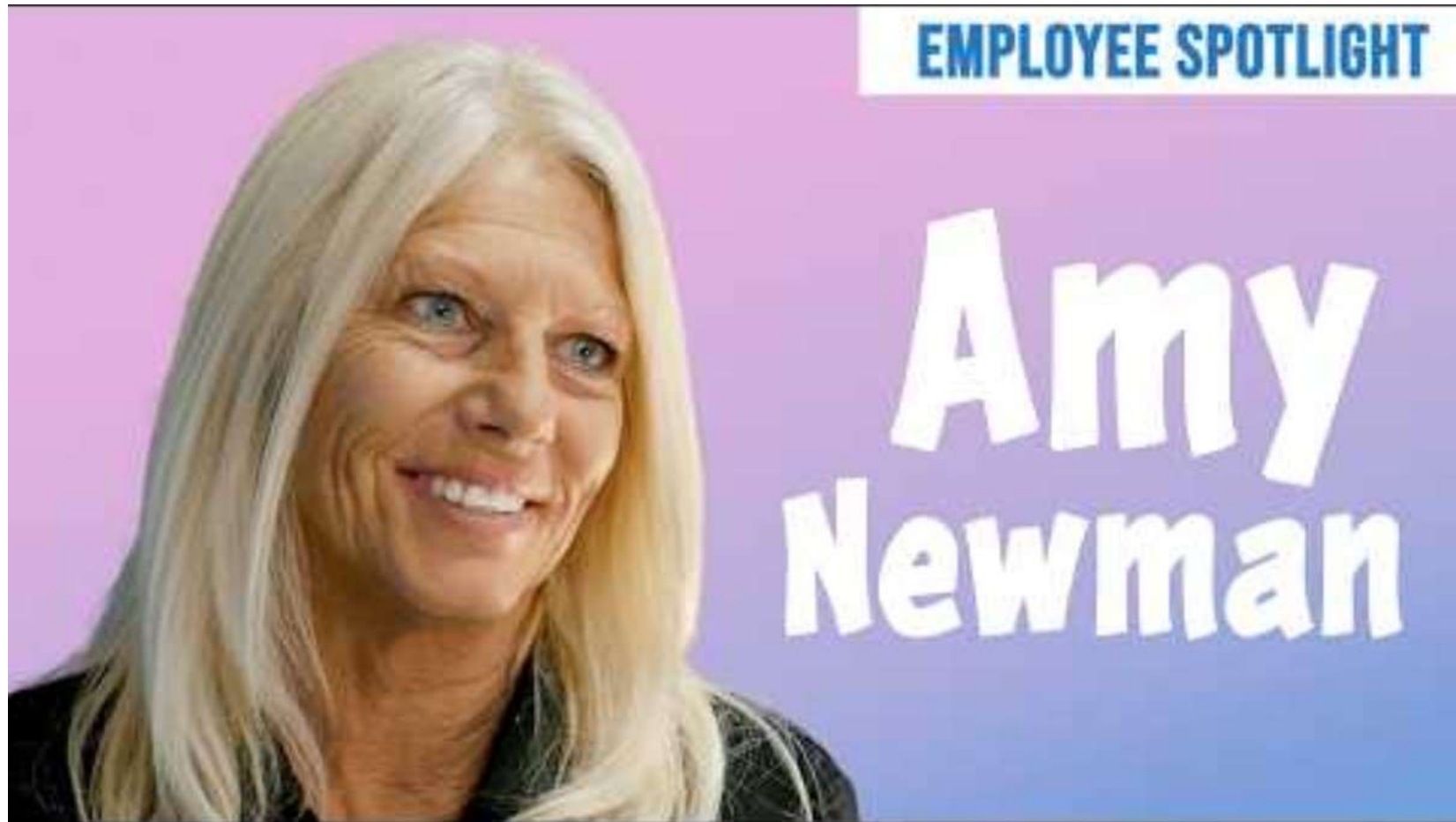
- Veterans Outreach Programs
  - Patrick SFB – Career Transition Office
  - DOD Skills Program
  - Military Veterans Job Fairs

## Community Job Fairs/Outreach

- Staff participated in approximately 24 events in 2025.
  - Job Fairs, Veterans Job Fairs, High School and College events

# Recruiting Initiatives – Employee Spotlight Videos

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# Recruiting Initiatives – School Relationships



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## Brevard Public Schools:

### Career Technical Education (CTE) Program Student Internships

- Student Placement: Public Works, Planning & Development, Solid Waste, Tourism, Libraries, Communications

### Brevard Public Schools Fire Academy

- Partnership w/ BCFR and EFSC
- Palm Bay H.S.

# B.R.A.V.E. Volunteer Program

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Brevardians

Responding

As

Volunteers

E

Volunteer and Intern opportunities

- Students
- AARP

# Employee Development Program (EDP)

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*New employees are required to attend to successfully complete their initial probationary period.*

- ✓ New Employee Orientation
- ✓ Anger Management
- ✓ Customer Contact-lasting impressions
- ✓ Preventing Workplace violence
- ✓ The role of Ethics in Public Government
- ✓ Workplace Harassment Awareness and Prevention
- ✓ BEST Shelter Worker Training
- ✓ Driver Safety - required every four years for all employees who drive a county vehicle

# Employee Development Program (EDP)

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Phase I – Personal Growth

Phase II – Professional Growth

Phase III – Leadership Growth

# Employee Development Electives

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The 7 Habits of Highly Effective People

Presentation Skills

Public Records

Emergency Management & Response  
Operations Training

Active Shooter Training

# Personal Professional Leadership Program (PPL)

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A dynamic next step for employees ready to elevate their leadership impact

Designed for those who have completed the Employee Development Program (EDP)

Offers another pathway to build strong leadership skills and increase your ability to visualize success, engage others, and develop high-performers

Completion of 6 focused courses

# The Executive Leadership Institute (ELI)

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Initially envisioned during 2006

Championed by: County Manager and Human Resources Director

Developed into a 15-month recurring program

Each ELI program has 28-32 participants

The Twenty-First ELI class begins in Spring, 2026

# Executive Leadership Institute (ELI)



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## **ELI Goals & Objectives:**

- Enhance leadership skills across Brevard County's public sector
- Identify and develop key leaders for succession planning
- Increase employee satisfaction and retention
- Build networking and support opportunities with local government agencies
- Assess and improve organizational culture

# Retention Initiatives - Career Ladders



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The career ladder provides employees the opportunity and clear path for advancement, without having to wait for a vacancy, when they reach established benchmarks:

Additional relevant experience/years of service

Greater skill sets

Additional training, certifications, and/or licenses

Excellent performance evaluation scores

We have completed career ladders on 50 classifications.

# Retention Initiatives – Succession Planning

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Critical to an organization's success

Creates an effective process for recognizing, developing and retaining talent

Necessary to ensure the selection of qualified leaders that are diverse and a good fit for the organization's mission and goals and have the necessary skills for the organization.

Provides a roadmap to ensure consistency across the organization, aid in the communication of the plan across all levels and strategically plan for each stage of the process.

# Retention Initiatives – Succession Planning



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## Brevard's Succession Planning Tool Kit:

### Succession Planning Matrix

- Identify which key and critical positions should be targeted each year based on urgency

### Individual Development Plans

- Encourages growth and development by identifying career goals and actions identified employees can take to meet those goals.

### Transitional Knowledge Plan

- Knowledge, experience, and competencies reflecting the actual needs of the position moving forward. Completed by incumbents in key and critical positions.

# Retention Initiatives

## Compensation: Cost of Living Increases



<b>FISCAL YEAR</b>	<b>COLA %</b>	<b>FISCAL YEAR</b>	<b>COLA</b>
<b>FY 10-11</b>	0	<b>FY18-19</b>	1.5%
<b>FY 11-12</b>	2.5%	<b>FY 19-20</b>	2%
<b>FY 12 -13</b>	0	<b>FY 20-21</b>	2.3%
<b>FY 13-14</b>	2%	<b>FY 21-22</b>	1.5%
<b>FY 14-15</b>	0	<b>FY 22-23</b>	5.38% (or \$1/hr)
<b>FY 15-16</b>	3.5%	<b>FY 23-24</b>	5% (or \$1/hr)
<b>FY 16-17</b>	1.5%	<b>FY 24-25</b>	4% (or \$1/hr)
<b>FY 17-18</b>	3.5%	<b>FY 25-26</b>	4% (or \$1/hr)



# The County's Core Values:

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- Honesty
- Openness
- Leadership
- Quality
- Accountability; and
- Innovation

# Questions?

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