

ORGANIZATIONAL ASSESSMENT & STAFFING STUDY

York County, Virginia
October 1, 2024





Overview

Interviews

Assessment & Research

Overarching Themes

Next Steps

BERKLEY TEAM



Drew Williams



Darren Coffey



Eric Campbell



Jack Tuttle



Gloria
Washington



Betty Burrell



Bob Hardy



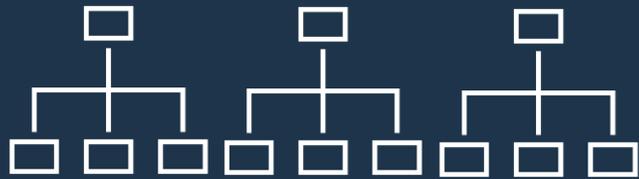
Doug Fawcett



Cindy Taylor

Interviews

52



Employees,
across 10
departments

+

4



Board of
Supervisor
Members

Assessment & Research



**REVIEW
EXISTING
CONDITIONS**



**STAFF
INTERVIEWS**



**REPORT
DRAFTING**



**PRESENT FINDINGS &
RECOMMENDATIONS**

ORGANIZATION ASSESSMENT REVIEW

Overarching Themes

1. Workforce- General Beliefs
2. Geography & Office Locations
3. Technology
4. Employee Evaluations
5. Communications (Internal + External)
6. Staffing Levels

Overarching Themes

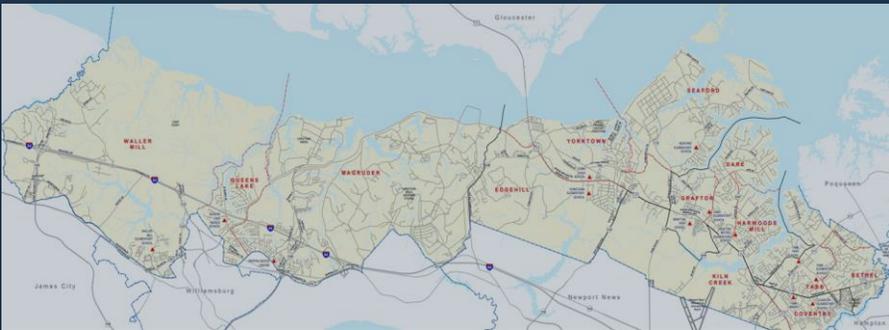
1. Workforce – General Beliefs



- Strong overall work ethic and culture; happy people
- Aging (productivity and institutional knowledge)
- Career ladders
- Vacancies and work-as-required positions

Overarching Themes

2. Geography & Office Locations



Decentralized locations
(staff everywhere)

3. Technology (and use thereof)

- Dated systems
- Not using updated or existing systems



Overarching Themes

4. Performance Reviews



Currently

- Not done uniformly, if at all
- Poor performance stands out, but not effectively addressed (overall)
- *2025 - County to roll out new program*

Needs to be

- Consistent
- Coordinated with HR
- Tied to non-COLA pay adjustments (*not initially, but eventually*)

Overarching Themes

5. Communications



- **Internal**
supervisor → staff;
supervisor to superiors
- **External**
Other departments and citizens
- **Board communications**

6. Staffing Level



- Appropriately staffed (overall) for current level of service
- Too much or not enough? → *Department specific*
- Restructuring opportunities

Next Steps

- Report Drafting
- County Admin Review for Errors & Omissions
- Presentation of Findings to BOS
- Submittal of Final Report

THANK YOU AGAIN FOR
THIS OPPORTUNITY TO
SERVE YORK COUNTY!

