

I am reporting on my interview with a county employee in my county, Jan Prichard. It was over the phone, and it lasted about thirty minutes. I asked her the following questions:

- What is your occupation?
- What is your occupation's role?
- What kind of work do you do in your occupation?
- How do you interact with and report to county commissioners?
- What other county employees do you work closely with?

When it came to her occupation, she explained that she is Human Resources Director for my county government, and has been for twelve years. She also said that she has done work in human resources for forty years. As for her role, she elaborated on the fact that she is a direct reporter to our county manager, Steve Wyatt, and that the Human Resources serves and supports Henderson County employees and citizens. She summed it up in their mission statement: "To recruit, support, and maintain qualified public servants for Henderson County."

She was also very specific with the kind of work she does. She explained to me that Human Resources is not centered just on employment, but involved in a great amount of other work as well. For example, she and the rest of the Human Resources department are responsible for all public information, and are business partners with the other departments in Henderson County government. Of course, she plays a big part in employment as well. She gets a lot of important work done, such as designing and managing benefit plans, managing risk management, the wellness program, and unemployment insurance. She also schedules appointments with managers and employees and helps them settle workplace problems.

After that, I asked my question about interacting with county commissioners. Her answer was that because she reports to our county manager, much of what the commissioners want done or taken care of is driven through her and the other department heads. Also, when she is personally needed, she provides any information they need or helps them perform any important evaluations.

My final question then came about other employees she works closely with. She said that she works with everyone, all 720 employees of Henderson County. Closely, she works with the other department heads and managers, specifically the EMS manager about employee relations or policies issues. She also included people like the budget manager, the internal auditor, and the IT director.

In the end, she provided me with all the answers I needed, and I now have a better glimpse into how Henderson County government works, particularly in Human Resources.