

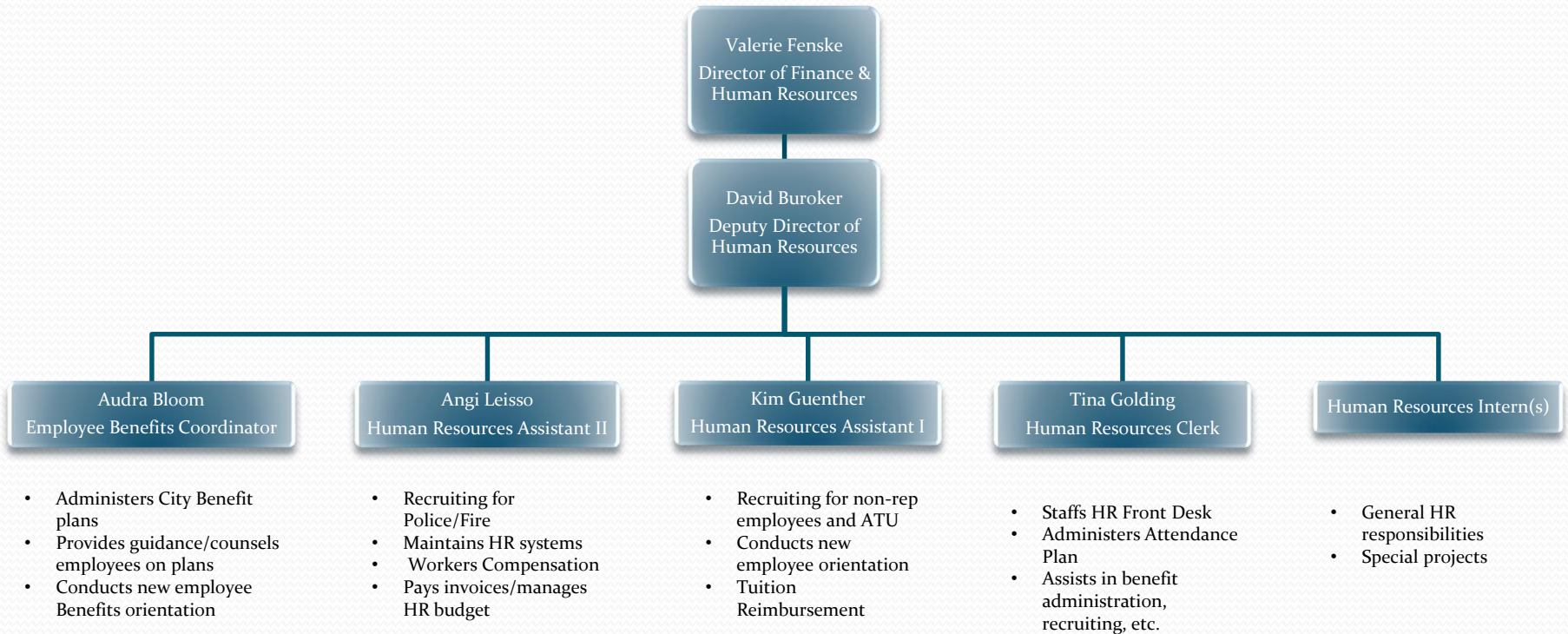
# Human Resources Overview/Planning 2019

Common Council Planning Meeting

December 11, 2019



# HR Organization



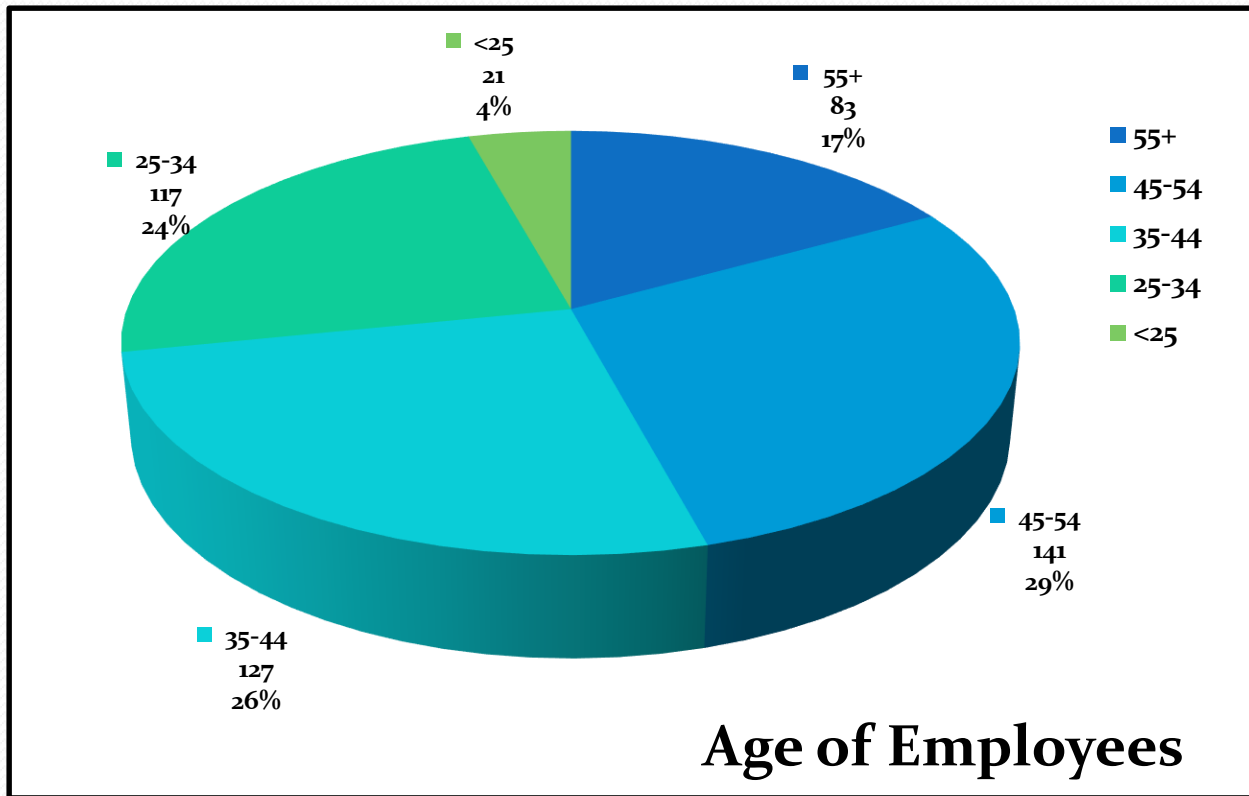
# Human Resources

## 2018 Accomplishments

- Staffing of HR Department
- Employee Benefit Trust Fund Committee
- Anthem (BC/BS) New Health Insurer for 2019
  - Allows employees to use both Gundersen and Mayo
- NextGen Upgrade
- Transit Manager Recruiting

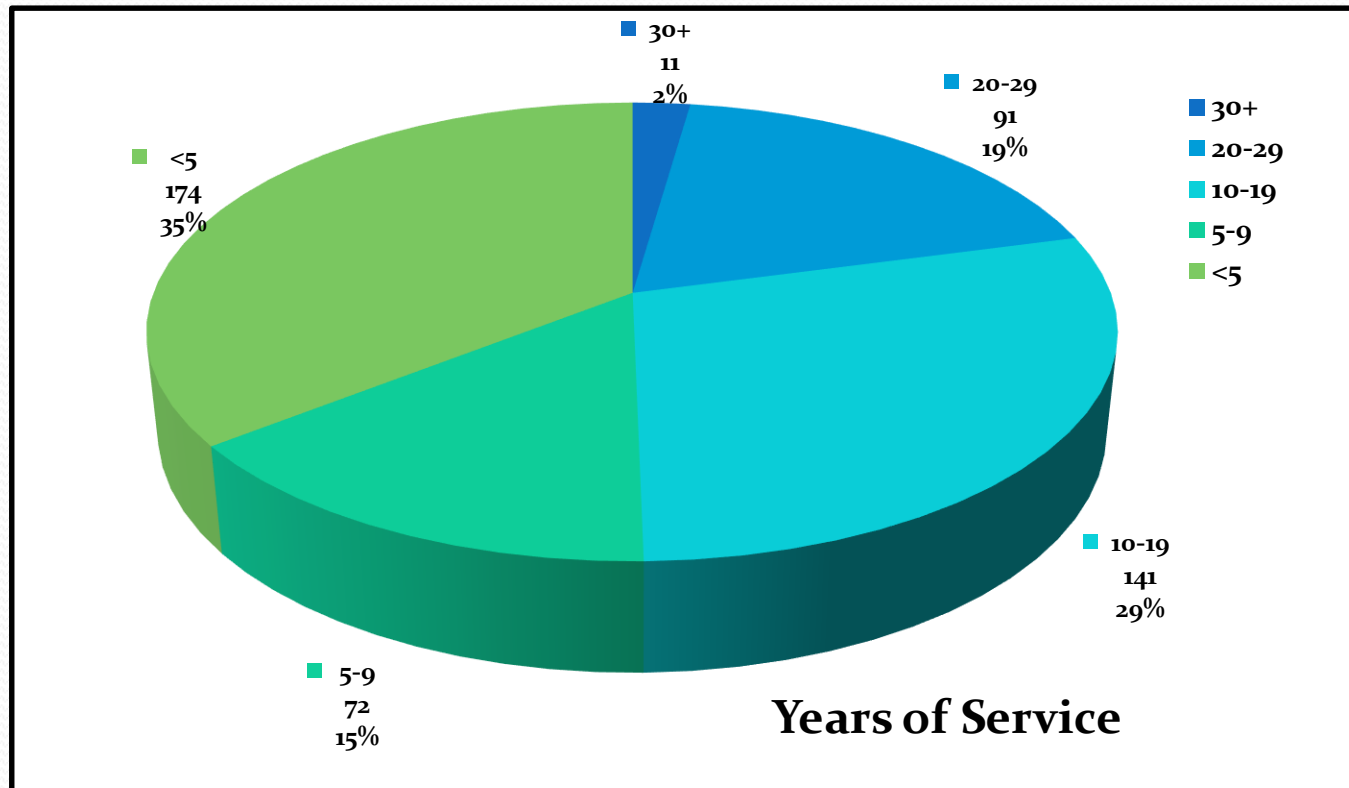
# Human Resources Overview

## Age Distribution (City Full-time Employees )



# Human Resources Overview

## Years of Service – City Full-time Employees



# Human Resources Department Challenges

## Current

- Technology
  - HR Systems Outdated
  - Many Tasks Done Manually
  - Difficult to Develop Metrics
- Recruitment/Retention
  - Declining Number of Applications
  - Competition With Private Sector
  - Recruiting a More Diverse Workforce

# Human Resources Department Challenges

## Future

- Attract and Retain Employees
  - Workforce Demographics
    - ✓ Age (Millennials)
    - ✓ Numbers of applicants
- Technology
  - Resources
  - Ever changing
- Legislation
  - Minimum Wage
  - Collective Bargaining Changes?

# Human Resources Planning

## one/six/twelve

### One Month

- Finish ATU Negotiations
- Annual Handbook/Policy Updates
- New Benefits Rollout
- Director of Parks and Rec Recruiting



# Human Resources Planning

## one/six/twelve

### Six Months

- Rollout NextGen Modules
  - On-Line Onboarding
  - Recruiting
- Diversity Training
- Performance Management Redesign
- Develop HR Metrics

# Human Resources Planning one/six/twelve

## Twelve Months

- NextGen Modules
  - Training and Development
  - Performance Evaluations
  - Open Enrollment
- Update New Hire Orientation/On Boarding
- Develop Training Curriculum for Managers

**“Nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.”**

**- Lawrence Bossidy, Former COO of General Electric**