



Department of **HUMAN RESOURCES**



OUR MISSION

- **Strategic Partnership:**
 - Recruitment & Selection
 - Performance Management
 - Training & Development
 - Compensation & Benefits
 - Labor Relations
 - Personnel Records



2011 - 2012 ACCOMPLISHMENTS

Three Union Contracts Settled

- **Two ASCME Locals**
 - Healthcare cost savings exceeded 80%/20% option under PA 152
- **New Paid-on-Call Union**
 - Avoided significant compensation cost increases
 - Improved coverage for on-call emergencies

Healthy Hills Wellness

- **Participation up 13% over 2011**
- **20% shift from high to low risk health factors**



innovative *by* nature

- Professional and Organizational Development Programs
 - Computer Skills Enhancement
 - Succession Planning
- Support Department Reorganizations
 - DPS & Building
- Align Healthcare & Wellness Strategies
 - Promote informed consumerism
 - Effectively manage Healthcare costs
 - Comply with State and Federal legislation
- Continued Focus on Safety
 - Control Worker's Compensation Insurance Costs
 - Maintain Safe Work Environment
- Strategic Planning for Contract Negotiations



THANK YOU!

