



Department of Human Resources



Who We A.R.E.



Pamela Gordon,

HR Director

Nancy Bowman,

HR Advisor

Helen Sultana-Kelly,

HR Benefits/Safety Advisor

Leslie Quarrington-Turnbull,

HR Generalist

Margaret Hock,

Admin Assistant



Vision for Rochester Hills Human Resources

TOGETHER WE...

Atracting

Retaining

Engaging

**... SUPPORTING INNOVATION IN OUR
WORKFORCE**



Attracting & Retaining

COMPENSATION STUDY RECOMMENDATIONS:

- **New salary structure**
- **New pay philosophy**

... to be better positioned in the labor market.



Attracting & Retaining

APPLICANT MANAGEMENT SYSTEM:

- Greater management role in hiring process
- Improved online access for applicants

... reducing time to fill vacancies



Engaging in 2018 & Beyond

- **Develop Value-added Pay Criteria**
- **Redesign Performance Review Process**
- **Enhance Supervisor Training**
- **Employee Engagement Survey**



Attracting, Retaining, & Engaging...

TOGETHER WE...

A

R

E

ROCHESTER HILLS!

