



Department of Human Resources



Our Team...



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Director

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Senior HR Analyst

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HR Generalist—Part Time



2016 Budget Highlights

- **Union Contracts**
 - All in place through December 31, 2018
- **HR Audit:**
 - Align core services with organizational needs
- **Compensation Study**
 - Begin 3rd Quarter 2016



2017 Budget Goals

City Council Goal #4

Effective Fiscal Management

- Implement market-competitive compensation programs

City Council Goal #8

Effective Governance

- Redefine and prioritize HR service levels
- Expand the use of technology



Workforce Challenges for 2017 & Beyond

- **Affordable Health Care**
 - 4.2% overall medical cost increase for 2017
- **Recruitment & Retention**
 - Attracting qualified employees
 - Employee satisfaction/engagement



Thank You

