



DEPARTMENT

**OF
HUMAN**

RESOURCES



OUR TEAM...



Pamela Gordon,
Director

Nancy Bowman,
Senior HR Analyst

Helen Sultana-Kelly,
HR Program Coordinator

Sharon Salvador,
HR Secretary

Leslie Quarrington-Turnbull, HR
Assistant



2015 BUDGET GOALS UPDATE

City Council Goal:

- Efficient Management of Taxpayer Resources...
- HR Audit
 - HR Processes/Workflow
 - Key Programs/Best Practices
- Local Municipal HR Roundtable



2015 BUDGET GOALS UPDATE

Fire Millage-Funded Activities:

- 2015 MAFF Contract Settled
 - POC to Part-Time Transition
- Additional Fire Fighter/Paramedics
 - Nine New Employees Sworn-In
- IAFF Contract Negotiations
 - Began July 22nd



WORKFORCE CHALLENGES 2016 & BEYOND

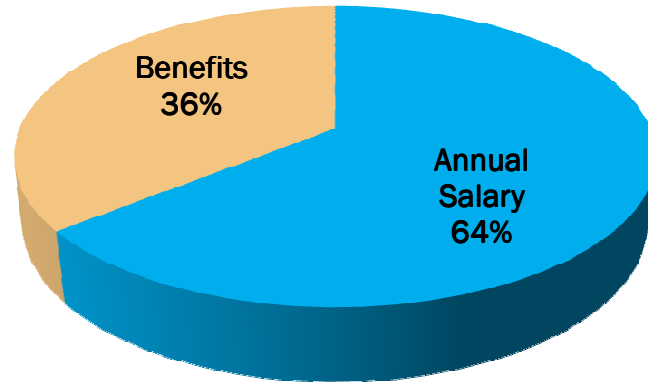
- Compensation & Benefits
 - Wages: Top Employee Survey Issue
 - Health Care
 - Legislative Mandates
- Talent Attraction & Retention
- Retirement Wave
 - 44% Eligible by End of 2016
 - Retirement Education
 - Succession Planning



2016-2018 BUDGET GOAL HIGHLIGHTS

- **2016 Compensation Study**
 - Pay & Benefits Distribution
 - Total Compensation Statement for Employees

City Wide Personnel Cost Break Down



QUESTIONS?

