

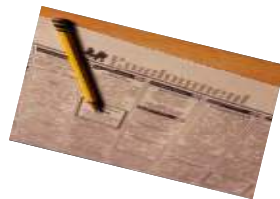


DEPARTMENT

OF

HUMAN

RESOURCES



OUR TEAM...



Pamela Gordon,

Director

Nancy Bowman,

Senior HR Analyst

Helen Sultana-Kelly,

HR Program Coordinator

Sharon Salvador,

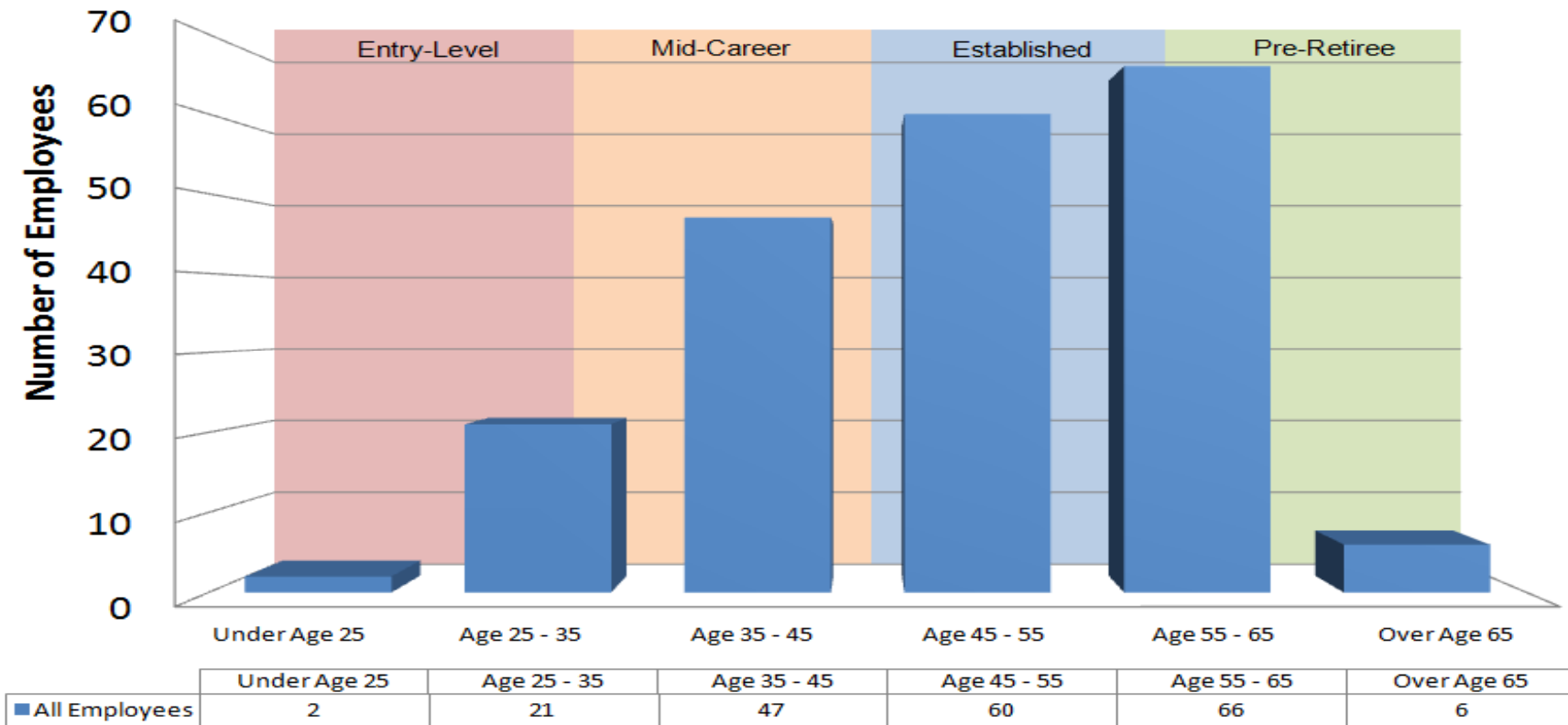
HR Secretary

Leslie Quarrington-Turnbull,

HR Assistant (Part Time)



CITY'S WORKFORCE DISTRIBUTION BY CAREER STAGE



From 2014 GBS Rochester Hills Workforce Evaluation



CAREER STAGE PRIORITIES

Entry to Mid-Career

- Income Gains
- Workplace Flexibility
- Recognition
- Career Growth

Established to Pre-Retiree

- Income Protection
- Benefit Needs
- Professional Respect
- Career Legacy

➤ **Pay is #1 Job Satisfaction Factor***

*Employee Job Satisfaction and Engagement Survey
Society for Human Resources Management - May, 2014



STRATEGIC CHALLENGES

Entry to Mid-Career

- Recruitment Methods
- Talent Retention
- Managing Generational Differences
- Education/Skill Gaps

Established to Pre-Retiree

- Retirement/Turnover Projections
- Succession Planning
- Rehire/Second Career Opportunities



2015-2017 BUDGET GOAL HIGHLIGHTS

Audit Key HR Functions:

- Staffing & Selection
- Pay & Benefit Administration
- Performance Management

Implement Online Resources:

- Employee Self-Service
- Manager Information Access
- Pay Administration & Job Descriptions



2013-2014 CONTRACT SETTLEMENTS

AFSCME & IAFF:

- Core premium-funded health plan
 - High Deductible/Health Savings Accounts
- Reduced healthcare cost trend
 - 3.9% increase in 2015
 - 9.0% projected
- Reduced retiree healthcare liability
 - \$1.5 million actuarial projection

Contracts Expire December 31, 2015





QUESTIONS?

