

City of Rochester Hills

Department of Human Resources

August 17, 2009

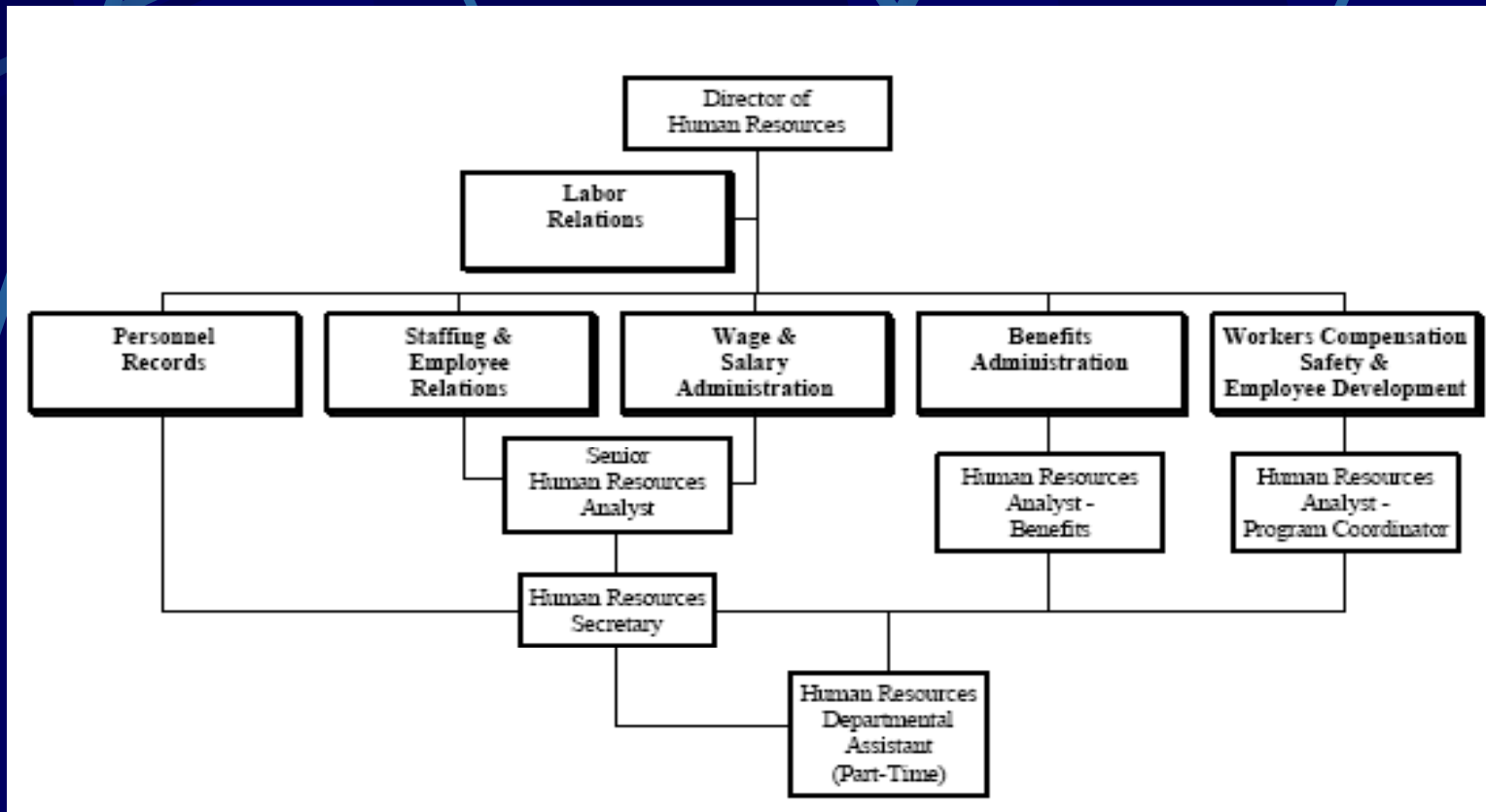
City Council 2010-2011 Budget Workshop

CITY COUNCIL GOAL: EFFECTIVE GOVERNANCE

Human Resources Mission

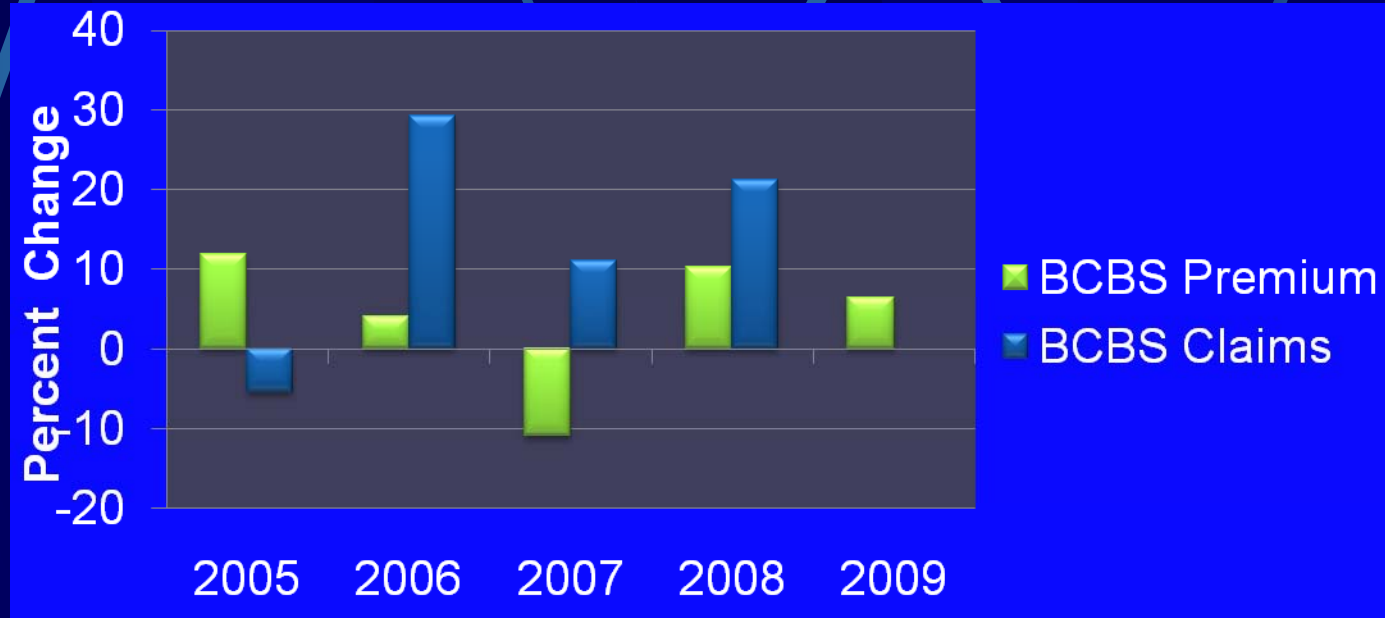
...to serve as a strategic partner in selecting, managing, and developing personnel to meet current needs and objectives, while building a workforce that can continually adapt and respond to the challenges of public service.

Human Resources Functions



Human Resources Significant Objectives

- Reduce and stabilize health care cost trends...



Human Resources Significant Objectives

...through plan design and pricing:

- Co-pays**
- Deductibles**
- Co-insurance**
- Premium cost sharing**

Human Resources Significant Objectives

...health risk reduction and wellness promotion:

- **“Healthy Hills” Program**
 - **In 2009, out of 202 eligible employees:**
 - **78% participated in Health Screenings**
 - **99% of those screened completed Health Risk Questionnaire**
- **Identified health risk factors impacting our employees**
 - **A healthier workforce is a more productive workforce**

Impact of Healthy Hills Program and Wellness Committee

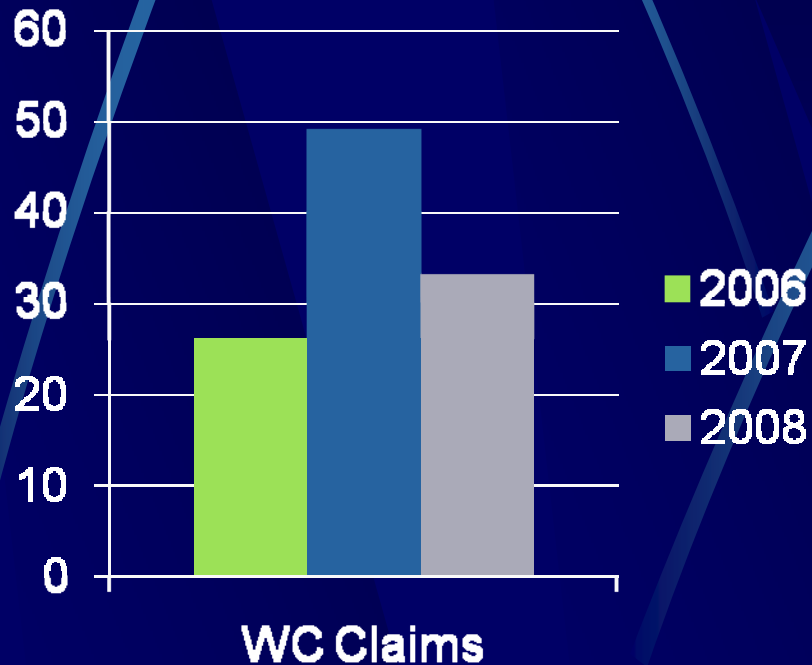
Of recent employee survey respondents:

- 24% Started a weight loss program
- 49% Now make healthier eating choices
- 40% Have become more physically active

Human Resources Significant Objectives

- Sustain improvements in Worker's Comp claim costs...

Workers Comp Claims Filed



Annual Cost of Claims



Human Resources Significant Objectives

...through continued support for Safety Committee initiatives

- Improved compliance programs
- Increased employee training
- Job Safety Analysis project
- Promote Safety Culture

Human Resources Significant Expenditure Notes

- **61% decrease in Printing & Publishing**
- **33% decrease in Professional Services—
Medical Services**
- **29% decrease in Operating Supplies**



Questions?