

Human Resources



Human Resources Mission

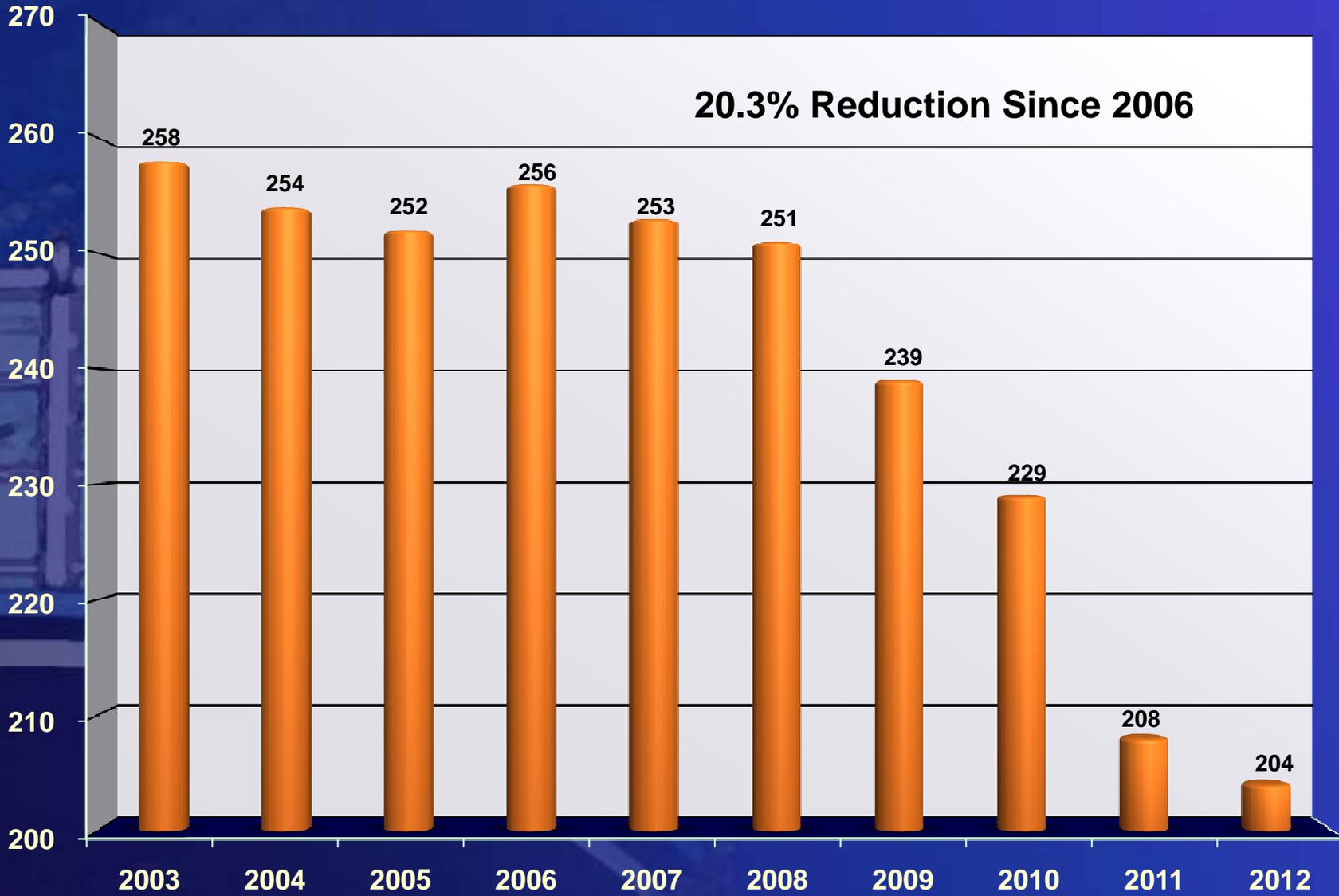
To Serve as a Strategic Partner...

Helping to build a workforce that can continuously adapt and respond to the challenges of public service.

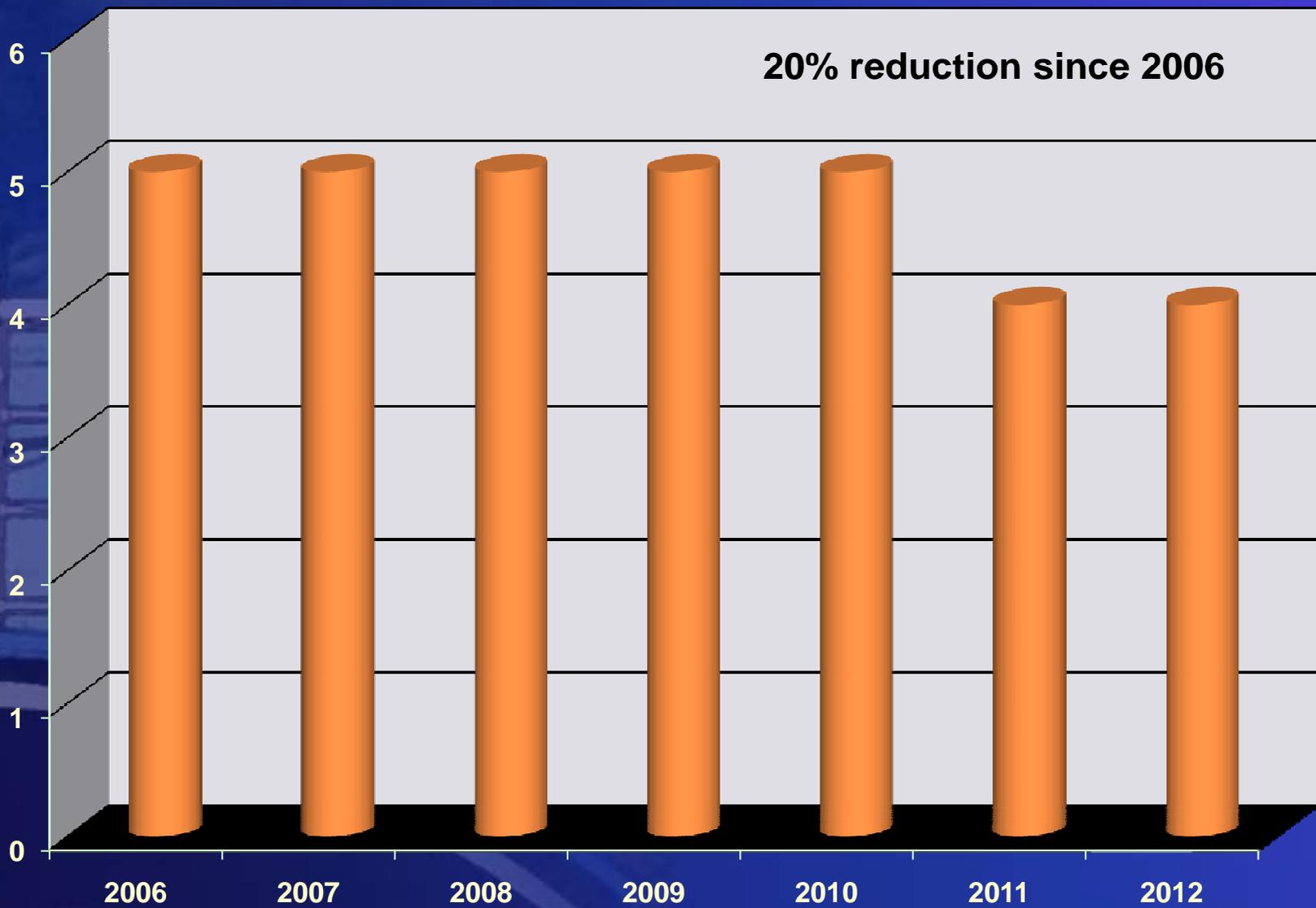


Personnel Changes

Budgeted Full-Time Employees per Fiscal Year



Human Resources Department Staff



Key HR Responsibilities

Staffing and Employee Development

- Job Specification
- Recruitment/Examination & Selection
- Performance Management
- Organizational Training

Labor Relations

- Negotiate Union contracts
- Oversee contract administration
- Grievances

Key HR Responsibilities

Employee Benefits

- On-line enrollment and administration
- Health Insurance
- Life/Disability Insurance
- Wellness Program
- Employee Assistance Program

Safety Program

- Worker's Compensation
- OSHA/MiOSHA
- Safety Training

Healthy Hills Key Results

Incentive-based program rewards healthy behaviors

- 49% of eligible employees participated (84/170)
- Improvements in cholesterol and blood sugar (lower risk of heart disease and diabetes)
- 4.7% decrease in high risk factors
- .3% increase in low risk factors

Testimonial:

“I think the Health Coaching was very individualized and in tune with each person and I appreciated having this available – full time employees really benefitted from having the assistance for research into their questions! I hope to have this again in 2012!”

Human Resources Goals

Maximize available resources...

- Negotiate union contracts/comply with State and Federal legislation
- Health care containment
 - Cost-effective health care plans
 - Healthy Hills participation
 - Promote TEAM Employee Assistance services
- Job Safety Analysis/training
- Management and legal compliance training
 - Facilitated by TEAM

Questions