

DRAFT

# Future Agenda Items

Organization and Personnel Committee  
October 12, 2009  
Item 10a

# Future Agenda Items

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- New pension plan design and implementation by 7/1/2010 as per new MOUs\*
- Contract language changes related to most recent contract negotiations
- New gain sharing plan to be developed by 7/1/2010 as per new MOUs\*
- Future Department Head evaluation process\*
- New performance evaluation system for all employees

# Future Agenda Items – cont'd

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- Workforce Planning, Talent Management and Succession Programs
- Mentoring, Internship and Cross-Training Programs
- Proposed changes in Metropolitan's pay philosophy\*
- Administrative Code review and update for HR Group – Section 6000\*
- New unrep proposal\*
- Status of Classification/Compensation Studies\*

# Future Agenda Items – cont'd

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- Metropolitan organization structure discussions
- New job evaluation / Class Comp program and process
- Pending Third Party HR Audit

\*Action Required