



Human Resources Highlights FY2013-14

Organization, Personnel and Technology Committee
Item 7d
December 9, 2014

Purpose

- *HR Highlights for 2013/14*

Where HR Stood in 2006/7 Period

- 60+ on staff
- Little strategic focus
- Weak credibility with management
- Broken commitments to Bargaining Units
- Failed HR Audits
- Numerous grievances and PERB complaints
- Slow recruitments
- Ineffective employee performance management
- Weak customer service
- No web job application process
- Outdated and underutilized PeopleSoft processes
- HR value not evident

2013-14 HR Highlights

- Staff reduced to 42
- Enhanced online application and tracking
- Recruitment processes being revitalized
- Regular meetings and proactive Executive partnering with HR
- Improved working relationships with Bargaining Units
- All commitments to Bargaining Units completed
- Grievances and PERB charges greatly reduced
- Increased focus on diversity outreach, Affirmative Action and Veterans Plans and workforce demographics
- Improved HR support and communications for employees and management
- Total Compensation value explained to employees

2013-14 HR Highlights (Cont.)

- Updated Five-Year Strategic HR Plan underway
- Management Forum 2014
- Voices 2014 Employee Survey
- MyPerformance goals, performance expectations for employees and management deployed
- Common date evaluations implemented
- Expanded employee development with online options
- Extensive management development , coaching and organizational support
- Collaborative risk assessments with Legal, Finance and HR
- PeopleSoft being upgraded and utilization improved
- Consistently strong Workers' Compensation and Medical Screening performance
- HR compliance remains a priority



Questions?