

Human Resources

Who are we?

Human Resources exists to care for our employees so they can care for our community. We make sure:

- People and teams are supported and cared for.
- The organization complies with federal, state, and local employment regulations.

Where are we now?

- Oversee the compensation plan for our employees, including position evaluations, market analysis and payroll processing.
- Manage our employee benefit offerings.
- Assist managers with staffing, performance management, employee relations.



Where are we now?

- Promote employee wellbeing and safety.
- Take care of staff through worker's compensation and leave of absence management.
- Manage labor relations with our five bargaining groups.



Where are we going?

We know the labor market is competitive, especially in some of our most important positions of police and fire. To attract and retain the best talent, we must continue to focus on enhancing the employee experience and investing in their total wellbeing.



Where are we going?

- Implementing and documenting best practices.
- Investing in the health and wellbeing of our staff.
- Provide employee centered service.

Best practices

We will evaluate our processes and document them to ensure we are:

- Meeting the needs of our organization.
- Setting the organization up for long term success.



Invest in wellbeing

We will continue to look for ways to be on the leading edge of employee wellbeing and ensure staff are cared for so they can best serve the community.



Employee centered service

The experience employees have with HR matters. We will continue to enhance and improve our level of service to the organization to meet the needs of our employees and the organization.

How will we get there?

Implementing and documenting best practices:

- Document our payroll and benefit administration procedures.
- Evaluate our basic functional HR service delivery processes and procedures.
- Leverage technology to improve efficiency of processes.

How will we get there?

Invest in health and wellbeing of staff:

- Increase access to mental health resources.
- Monitor our pay and benefits in comparison to the market.
- Continue to evaluate and recommend employee and community-friendly policies.

How will we get there?

Provide employee centered service:

- Ensure cross-training and backup support are in place.
- Revamp and enhance our employee onboarding and offboarding experience to create great experiences.
- Continued focus on HR staff development.

Current challenges

- Lack of documented processes and cross-training.
- Old technology systems.
- Rising labor and insurance costs.
- Continued labor market challenges.
- Evolving employee wellbeing needs.

