

Human Resources

Interim Director – Howard Schussler

- Overview of Services
- Milestones & Achievements
- Challenges & Strategic Opportunities

Overview of Service Areas

- Employee & Labor Relations – 6.0 FTE
- Administration – 4.0 FTE
- Employee Benefits & Wellness – 7.0 FTE

Employee & Labor Relations

- Recruitment & Selection - 160 employee recruitments each year
- Classification & Compensation
- Labor Relations – 7 bargaining units
- Compliance with federal & state wage/hour rules
- Support a harassment-free workplace

Employee Benefits & Wellness

- Benefits Administration - employee, dependent, and retiree County-paid health benefits
- Monitor protected leaves (FMLA, OFLA)
- Develop & manage wellness focused services to enhance employee health and reduce healthcare costs

Administration

- Department Administrative Functions
- Americans with Disabilities Act support
- Human Resources Information System & Files Management
- New Employee Orientation
- Proposed budget decrease of about \$300K

Milestones & Achievements

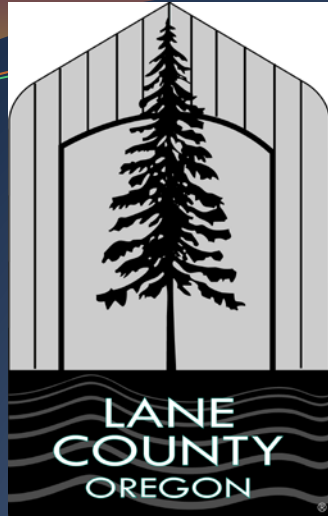
- Provided training to 700+ employees for 2,200 training hours
- Managed 7 labor agreements
- Implemented new recruitment system software
- Processed proof of enrollments for 480 Medicare retirees

Challenges & Strategic Opportunities

- Currently bargaining three contracts with two more next year
- Limited budget and growing service demand
- New director and new benefits manager
- Renewals of services contracts
- BenAdmin system to streamline benefit enrollments

Challenges & Strategic Opportunities

- Affordable Care Act
 - Play or pay mandate
 - Reporting requirements
 - Limiting the impact of the “Cadillac tax”
 - Wellness offerings



Human Resources

Questions?

Thank you