

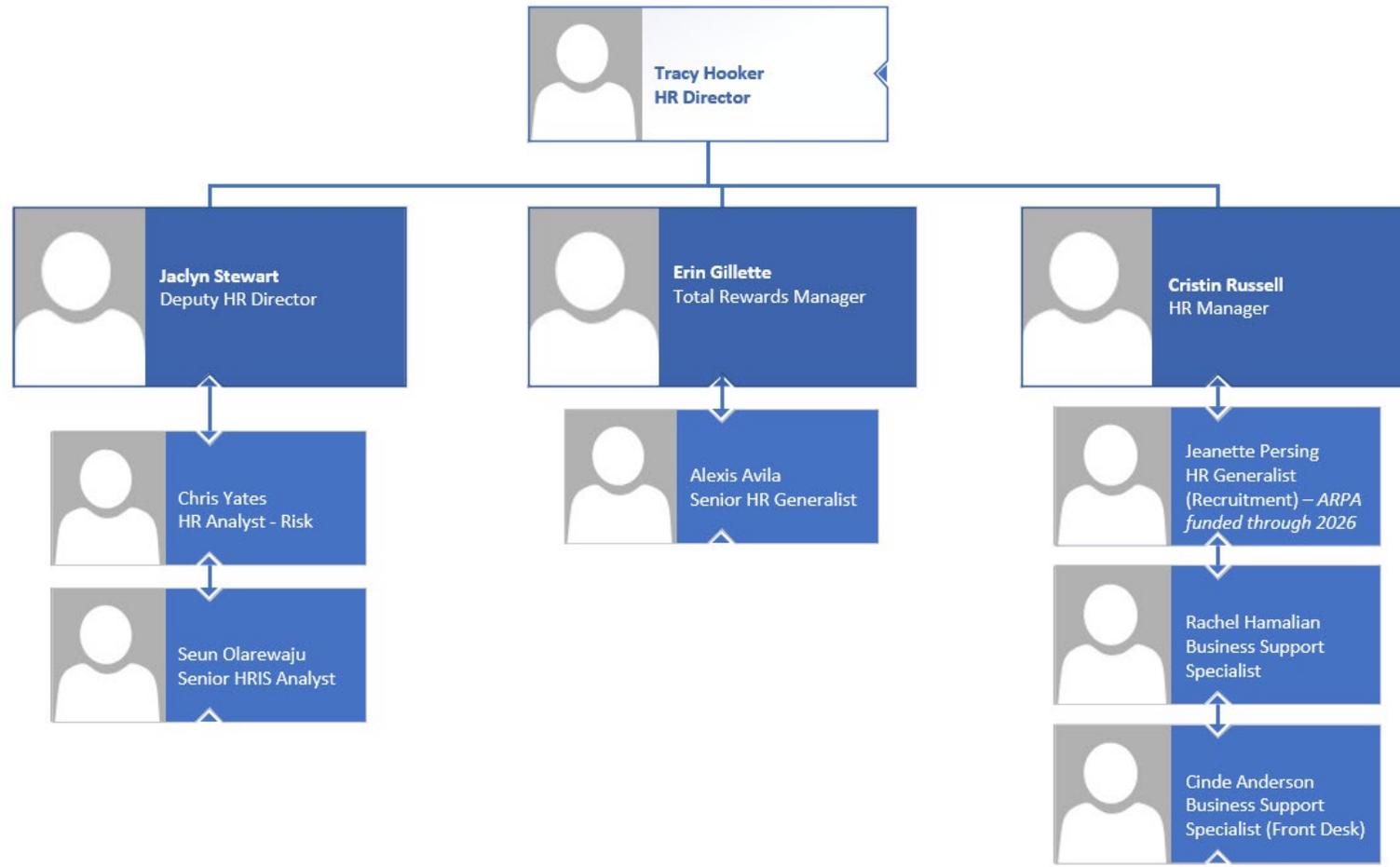
HUMAN RESOURCES OVERVIEW

Tracy Hooker, Human Resources Director

APRIL 9, 2024



HR TEAM





MISSION

- Caring for our people and our organization.

HR VALUES

- Courageous
- Intentional
- Make it Easy
- Credible
- Approachable
- People Focused



HR RESPONSIBILITIES

- Learning and Development
- Risk Management
- Workers' Compensation
- Employee Relations
- Human Capital Management System (HCM)
- Employee Policy Management
- Employee Recognition
- Compensation
- Benefits Administration
- Employee Wellness
- Recruitment
- Onboarding
- Offboarding
- Littleton Center Front Desk/Administrative functions
- Weekly Employee Newsletter

STRATEGIC OUTCOMES FRAMEWORK



Vibrant Community with a Rich Culture

Preserve our historic legacy and elevate our arts and culture scene for a vibrant, inclusive city.



Sustainable Community with Natural Beauty

Nurture a resilient and dynamic urban environment while preserving our natural resources.



Robust and Resilient Economy

Foster an enduring and thriving economy to bolster prosperity, innovation, and sustainable growth.



Safe Community

Prioritize high-quality public safety services, enhanced engagement, and strategic reinvestment in public infrastructure and transportation for a safe community.



High Quality Governance

Advance a governance model that is adaptive, fiscally-responsible, transparent, and responsive for an informed and empowered community.

2023 HR ACCOMPLISHMENTS

- Workday ERP project work
- RFP for DEI project and Phase 1 work
- Hired dedicated Compensation Manager
- Appointee Evaluation Handbook
- Council Compensation updates
- Introduced new platform for Open Enrollment education
- 109 hires completed
- 26 wellness events/activities
- 55 training sessions delivered



2024 HR INITIATIVES

- Workday ERP Implementation (HR go-live 3/13/24)
- Diversity, Equity, and Inclusion Assessment
- Compensation and benefits study
- Pay philosophy review
- Enhance performance evaluation process
- Boost employee training opportunities
- Implement new platform for HR surveys
- Engagement pulse survey
- Revamp onboarding activities
- Employee Personnel and Policy Manual update
- Develop sustainable and strategic recruitment process



QUESTIONS?