Human Resources

Vision
To be universally recognized for Human Resources excellence and as a premier employer.

Values
Integrity, Customer Service, Accountability, Honesty, Respect

Mission
To be a strategic partner by providing Human Resources programs that attract, develop, retain, and engage a skilled and diverse workforce.

Goal
To exceed the expectations of our stakeholders by committing to our shared values and by achieving the highest levels of customer satisfaction.
November, 2010 City Council awarded current vendor contracts (7 admin, 6 IT)

December 1, 2010 new contracts began

2010 – 2013 contract authority is $38 million

Primary use of temporaries:
- special projects
- peak load periods
- specialized workers
Mission: to provide quality, cost-effective temporary personnel on an efficient, effective, and timely basis.

HR responsibility since 1980:
- Cost Control
- Coordination
- Administration
- Acquisition

Utilized by all departments as a vital component of staffing strategy
- Peak load
- Pilot programs
- Grants
- Special projects

City uses 300-500 temporaries at any given time

13 Agencies

Diverse classifications: professional/technical, IT, administrative, service/maintenance
TEMPORARY SERVICES PROGRAM
($ IN MILLIONS)

FY2009 FY2010 FY2011 FY2012 FY2013

Other Funds General Fund Expenditures % General Fund
2010 - 2012 HEALTH DEPT.  
H1N1 PUBLIC HEALTH PREPAREDNESS PROJECT

100 – 200 positions to conduct H1N1 vaccination clinics.
- RNs
- LVNs
- Inventory clerks
- Senior clerks

$3.0 million
2011-2013 SOLID WASTE DEPT. SPECIAL PROJECTS

- 10 - 20 positions to remove special drought disaster debris citywide
  - utility workers (drivers)
- 12 vacant positions for CDL project
  - refuse labor laborers/utility workers

$.37 million
316 laborer positions worked during the “growing season” over 4 year period

$1.7 million
26 various IT positions

13 various admin positions

$2.4 million
WHY EXTEND FOR ADDITIONAL YEAR?

Affordable Care Act legislation for staffing companies

- ambiguity in guidelines and regulations for staffing companies
- financial impact and uncertainty prohibits staffing companies from calculating a fair bid and best price
- staffing agencies should be able to define rather than guess at their cost
- agencies are not able to obtain predictable health insurance coverage, eligibility and cost
- agencies, in certain situations, are unable to renew health insurance or obtain assurance of pricing until the ACA is well into the first year

ACA uncertainties may not give us a robust RFP response

Regulations and guidelines should stabilize within a year
WHY EXTEND FOR ADDITIONAL YEAR?

- Current vendors provide:
  - a 98% fill rate
  - quality temporary employees
  - temporary employees for hard-to-fill or specialized positions
  - benefits for their employees
  - a high number of temporary employees available in response to a citywide emergency

- All contracted vendors have agreed to extend under same pricing, terms and conditions.