		HR Committee Working Action Agenda					Revision Date: 11/24/2014
			Projected		Committee/Council		
<b>Budget / Action Category</b>	Project	Status	Resolution Date	Dates Critical	Process Point Accountability	Action Needed	NOTES
					*Pending *Active *Stalled *Complete	*Informational *Direction *RATIFICATION	Note: Items involving contract negotiations or arbitrations may need closed session discussion prior to Committee and Council action.
14010 General Administration:							
Compensation Plan:							
	Compensation Review Team	Closed	August 20, 2014 Council	August 11, 2014 HR Committee	Complete Discuss and educate	Ratification	
PE System Implementation							
	Performance Management System:	OPEN			Active	Informational	Ongoing training and enhancement of PE system
	2013 P4P results	Closed		5/12/2014	Complete	Informational	Data provided to Council on year 1 P4P adjustments
Health Care Reform	Health Insurance Planning and Administration:						
	Strategic Impact Study Update #1	Closed	6/19/2013	06/19/13 Council	Complete	Informational	Update to Council on HCR completed
	Strategic Impact Study Update #2	Closed	9/4/2013	09/04/13 Council	Complete	Informational	Update to Council on HCR completed
	Strategic Impact Study Update #3	Closed	2/19/2014	02/19/14 Council	Complete	Informational	Update to Council on HCR completed
	2015 Health Plan Options	Closed	10/31/2014	10/6/2014 HR Committee	Complete	Ratification	2015 Plan Design/Premium Contribution decisions
	Housing Authority employees on City benefit plans	Closed	10/31/2014	10/6/14 HR Committee	Complete	Ratification	MOU approved, signed and executed
Employee Clinic:	Discussion with Outagamie County and Appleton Area School District about an employee clinic	Open	12/31/2015	Ongoing	Active	Ratification	Ongoing discussion
Policy Updates:							
	ADA/Reasonable Accomodation	Closed	6/18/2014		Complete	Ratification	Council ratified
	Attendance	OPEN	12/31/2014		Active	Ratification	HR Staff Reviewing
	Bloodborne Pathogens	Closed	12/31/2014		Complete	Ratification	Council ratified
	Confined Space Entry	Closed	8/6/2014		Complete	Ratification	Council ratified
	Critical Incident Stress Debriefing	Closed	6/18/2014		Complete	Ratification	Council ratified
	Electronic Communications	OPEN	12/31/2014		Active	Ratification	HR Staff working with Communications Coordinator
	Employee Status	Closed	8/6/2014		Complete	Ratification	Council ratified
	Flag Lowering	OPEN	12/30/2014	11/24/14 HR Committee	Active	Ratification	
	Flammable and Combustible Liquids	OPEN	12/31/2014		Active	Ratification	HR Staff Reviewing
	Fringe Benefits	Closed	6/18/2014		Complete	Ratification	Council ratified
	Fringe Benefits for Part-time employees	Closed	8/6/2014		Complete	Ratification	Council ratified
	General Safety	Closed	6/18/2014		Complete	Ratification	Council ratified
	Hot Work Management	Closed	12/31/2014		Complete	Ratification	Council ratified
	Media Relations	OPEN	12/31/2014		Active	Ratification	HR Staff Reviewing
	Performance Management	Closed	12/31/2014		Complete	Ratification	Committee Approval
	Records Retention	OPEN	12/31/2014		Active	Ratification	HR Staff Reviewing

			Projected			Committee/Council	T	
Budget / Action Category	Project	Status	Resolution Date	Dates Critical	Process Point	Accountability	Action Needed	NOTES
- Languary Francis Cartegory	References/Backgrounds/Polygraphs	Closed	12/31/2014	24400 61141641	Complete	7.000 a	Ratification	Council ratified
 	Right to Know	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Salary Administration	Closed	12/31/2014		Complete		Ratification	Committee Approval
	Seasonal Employment	Closed	8/6/2014		Complete		Ratification	Council ratified
	Security: Access Cards/Keys/ID Badges	Closed	12/31/2014		Complete		Ratification	Council ratified
	Training and Development	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Travel	OPEN	12/31/2014		Active		Ratification	Waiting for new form (Finance)
	Travel	0.2.0	12/01/2014		Active		Natification	traiting for new form (Finance)
	Voluntary Benefits:							
	Deferred Compensation Benefit	OPEN	12/31/2014		Active		Informational	Advisory Team Created-first meeting was 11/10/2014
	Identity Theft Insurance	OPEN	12/31/2015		Active		Informational	Inquire into potential new benefit
	Accident, Disease, Critical Care Insurance	OPEN	12/31/2015		Active		Informational	Inquire into potential new benefit(s)
14020 Recruitment:	Recruitment Processes	OPEN	ONGOING		Active		Informational	Please refer to the Recruitment Status Report
	Vacation Exceptions	OPEN	ONGOING		Active		Informational	Building Inspector - Dave Meissner-Hired at 8 year level on schedule (3 weeks)
14030 Labor Relations:								
	Labor Relations:							
Valley Transit (Teamsters)	Valley Transit:							
Police (APPA)	Appleton Professional Police Association:							
Fire (IAFF)	Appleton Professional Fire Fighters-Local #257:							
14040 Staff Development								
and Training:	Training and Staff Development	OPEN	ONGOING		Active		Informational	Please refer to the 2015 Budget for objectives
	HealthSmart Initiatives	OPEN	ONGOING		Active		Informational	Will discuss 2015 objectives with Committee