		HR Committee Working Action Agenda					Revision Date: 1/08/2015	
Budget / Action Category	Project	Status	Projected Resolution Date	Dates Critical	Process Point	Committee/Council 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:	Reconvene Compensation Team-Review of plan	OPEN	6/30/2015		Active		Informational	Team met to review year 2 P4P.
PE System Implementation								
	Performance Management System:	OPEN			Active		Informational	Ongoing training and enhancement of PE system
Health Care Reform	Health Insurance Planning and Administration:							Work through technology issues
Employee Clinic	Discussion with Outagamie County and Appleton Area School District about an employee clinic	Open	12/31/2015	Ongoing	Active		Ratification	2 Clinic Presentations scheduled for late April
Plan Design	Discussion future benefit design and modifications	Open	12/31/2015	Ongoing	Active		Ratification	Introducing Biometric testing incentives. 2015-Employee only, 2016-EE and Spouse and 2017-Results. Proposal to Council later this year for approval
Deliant Indates							Informational	Urgent care and Smart Choice MRI
Policy Updates:	Attendance	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Electronic Communications	OPEN	12/31/2014		Active		Ratification	HR Staff working with Communications Coordinator
	Flammable and Combustible Liquids	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Media Relations	OPEN	12/31/2014		Active		Ratification	HR Staff working with Communications Coordinator
	Moving Policy	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Right to Know	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Training and Development	OPEN	12/31/2014		Active		Ratification	HR Staff Reviewing
	Travel	OPEN	12/31/2014		Active		Ratification	Waiting for new form (Finance)
	Fire Ride Alongs	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Identity Theft	OPEN	12/31/2015		Active		Ratification	Finance Staff Reviewing
	Accident Reporting and Investigation	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	FMLA	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Public Records	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Telecommuting	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Volunteers	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Voluntary Benefits:							
	Deferred Compensation Benefit	OPEN	12/31/2015		Active		Informational	Advisory Team #2-March 13, 2015
	Identity Theft Insurance	OPEN	12/31/2015		Active		Informational	Not pursuing at this time
	Accident, Disease, Critical Care Insurance	OPEN	12/31/2015		Active		Informational	Pursuing Accident Insurance for employees

			Projected			Committee/Council		
Budget / Action Category	Project	Status	-	Dates Critical	Process Point	Accountability	Action Needed	NOTES
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14020 Recruitment:	Recruitment Processes	OPEN	ONGOING		Active		Informational	Please refer to the Recruitment Status Report
								Facilities Manager - Mike Dietzen hired with 5 years
	Vacation Exceptions	OPEN	ONGOING		Active			service.
								Engineering Technician - Kurtis Geiger for 2015 given 10 days vacation
	-							Deputy Director PRFM - Thomas Flick hired with 8 years or
								service.
								Engineering Technician - Josh Felhofer for 2015 given 10
					l e			days vacation
14030 Labor Relations:								
	Labor Relations:							
Valley Transit (Teamsters)	Valley Transit:							
Police (APPA)	Appleton Professional Police Association:							
E: (14 EE)								
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
and manning.	Training and Start Development	OI LIV	Citadina		Active		momational	rease refer to the 2013 Budget for objectives
	HealthSmart Initiatives	OPEN	ONGOING		Active		Informational	Will discuss 2015 objectives with Committee
	HealthSmart mittatives	OFEN	ONGOING		Active		IIIIOIIIIatioilai	will discuss 2013 objectives with committee