

HR Committee Working Action Agenda

Revision Date: 06/07/13

Budget / Action Category	Project	Status	Projected Resolution Date	Dates Critical	Process Point	Committee/Council Accountability	Action Needed	NOTES
					*Pending *Stalled *Active *Complete		*Informational *Direction *RATIFICATION	<i>Note: Items involving contract negotiations or arbitrations may need closed session discussion prior to Committee and Council action.</i>
14030 Labor Relations:								
Valley Transit (Teamsters)								
	Mediation	Closed	6/5/2013	5/20/13 HR & 6/5/13 Council	Complete	Discuss and vote on Contract settlement as presented.	Ratification	Settlement reached. Union Ratification 5-19-13. Closed session at HR 5-20-13. Waiting for Council Ratification
	Prohibited Practice	Closed	6/5/2013	6/5/2013	Complete	Discuss	Ratification	W/D by union with contract ratification
	Grievance #2012-005 (7.5 hour rest period)	Closed	5/10/2013	3/19/2013	Complete	Discuss	Informational	W/D by union
	Grievance #2012-006 (Class Action-Sideletter elimination)	Closed	6/5/2013	6/5/2013	Complete	Discuss	Ratification	Resolved with contract ratification
	Grievance #2013-001 (Split position)	Closed	5/9/2013	4/29/2013	Complete	Discuss	Informational	W/D by union
Police (APPA)								
	Grievance #13-002 (New hire WRS)	OPEN	Pending arb. Date	4/16/2013	Active	Discuss	Informational	Union initiating arbitration
Utilities (AFSCME)								
	Unit Clarification/Petition for Election	OPEN	7/1/2013	5/21/2013	Active	Discuss	Informational	Unit clarification resolved/Petition for Election pending union vote. Mail Ballot-6/11/13. WERC will notify of election results after 7/1/2013.
Police/Fire (APPA/IAFF)								
	Bargaining-2014	OPEN	1/1/2014		Active	Discuss and provide direction	Direction	Staff Preparing for Bargaining
	Prep Phase	OPEN		6/30/2013	Active			Departments reviewing and preparing draft proposals. Mtg with Police Administration 6/11/2013.
	Open Bargaining	OPEN		9/1/2013	Pending			Waiting for dates from Union Leadership
	Active Bargaining	OPEN		10/01/2013-11/30/2013	Pending			
	Final Contract	OPEN		12/31/2013	Pending			
	Court of Appeals Decision	Closed					Informational	Decision relates to bargaining insurance with Public Safety
14010 General Administration:								

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Comp and Benefit Study								
	Comp Plan Framework (Grade order listing)	Closed	5/15/2013	05/06/2013 HR	Complete	Discuss and vote	Ratification	Council ratified May 15, 2013
	Steering Team:							
	Review Survey Data	Closed	5/21/2013		Complete			Decide & recommend strategy. Strategy recommended for establishment of Control Point and direction provided to Consultant.
	Review Benefits Data	OPEN	6/19/2013	6/10/2013 HR	Active			Purpose: Evaluate, recommend strategy. HR Staff working with Finance Staff on analyzing benefit data and preparing comparison for Council review.
	Recommend final policy	OPEN			Pending			Pending ratification of control point and benefit data analysis and policy team recommendations, final executive policy decision recommendations will be made
	Final Compensation Plan & Policy Recommendations	OPEN	9/4/2013	08/26/2013 HR	Pending	Discuss and vote	Ratification	Final Pay Plan and Policy Recommendations
	Implementation	OPEN			Pending			After final pay plan ratification, team to recommend implementation strategy.
	Compression	OPEN			Pending			After final pay plan ratification, team to analyze and recommend compression adjustments.
	Non-Benefit Pay Plan	OPEN	9/18/2013	9/09/2013 HR	Pending	Discuss and vote	Ratification	Final Non-Benefit Employee Pay Plan Recommendations-pending Adoption of Benefit Comp Plan
	Consultant:	OPEN						
	Calculate Control Point	OPEN	6/3/2013	6/10/2013 HR	Active	Discuss and vote	Ratification	Consultant working on calculation of control point based on Council and Team recommendations/directive
	HR Staff Review Consultant Recommendation	OPEN	6/19/2013	6/10/2013 HR	Active	Discuss and vote	Ratification	HR Review recommendation and bring to Council along with benefit analysis.
	Policy Team:							
	Review policy and appeals process	OPEN			Pending			Team has been established. Meeting dates set for 6/19/13 and 7/17/13.
PE System Implementation								
	Performance Management System	OPEN			Active		Informational	HR Working on implementation/testing phase with the Departments of Health, Facilities and DPW.

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Health Care Reform								
	Strategic Impact Study Update #1	OPEN	6/19/2013	06/19/13 Council	Active		Informational	Update to Council on HCR
	Strategic Impact Study Update #2	OPEN	9/4/2013	09/04/13 Council	Active		Informational	Update to Council on HCR
Policy Updates-2013								
	Complaint Procedure	OPEN	6/30/2013	07/15/13 HR	Active		Ratification	HR Staff Reviewing
	Electronic Communication	OPEN	6/30/2013	07/15/13 HR	Active		Ratification	HR Staff Reviewing
	I-9	OPEN	6/30/2013	07/15/13 HR	Active		Ratification	HR Staff Reviewing
	Salary Administration	OPEN	6/30/2013	07/15/13 HR	Active		Ratification	HR Staff Reviewing
	Asbestos	OPEN	9/30/2013	10/07/13 HR	Active		Ratification	HR Staff Reviewing
	Risk Management	OPEN	9/30/2013	10/07/13 HR	Active		Ratification	HR Staff Reviewing
	Trenching & Excavation	OPEN	9/30/2013	10/07/13 HR	Active		Ratification	HR Staff Reviewing
	Goal/Development	OPEN	9/30/2013	10/07/13 HR	Active		Ratification	HR Staff Reviewing
	Training & Development	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
	HIPAA	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
	Interpreters	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
	Attendance	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
	Media	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
	Conditions of Employment	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
14020 Recruitment								
	Ongoing Recruitment Processes	OPEN			Active		Informational	Please refer to the Recruitment Status Report
14040 Staff Development & Training								
	Ongoing Training and Staff Development	OPEN			Active		Informational	Please refer to the 2013 Budget for objectives