

		HR Committee Working Action Agenda					<i>Revision Date: 12/09/2013</i>	
Project	Status	Projected Resolution Date	Dates Critical	Process Point	Committee/Council Accountability	Action Needed	NOTES	
				*Pending *Active *Stalled *Complete		*Informational *Direction *RATIFICATION	<i>Note: Items involving contract negotiations or arbitrations may need closed session discussion prior to Committee and Council action.</i>	
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	
Grievance #13-002 (New hire WRS)	OPEN	12/31/2013	4/16/2013	Active	Discuss	Informational	Hearing was held on July 22, 2013, briefs due in 45 days and then will await arbitrator decision.	
Unit Clarification/Petition for Election-AFSCME	Closed	1/1/2014		Complete	Discuss	Informational	Unit Certified-can bargain over base wages up to CPI-will need direction on approach. Opening session scheduled with unit on August 27, 2013.	
Bargaining-2014 AFSCME (Water and Waste Water)	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided	
Prep Phase	Closed			Complete				
Open Bargaining	Closed		8/27/2013	Complete			Initial Meeting with Union 8/27/13	
Active Bargaining	OPEN		10/01/2013-11/30/2013	Pending			Met with Union-need direction from Council	
Final Contract	OPEN		Special HR week of 12/16?	Pending		Direction	Base wage only	
Bargaining-2014 Police	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided-pending ratification of contract	
Prep Phase	Closed		6/30/2013	Complete			Educational session with HR Committee on Strategy-	
Open Bargaining	Closed		9/1/2013	Complete			Opening session scheduled for 10/03/2013	
Active Bargaining	Closed		10/01/2013-11/30/2013	Complete			Parties reached tentative agreement/settlement	
Final Contract	Closed	11/20/13 Council	11/11/2013 HR	Complete		Ratification	HR Committee ratification 11/11/2013	
Bargaining-2014 Fire	Closed	1/1/2014		Complete	Discuss and provide direction	Direction	Direction provided-pending ratification of contract	

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Prep Phase	Closed		6/30/2013	Complete			Educational session with HR Committee on Strategy-
Open Bargaining	Closed		9/1/2013	Complete			Open session scheduled for September 12, 2013.
Active Bargaining	Closed		10/01/2013-11/30/2013	Complete			Parties reached tentative agreement/settlement
Final Contract	Closed	11/20/13 Council	11/11/2013 HR	Complete		Ratification	HR Committee ratification 11/11/2013
Court of Appeals Decision	Closed					Informational	Decision relates to bargaining insurance with Public Safety
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	Closed	6/19/2013	6/10/2013 HR	Complete			Decide and recommend strategy. Strategy and data provided to Council
Recommend final policy	Closed	9/18/2013	9/9/13 HR	Complete		Ratification	Council ratified 9/18/2013
Final Compensation Plan	Closed	9/4/2013	08/26/2013 HR	Complete	Discuss and vote	Ratification	Plan approved by Council 9/4/13
Implementation	Closed			Complete		Ratification	Council approved 9/4/13
Compression	OPEN		Special HR week of 12/16?	Pending		Ratification	HR reviewing financial impact with Finance Department
Non-Benefit Pay Plan	OPEN	12/18/2013	12/09/2013 HR	Pending	Discuss and vote	Ratification	Presentation to HR Committee 12/9
Seasonal Pay Plan	OPEN	12/18/2013	12/09/2013 HR	Pending	Discuss and vote	Ratification	Presentation to HR Committee 12/9
Consultant:							
Calculate Control Point	Closed	6/3/2013	6/10/2013 HR	Complete	Discuss and vote	Ratification	Council approved Control Point Recommendations
HR Staff Review Consultant Recommendation	Closed	6/19/2013	6/10/2013 HR	Complete	Discuss and vote	Ratification	Council approved Control Point Recommendations
Policy Team:							

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Review policy and appeals process	Closed			Complete			Team reached consensus on pay plan recommendation-recommendation moving to Steering Committee.
Performance Management System	OPEN		12/31/2013	Active		Informational	Presentation to HR Committee in 2014-View of system
Strategic Impact Study Update #1	Closed	6/19/2013	06/19/13 Council	Active		Informational	Update to Council on HCR completed
Strategic Impact Study Update #2	Closed	9/4/2013	09/04/13 Council	Active		Informational	Update to Council on HCR completed
Strategic Impact Study Update #3	OPEN	2/19/2014	02/19/14 Council	Active		Informational	Update to Council on HCR
Complaint Procedure	Closed	6/30/2013	07/15/13 HR	Complete		Ratification	Council Ratified
Electronic Communication	Closed	6/30/2013	07/15/13 HR	Complete		Ratification	Council Ratified
I-9	Closed	6/30/2013	07/15/13 HR	Complete		Ratification	Council Ratified
Code of Conduct	Closed	6/30/2013	7/15/13 HR	Complete		Ratification	Council Ratified
Salary Administration	Closed	6/30/2013	09/09/13 HR	Complete		Ratification	Council Ratified
Asbestos	Closed	9/30/2013	08/12/13 HR	Complete		Ratification	Council Ratified
Risk Management	Closed	9/30/2013	09/09/13 HR	Complete		Ratification	Council Ratified
Valley Transit-Drug Free Workplace Act	Closed	9/30/2013	09/09/13 HR	Complete		Ratification	Council Ratified
Trenching & Excavation	Closed	9/30/2013	08/12/13 HR	Complete		Ratification	Council Ratified
Goal/Development	OPEN	12/31/2013	01/13/14 HR	Active		Ratification	HR Staff Reviewing
Forklift	Closed	9/30/2013	08/12/13 HR	Complete		Ratification	Council Ratified
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
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	Closed	12/31/2013	01/13/14 HR	Complete			Policy updated last year-not up for review
Ongoing Recruitment Processes	OPEN			Active		Informational	Please refer to the Recruitment Status Report

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Ongoing Training and Staff Development	OPEN			Active		Informational	Please refer to the 2014 Budget for objectives	
HealthSmart Initiatives	OPEN			Active		Informational	Ongoing-will discuss 2014 objectives with Committee	