			HR Committee Working Action Agenda					Revision Date: 5/11/2015
			Projected			Committee/Council		
<b>Budget / Action Category</b>	Project	Status	<b>Resolution Date</b>	<b>Dates Critical</b>	<b>Process Point</b>	Accountability	<b>Action Needed</b>	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	12/31/2015		Active		Informational	Team meeting to review plan and to discuss enhancements to administration of the plan
PE System Implementation								
, ,	Performance Management System:	Open			Active		Informational	Ongoing training and enhancement of PE system
								Work through technology issues
Health Care Reform	Health Insurance Planning and Administration:	Open		9/30/2015	Active		Informational	Meeting with Finance on forecast projections.
Employee Clinic	Discussion with Outagamie County and Appleton Area School District about an employee clinic	Open	12/31/2015	Ongoing	Active		Ratification	Presentations by 2 Provider groups and 2 Independent groups were held last week-starting process for ROI information
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Plan Design	Discussion future benefit design and modifications	Open	12/31/2015	9/30/2015	Active		Ratification	Introducing Biometric testing incentives. 2016-Employee only, 2017 and 2018-EE and Spouse and 2019-Results. Proposal to Council later this year for approval
							Informational	Urgent care and Smart Choice MRI
Policy Updates:								
	Accident Reporting and Investigation	OPEN	12/30/2015		Active		Ratification	HR Staff Reviewing
	Attendance	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	FLSA	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	FMLA	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Media Relations	OPEN	12/31/2015		Active		Ratification	HR Staff working with Communications Coordinator
	Moving Expense	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Public Records	OPEN	12/30/2015		Active		Ratification	HR Staff Reviewing
	Right to Know	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Telecommuting	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Training and Development	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Travel	OPEN	12/31/2015		Active		Ratification	Waiting for new form (Finance)
	Volunteers	OPEN	12/31/2015		Active		Ratification	HR Staff Reviewing
	Identity Theft	OPEN	12/31/2015		Active		Ratification	Finance Staff Reviewing
	Voluntary Benefits:  Deferred Compensation Benefit	OPEN	12/31/2015		Active		Informational	Advisory Team #3-April 14, 2015
	Deferred Compensation Benefit	UPEN	12/31/2015		ACTIVE		ппогтацопа	Auvisory realit #5-April 14, 2015

			Projected		Committee/Council		
<b>Budget / Action Category</b>	Project	Status	Resolution Date Dates Critical	<b>Process Point</b>	Accountability	<b>Action Needed</b>	NOTES
	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
14020 Recruitment:	Recruitment Processes	OPEN	ONGOING	Active		Informational	Please refer to the Recruitment Status Report
	Vacation Exceptions	OPEN	ONGOING	Active		Informational	Facilities Manager - Mike Dietzen hired with 5 years service.  Engineering Technician - Kurtis Geiger for 2015 given 10 days vacation
							Deputy Director PRFM - Thomas Flick hired with 8 years of service.
							Engineering Technician - Josh Felhofer for 2015 given 10 days vacation
14030 Labor Relations:							Assistant GM (VT)-Daniel Sandmeier hired with 5 years o service credit.
	Labor Relations:						
Valley Transit (Teamsters)	Valley Transit:						Settled through 2016
Police (APPA)	Appleton Professional Police Association:						Settled through 2016
Fire (IAFF)	Appleton Professional Fire Fighters Local #257.						Cathlad through 2015
Fire (IAFF)	Appleton Professional Fire Fighters-Local #257:						Settled through 2016
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