



Monthly HR Department Report

To: Brian L. Barroso, City Manager

Date: February 7, 2025

From: Bridget Flores, HR Department Director

Subject: January 2025 HR Department Report

PERSONNEL ACTIONS – ONE SOLUTION/ORACLE

- **Recruitment**
 - **100 Applications Received**
 - **97 Oracle Online Applications**
 - **3 Paper Applications**
- **Hiring**
 - **36 Applicants referred to Hiring Manager**
 - **12 Positions Filled**
- **Orientation**
 - **11 Orientations**
- **Benefits**
 - **2 FMLA Approved**
 - **4 Health Benefits Counseling and 60 Days Enrollment**
- **Termination**
 - **9 Resignation/Dismissal**
- **Retirement**
 - **0 Retirements**

CITY MANAGER HIRING – Brian L. Barroso became the City Manager on January 8, 2025. HR is excited to have the process complete and begin moving the city forward!

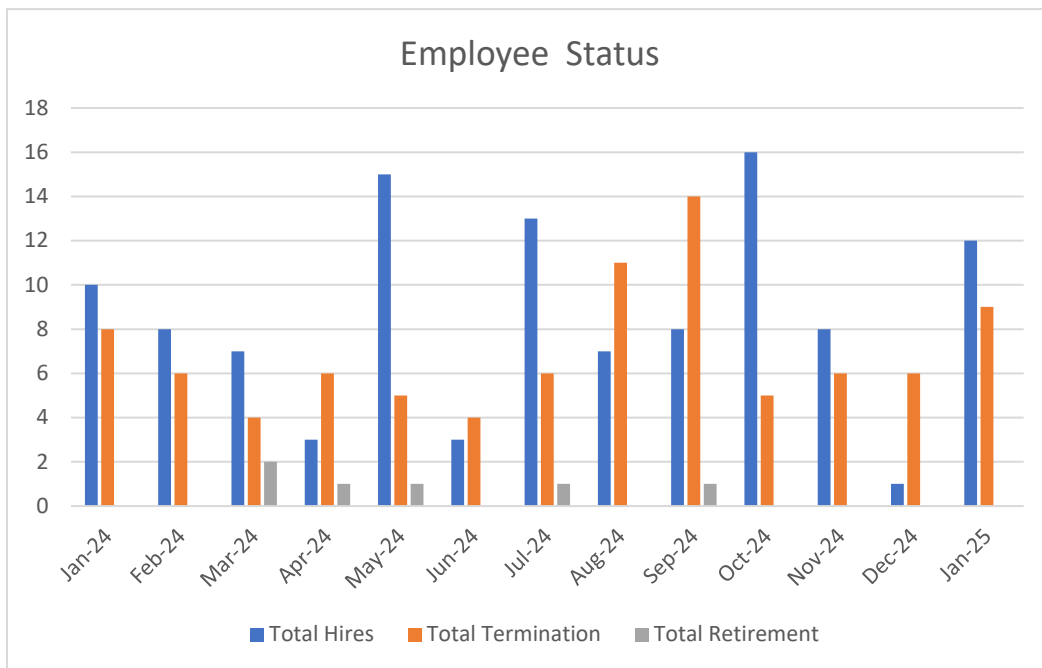
ORACLE HUMAN CAPITAL MANAGEMENT - Human Resources began training with Directors, Hiring Managers, and Administrative Coordinators on Oracle Fusion. The system will streamline job applications and progress tracking for improved communication and response to candidates. Additionally, the ability to “convert” an applicant to another open position with the City has allowed for additional visibility and opportunities to hire local candidates.

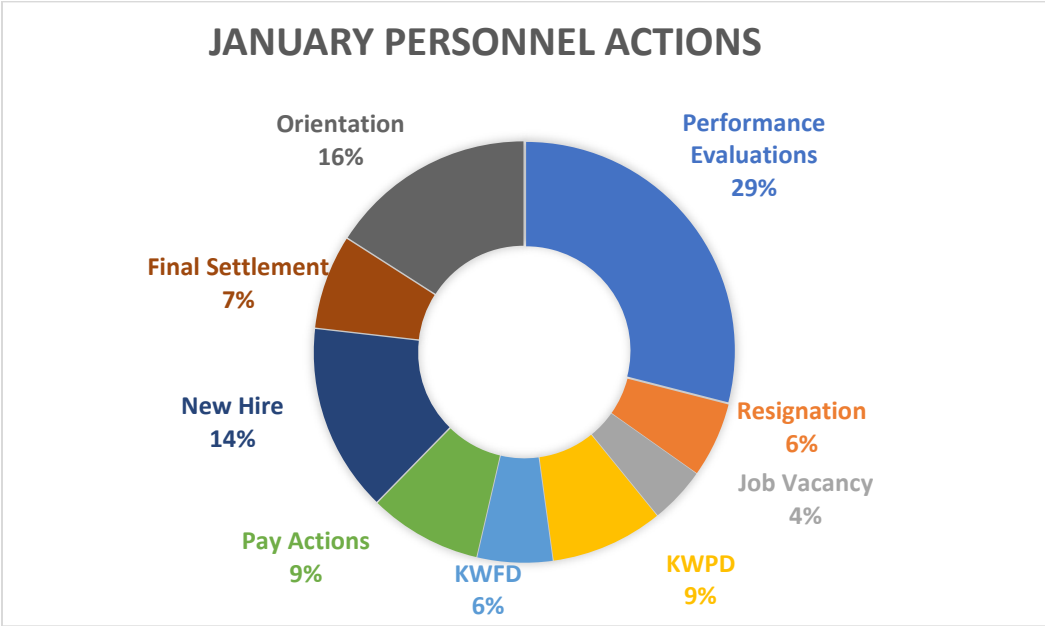
All implementations have challenges, we continue to work with the implementation team to improve the system prior to shifting all HR administrative work from FREVVO for pay action items.

Human Resources has verified that 90% of employees (active and inactive) are in one database; Alison Tejada was instrumental with assistance from IT to transition over 4000 historical records and data from Navaline. Great Job!

PROFESSIONAL CONNECTIONS – LINKEDIN – Human Resources has partnered with the PIO to make connections on LinkedIn and promote City Employment Opportunities. After many years without a presence on LinkedIn the City connected with over 135 people in the first week of posting open positions and Employee Service Awards.

FLORIDA PUBLIC EMPLOYEE LABOR RELATIONS ASSOCIATION - The HR Director will attend the FPELRA Annual training conference in February with keynote speaker Sheryl Scully, prior San Antonio City Manager and author of *Greedy Bastards*, the story of her uphill battle to turn around San Antonio city government.





- **Employee Committee**
 - **Suggestion Boxes – 4 Digital, 1 Paper**
 Parking remains a concern and we plan to address striping and other improvements with Facilities.

Additional suggestions include vending machines in City Hall and those will be looked at in February's meeting.

- **Employee Service Awards** – Employees and Director's receive an email and personal invitation by mail to attend Commission Meetings for Service Awards. RSVP percentages continue to improve.
 - **February Wellness Challenge – NO SUGAR CHALLENGE!** We will be sponsoring a challenge to identify extra processed sugars in your diet and work to make better choices!
- **Collective Bargaining**
 - **PBA** – Expires September 30, 2026
 - **IAFF** – Expires Sept 20, 2025 – 1 year contract approved by City Commission on August 8, 2024; negotiations will reopen in March 2025.
 - **Teamsters** – Expires Sept 30, 2027; request submitted to reopen articles pending New City Manager identification.