



Monthly HR Department Report

To: Albert P. Childress
City Manager 

Date: December 14, 2023

From: Bridget Flores
HR Department Director

Subject: November 2023 HR Department Report

PERSONNEL ACTIONS – ONE SOLUTION

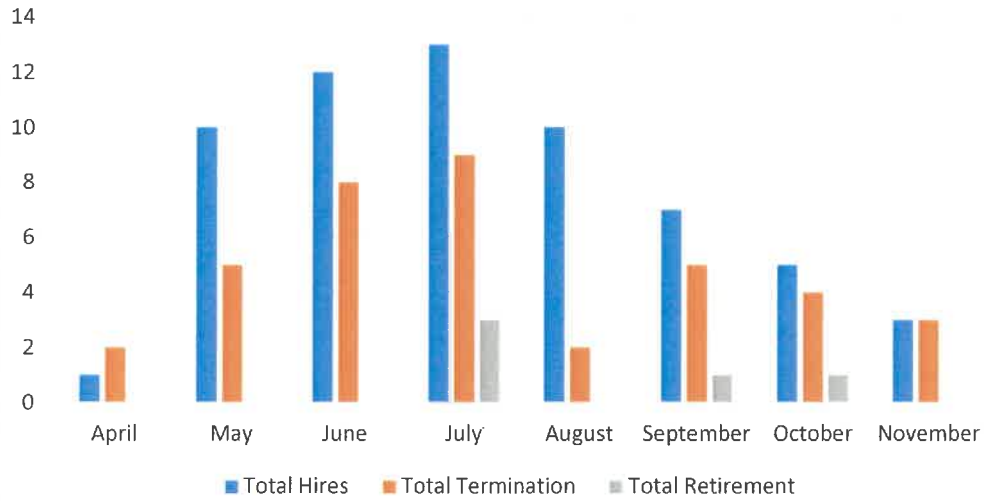
- **Recruitment**
 - 46 Applications Received
 - 46 Paper Applications
 - 0 Indeed Jobs Applicants
- **Hiring**
 - 46 Applicants referred to Hiring Manager
 - 12 Positions Filled
- **Orientation**
 - 3 Orientations
 - 6 BLE graduates transition to KWPD Officers
- **Benefits**
 - Counseling and 60 Days Enrollment
 - Elections: 12
 - Declines: 0
- **Termination**
 - 2 Resignation/Dismissal
- **Retirement**
 - 0 Retirements

HUMAN RESOURCE INFORMATION SYSTEM (HRIS)

- **NEOGOV** – Sales team completed demonstration and quotes, awaiting HR Consultant review of systems with HR Team
- **Paylocity** – Sales team completed demonstration and quotes, awaiting HR Consultant review of systems with HR Team

- **Oracle** – Sales team completed quote and integration for options for Finance, Building Planning, & Licensing. Demonstration and implementation meeting planned for December 2023.
- **Workday** – Sales team provided verbal quote for HCM, awaiting quote for comparison with other platforms.

2023 Employee Status



November Personnel Actions



Open Positions 2022 vs 2023



- **Employee Committee**
 - **15 Digital Suggestions – 7 Paper Suggestions**
 - **Thanksgiving Publix Gift Card Raffle**
 - **Employee of the Year – Patrick Mobley**
- **Collective Bargaining**
 - **PBA – Expires September 30, 2026**
 - **IAFF – Expires Sept 20, 2024 – Negotiation begins March 2023**
 - **Teamsters – Expires Sept 30, 2024 – Negotiation begins March 2023**