

# HUMAN RESOURCES

The background is a dark blue gradient with a field of small white dots. Several circular patterns are overlaid: a large dashed circle with an arrow pointing left in the bottom left; a large solid circle with an arrow pointing up in the top left; a large dashed circle with an arrow pointing up in the bottom right; and a large solid circle with an arrow pointing down in the top right. The top right circle has numerical markings (100, 110, 120, 130, 140, 150, 160, 170, 180, 190, 200, 210) along its outer edge.

# How does HR impact our organization?

- Employment Recruitment – Process and Selection
  - New Hires, Discipline and Terminations
  - Classification/Compensation
  - Benefits Administration
- Risk Management: Workers Comp, Property and Liability
  - Safety Program, Trainings and OSHA Compliance
    - Retirement
    - Employee Appreciation
    - Wellness Program
    - Personnel Policies
  - Employee and Supervisor Training/Development
- State and Federal Employment Practices Compliance

# HOW DID THE NUMBERS STACK UP FOR 2018?

## 2018 Employment Numbers:

- New Hires Full Time 37
- New Hires Part Time 30
- Terminations Full Time 22  
(Resignation/Dismissal)
- Terminations Part Time 11  
(Resignation/Dismissal)
- Seasonal Hires 22

## Current Employment Numbers:

- Full Time Employees 174
- Part Time Employees 34
- Seasonal Employees 22  
230

# STRATEGIC PLANNING

- Software - Capture Data/Efficient Management of Information
- Risk Management – Claims Administration (Workers Compensation, and Property/Liability)
- Employee Relations and Legal Responsibilities
- Safety Program and OSHA Compliance
- Retention
- Forecasting Staffing, Talent Development and Succession Planning
- Wellness Program – Impact on Health Rates
- Employee Appreciation
- Personnel Policy Updates
- Employee and Supervisor Trainings
- As we grow, there will be a need to add positions.

# WHERE ARE WE HEADED TO ADDRESS NEEDS:

- Software
  - HR Module
  - Self Service Module
- Update Personnel Policy
- Safety Program - Annual Safety Manual Updates, OSHA Trainings, Safety Committee, Consultative Onsites