

HUMAN RESOURCES

FY16 Budget



SAFETY TIP



Keep My
Family
Safe

HR MANAGEMENT TEAM

Sherri Toohey-Taylor, Director

- ❖ BS/BA Finance, UofL
- ❖ MBA, Indiana University
- ❖ 21 Years in Human Resources
 - ❖ UPS
 - ❖ US Postal Service
 - ❖ Louisville Metro Government

Kendall Boyd, Assistant Director

- ❖ BA Political Science, Central State U.
- ❖ JD, University of Akron Law
- ❖ MBA, University of Akron
- ❖ 11 Years in Law & HR
 - ❖ Terre Haute, IN
 - ❖ Vigo Co., IN
 - ❖ Jefferson Co. Atty's Office
 - ❖ Metro Government

O'Dell Henderson, Labor Relations Director

- ❖ BA Bus. Admin., Morehead State
- ❖ 6 Years Military Service
- ❖ 26 Years in Mgmt.
 - ❖ Louisville Water Company
 - ❖ Metro Gvmt





Tuition Assistance & Scholarship Program

- ❖ As of May 26, 2015:
 - ❖ \$298,000 committed
 - ❖ \$197,732 paid out
 - ❖ 141 participants
 - ❖ 0 applicants declined

- ❖ In addition to the \$298,000 currently committed:
 - ❖ \$51,000 in scholarships awarded
 - ❖ 17 employees received scholarships
 - ❖ \$37,233.25 paid out



HR Successes in FY15

- ❖ Safety Improvements
 - ❖ Reducing Lost Time Incidents
2013 – 5.83, 2014 – 4.3, 2015 YTD – 3.61
- ❖ Employee Wellness Center
 - ❖ Increasing Usage (in avg. visits per month)
FY14 – 634, FY15 – 754
- ❖ Hiring Cycle Improvements
 - ❖ Reducing Time to Hire (in days)
FY12 – 51.34, FY13, 45.18, FY14 – 41.13, FY15 – 43.47
- ❖ Labor Relations
 - ❖ Reached CBA Agreements
AFSMCE Zoo, AFSCME Master, AFSMCE IT, AFSCME Revenue Commission, AFSCME Library, AFSCME Parks – Maintenance & Recreation, AFSCME Corrections Supervisors, Crossing Guards, Firefighter Majors

Looking Ahead To FY16

- ❖ Manage Administration of the Affordable Care Act
- ❖ Continue Safety Improvements
- ❖ Consolidate Union Contracts
- ❖ Talent & Retention
 - ❖ One retention initiative annually
 - ❖ Improve Hiring Cycle
 - ❖ Begin process of becoming an Employer of Choice

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