





Keep My Family Safe





HRMANAGEMENT

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 MilitaryService
- 26 Years in Mgmt.
 - Louisville Water Company
 - Metro Gvmt

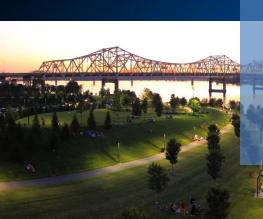




Tuition Assistance & Scholarship Program

- ❖ As of May 26, 2015:
 - * \$298,000 committed
 - ❖ \$197,732 paid out
 - 4 141 participants
 - 0 applicants declined
- In addition to the \$298,000 currently committed:
 - \$51,000 in scholarships awarded
 - 17 employees received scholarships





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



