



Human Resources

MaryLou Kadlik
HR Director

HUMAN RESOURCES

- HR Director manages services, policies, and programs for the City.
- HR Generalist provides day-to-day operational services.

Human
Resources
Director

Human Resources
Generalist
Kristin Booth



ROLE

Protect the interests of employees and the City in accordance with Human Resources policies and governmental laws and regulations.



PROJECTS

- **Payroll Transition**
- **Union Contract Negotiations**
- **Update Policy and Procedures**
- **On-boarding for New Employees**



OBSTACLES

- ➔ **Recruitment:** Small Job Market with Municipal Skill Set
- ➔ **Compensation:** Competitive with Other Agencies
- ➔ **Benefits:** Increasing Costs and Changes in Coverage
- ➔ **Training:** Investing in our Workforce

OBSTACLES



Recruitment

Portland Press – Today

Workforce shortages

DOL: By 2023

- **400,000** residents are expected to leave the workforce.
- **300,000** residents expected to enter workforce.
- Shortage of **100,000** employees.
- Fewer applicants, fewer qualified, fewer with required certifications

OBSTACLES

➔ Benefits – Effective 1/1/2018

Coinsurance has gone up an additional \$1,000 for single and family.

Premiums have increased by:

- Health: 5% Increase
- Dental: 3% Increase
- Vision: 5% Increase



OBSTACLES

Benefits

- 2018 Increase is still lower than national average (5.5 to 6%)
- Maine Municipal Employee Health Trust (MMEHT) reported that premiums are less than the value of the benefits offered.
- Plans are underpriced.

GOALS

- **Payroll Transition to Human Resources (March 2018)**
- **On-Line Employee Application Process – MUNIS**
- **Implement Annual Performance Management Tools**
- **Strategic Recruiting Plan**

THANK YOU!