

HUMAN RESOURCES AND RISK MANAGEMENT DEPARTMENT

2013 & 2014 Objectives

- Negotiate five collective bargaining agreements in the best interests of the City and employees for 2013 and 2014.
- Continue to promote excellent customer service and community service through the 3-C's training for all employees.
- Work in conjunction with the City Council committee to maintain the City's top 20 participation ranking in the National League of Cities prescription drug discount program.
- Implement a City Wellness Program and receive a "WellCity" award from the Association of Washington Cities (AWC) to qualify the City for a 2% reduction in health care premiums.
- Work with City Council committees to implement SMART (Specific, Measurable, Attainable, Relevant and Time-bound) goals.
- Establish a web-based orientation program that allows new employees to review benefit information prior to the hire date.
- Develop and implement a partially self-insured employee medical benefits plan.
- Review and update all Administrative Policies and Procedures.
- Restructure the City's recruitment process to include new interview question banks that relate to job specifications.
- Transmit City investigation reports and claims to Washington Cities Insurance Authority (WCIA) within two weeks of claim filing.
- Reduce the City's five-year total liability losses by 10% from the previous five-year losses.
- Develop and submit the City's accident prevention program to Labor and Industries (L&I) for self-insured approval.
- Enroll the City into the Department of Labor and Industries "Stay at Work Program" to receive reimbursement for utilizing a Modified Duty/Return-To-Work Program for work-related injuries and illnesses.