

Human Resources 2015 – 2019 Business Plan Summary

“Enabling the workforce through Strategic Talent Management partnership”

Changes to 2014 Plan

- Began developing Human Resource 5 Year Goals and a Safety Strategic Plan

Initiatives for 2015-2019

- Implement Safety Strategic Plan and advance on HR 5 Year Goals
- Targeted hiring to meet strategic business needs
- Negotiate and implement a Collective Bargaining Agreement
- Implement Affordable Care Act strategies
- Implement a Leadership Development Program designed around District values focusing on leadership, safety, ownership/accountability, customer satisfaction, and change management
- Promote a Culture of Strong Performance, Ownership/Accountability, and Continuous Improvement to provide the greatest value to customers

Known Unknowns

- Outcomes of Strategic Planning
- HR 5 Year Goal and Safety Strategic Plan tactical implementation activities
- Turnover rate

Project		2015	2016	2017	2018	2019
Advance Strategic Talent Management Strategies						
O&M	Identify Specific Safety Improvements					
O&M	HR 5 Year Goal Tactical Plan					
O&M	Advance on Plans					
Attract and Retain a High Quality Workforce						
O&M	Targeted Hiring for Strategic Business Needs					
O&M	Negotiate a Collective Bargaining Agreement					
O&M	Affordable Care Act Strategies					
O&M	Advance on Critical Succession Planning					
Employee Development						
O&M	Implement a Leadership Development Program					
O&M	Individual Development Plan Implementation					
Performance, Ownership/Accountability & Continuous Improvement						
O&M	Human Performance Culture of Excellence Pilot					
O&M	Assess Performance Management System					
O&M	Promote a Culture of Recognition					
O&M	Upgrade the HRIS System					