

CITY OF MINNEAPOLIS

Human Resources: Department Business Plan

Committee of the Whole
Presentation

Human Resources

Working together in a spirit of continuous improvement designed to meet the needs and challenges of a vibrant world-class city. We strive to demonstrate the following qualities, competencies and behaviors:

- **Strategic.** We provide people strategies in alignment with the City's vision and goals.
- **Talent-driven.** We recruit and retain great people to the City and help employees do their best work.
- **Partners.** We work hand in hand with leaders by providing innovative, value-added Human Resource solutions.
- **Ethical and Respectful.** We create policies, practices and processes designed to promote equity and fairness in employee decisions.

Human Resources: Goals

- The City is supported in creating an engaged and talented workforce that reflects our community and is seen as an employer of choice.
- HR works seamlessly and strategically with each other and with all other city departments.
- HR operations are efficient, effective, results-driven and focused enterprise wide.

Human Resources: Deliverables

- The City is supported in creating an engaged and talented workforce that reflects our community and is seen as an employer of choice.
 - Paid parental leave policy and administration, appointed pay plan, STAR recognition program, workforce planning advisory committee.
- HR works seamlessly and strategically with each other and with all other city departments.
 - Minneapolis Pathways– IT and Public Works.
- HR operations are efficient, effective, results-driven and focused enterprise wide.
 - COMET – Met go-live date - September 1.
 - 90% of departments – *PerformMinneapolis*.

Business Plan Highlights

The City is supported in creating an engaged and talented workforce that reflects our community and is seen as an employer of choice.

- **Integrate equity** into enterprise wide HR policies, practices and strategies.
- **Strengthen fair hiring processes** by training leaders and managers on selection practices.
- **Educate leaders** - trends impacting current and future workforce.
- In partnership with leaders, develop **targeted recruitment** and **retention** strategies.
- Develop and execute **workforce planning** systems, processes and tools.
- Provide opportunities for employees to become **informed health care consumers**.
- Develop reporting mechanisms to measure **outcomes** and track **results**.

Business Plan Highlights

Human Resources works seamlessly and strategically with each other and with all other city departments

- Continue to involve departments in HR strategies that affect their operations.

Human Resource operations are efficient, effective, results-driven and focused enterprise wide

- Strengthen systems designed to improve internal controls, standardize and improve processes and align with human resource best practices.