



# Human Resources Department

## Informational Presentation To City Commission

August 16, 2016



# In Progress

## ***Press Play Fort Lauderdale Strategic Plan 2018 Initiative***

- **Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.**
- **Objective 1: Foster professional and rewarding careers**



# New Team of Super **He**Roes





# Recruitment & Selection

- Reviewed recommendations from the Mejorando Report
- Established the Change Management Team – Mejorando Report Recommendation
- The Change Management Team reviewed the proposed new hiring process with their respective departments and provided feedback





# Recruitment & Selection

- Better Utilization of Technology: Utilizing the applicant tracking system (Neogov) more efficiently to reduce the time taken to screen applications through the autoscoring process
- Added supplemental questions to be able to screen the pretenders from the contenders



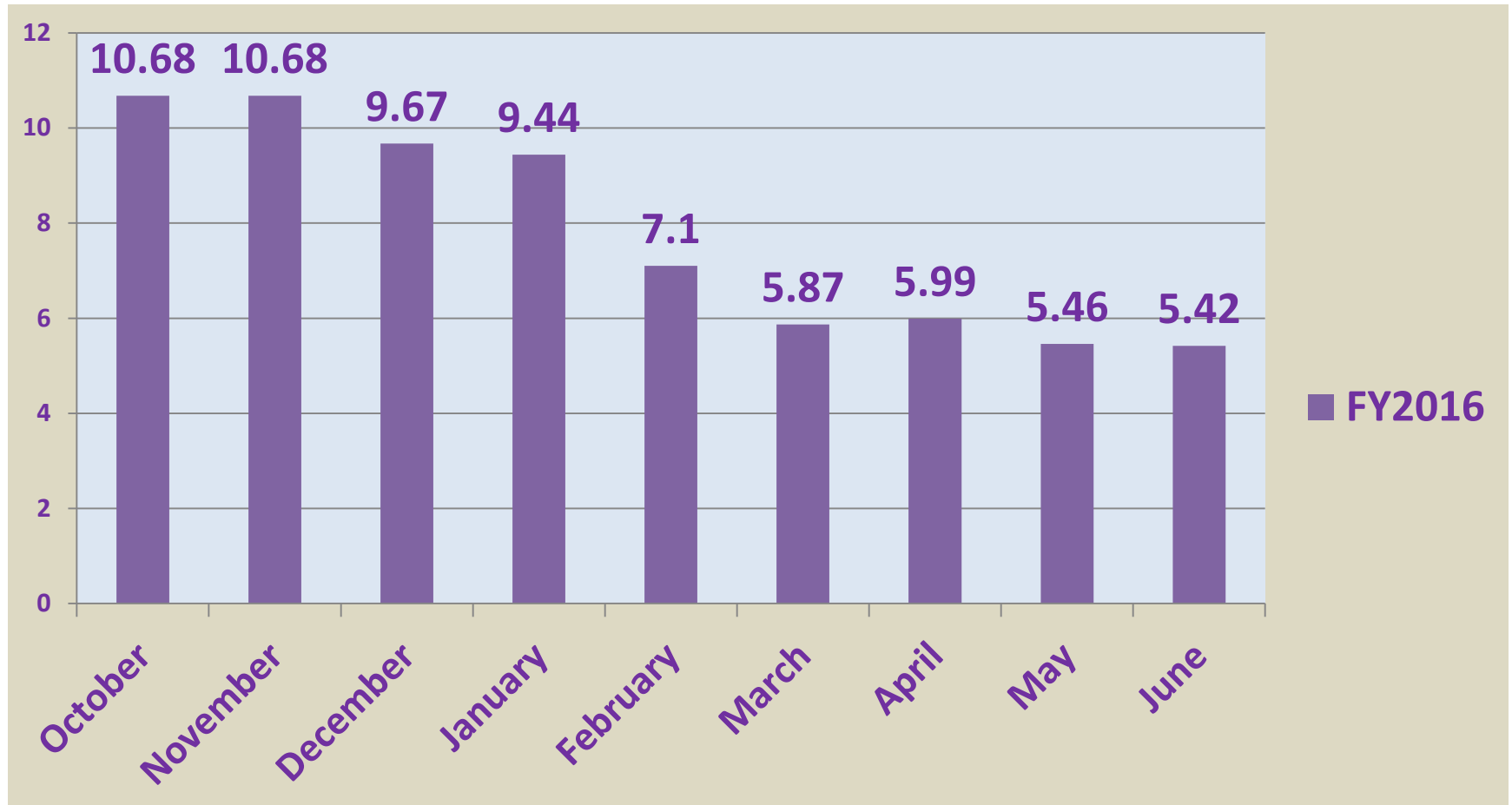
# Recruitment & Selection

Time to Fill A Position Fiscal Year 2016:

- 116.00 days 1<sup>st</sup> quarter
- 70.32 days 2<sup>nd</sup> quarter
- 78.35 days 3<sup>rd</sup> quarter



# Vacancy Rate





# Wellness Program Recognition

- Press Play Fort Lauderdale Strategic Plan 2018 Initiative
  - Goal 11: Be a well-trained, innovative, and neighbor-centric workforce that builds community.
  - Objective 2: Improve employee safety and wellness





# 2016 Florida Worksite Wellness Award for Large Employers

- On May 5, 2016, The City of Fort Lauderdale took home the trophy beating out 6-other large employer nominees to win the 2016 Florida Worksite Wellness Award (for large employers more than 1000 employees)





# Other Nominees

- Boca Raton Regional Hospital - 2,100 employees
- Carnival Cruise Lines – 2,800 employees
- City of Miami – 3,800 employees
- Florida International University – 5,127 employees
- Miami-Dade County - 27,000 employees
- SBA Network Services, LLC – 1,060 employees



# How Did We Get There

## Employee Health and Wellness Center

- Temporary Site Opened May 22, 2013
- Permanent Site Opened July 8, 2013

*Happy Anniversary*





# Employee Health and Wellness Center

- Available to employees and covered dependents (age 6 and over) in the self-funded health plan administered by Cigna
- 73% of all eligible employees and 26% of covered dependents have utilized the Health Center



# Employee Health and Wellness Center

- In both 2015 and 2016, 97% of all eligible employees completed a biometric testing and a Health Risk Assessment
- 62% had chronic conditions or were high risk
  - 71% have been engaged with staff at the Health Center, with 72% making clinically documented reductions in risk



# Wellness Program Initiatives

- Educational Seminars
- Bike Share Program
- Onsite Exercise Equipment
- Exercise Events with Mayor
- Employee Assistance Program
- Health & Wellness Center for eligible employees and their families:







# Initiatives Continued

- Biometric Screenings
- Health Coaching
- Smoking Cessation
- Fitbits/Blood Pressure Monitors
- Discounts for Walk/Race Events & Weight Watchers



# In Conclusion

## Human Resources Rocks!

