
HUMAN RESOURCES DEPARTMENT

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
 - EEO/AA compliance
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
 - EEO/AA compliance
 - Supervisory Training
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
 - EEO/AA compliance
 - Supervisory Training
 - Salary Surveys
-

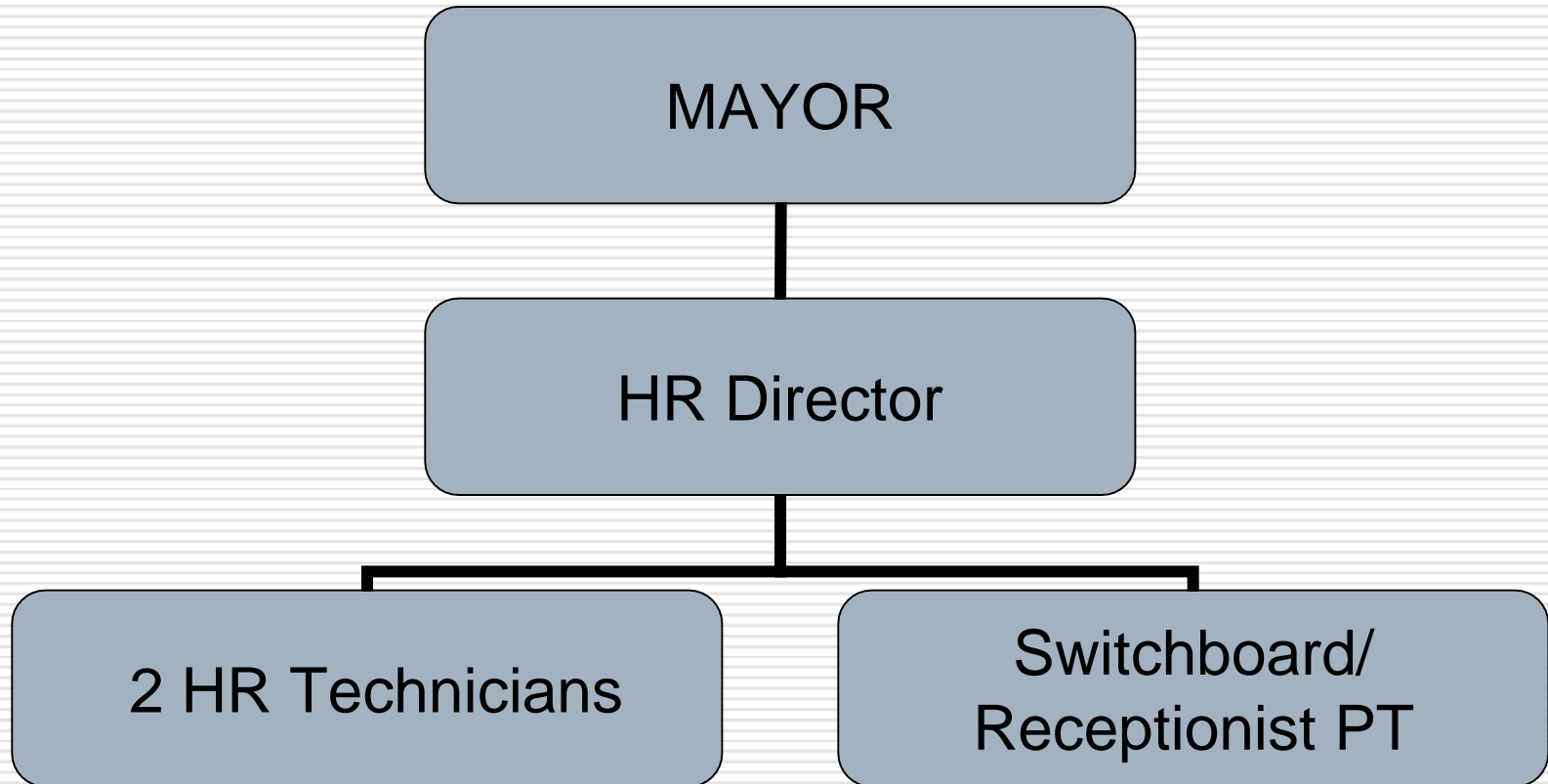
HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
 - EEO/AA compliance
 - Supervisory Training
 - Salary Surveys
 - FMLA & Sick Bank
-

HUMAN RESOURCES DEPT

- Advertisement and Recruitment
 - New Hire Paperwork and orientation
 - Benefits/Wellness/Retirement
 - HR/Payroll entries in Springbrook
 - EEO/AA compliance
 - Supervisory Training
 - Salary Surveys
 - FMLA & Sick Bank
 - Workers Compensation and Safety
-

HUMAN RESOURCES DEPT



Workers Comp & Safety

Workers Comp & Safety

- Fort Smith
 - North Little Rock
 - Conway – Part time
 - ASU
 - Nestle
 - Post
 - Hytrol
 - Thomas & Betts
 - CWL
-

Workers Comp Report Card 07

Workers Comp Report Card 07

76 treatable Injuries

Workers Comp Report Card 07

- 76 treatable Injuries
 - Cost \$120,400
-

Workers Comp Report Card 07

- ❑ 76 treatable Injuries
 - ❑ Cost \$120,400
 - ❑ 27 open claims will incur cost in 08
-

Workers Comp Report Card 07

- ❑ 76 treatable Injuries
 - ❑ Cost \$120,400
 - ❑ 27 open claims will incur cost in 08
 - ❑ Place under Rule 32
-

Rule 32

What does this mean?

Rule 32

- Workers Comp Commission
-

Rule 32

- Workers Comp Commission
 - Mandatory – must comply
-

Rule 32

- Workers Comp Commission
 - Mandatory – must comply
 - Hazardous Index higher than national average for like employer
-

Rule 32

- ❑ Workers Comp Commission
 - ❑ Mandatory – must comply
 - ❑ Hazardous Index higher than national average for like employer
 - ❑ H.I. over 1.0 placed under Rule
-

Rule 32

- ❑ Workers Comp Commission
 - ❑ Mandatory – must comply
 - ❑ Hazardous Index higher than national average for like employer
 - ❑ H.I. over 1.0 placed under Rule
 - ❑ Our H.I. 2.23
-

Rule 32

- ❑ Workers Comp Commission
 - ❑ Mandatory – must comply
 - ❑ Hazardous Index higher than national average for like employer
 - ❑ H.I. over 1.0 placed under Rule
 - ❑ Our H.I. 2.23
 - ❑ 2nd time in 6 years
-

Rule 32

- Inspection by Municipal League
-

Rule 32

- Inspection by Municipal League
 - Submit written report to WCC
-

Rule 32

- Inspection by Municipal League
 - Submit written report to WCC
 - Implement Safety Program
-

Rule 32

- Inspection by Municipal League
 - Submit written report to WCC
 - Implement Safety Program
 - On-site review by WCC by 8/08
-

HUMAN RESOURCES DEPT

Human Resources Audit

- Seven recommendations
- Five have been accomplished
- Two outstanding

Absence Mgmt

Annual Evaluation Process

HUMAN RESOURCES DEPT

- Request upgrade of HR Technicians
 - From grade 12 step 3 to grade 16 step 3
 - \$28,571.51 to \$34,811.62

 - From grade 12 step 4 to grade 16 step 4
 - \$29,285.81 to \$35,681.91
-

HUMAN RESOURCES DEPT

- Request upgrade of HR Director
 - Based on Salary Survey
-

Salary Survey – December 2007

<input type="checkbox"/> Springdale	\$73,384
<input type="checkbox"/> Jackson, TN	\$67,009
<input type="checkbox"/> Jefferson City, Mo	\$80,000
<input type="checkbox"/> Cape Girardeau, MO	\$53,268
<input type="checkbox"/> Pine Bluff	\$53,000
<input type="checkbox"/> Fayetteville	\$88,442
<input type="checkbox"/> Fort Smith	\$85,573
<input type="checkbox"/> Hot Springs	\$61,799
<input type="checkbox"/> Rogers	\$80,000

HUMAN RESOURCES DEPT

- Request upgrade of HR Director
 - Based on Salary Survey
 - Based on 22 years Management in HR
 - Based on completion of 1 year with City
 - From grade 23 step 2 to grade 24 step 7
 - \$55,651.68 to \$69,501.23
-