

# City of Pflugerville People and Culture (P+C)

June 22, 2021



203 West Main Street



# MEMBERS OF PEOPLE AND CULTURE



Kevin Connaughton, Generalist; Ashley Smith, Generalist;  
Belinda Pena, Associate; Bonita Hall, Director



# WHAT WE DO

The People and Culture Department is a professional team that works collaboratively with its partners to create an environment conducive to individual and organizational success.

- Recruitment
- Benefits
- Classification and Compensation
- Training and Professional Development
- Employee Relations
- Policy Development and Implementation
- Records Management



# FY 21 ACCOMPLISHMENTS TO DATE

- Launched True Colors training
- Internal departmental training (cross training)
- Implementation of NeoGov compliance training
- Transitioned to Employee Navigator for benefits management
- Benefits Administration – negotiated plan changes which limited medical insurance premium increases to less than 1% for 2021 and implemented wellness initiatives and tobacco cessation initiatives.
- Hosted Flu Shot Clinic



# FY 21 ACCOMPLISHMENTS Cont.

- Participated on ERP committees
- Facilitated various city-wide employee events
- Revised hiring process
- Posted 60+ Jobs
- Assisted in filling 110 Positions (including seasonal)
- Developed and implemented policies
- Support organization through pandemic including policies, leave, planning and support



# REMAINING FY21 OBJECTIVES & CURRENT PROJECTS

- Medical insurance benefits RFP – July
- Annual compliance training through NEOGOV – August/September
- Hold on-site employee preventive health screens – September
- Refining onboarding and offboarding processes - Ongoing
- Continue policy development/revision - Ongoing
- Employee Appreciation Events - Ongoing



# OBJECTIVES FOR FY22

- Benefits administration - complete RFP process and select health provider
- Expand wellness programming and incentives
- Personal and professional training for supervisors and employees including, but not limited to, interviewing/hiring, employee relations, and time management
- Provide internal compliance training for all employees including, but not limited to, NEOGOV, understanding Personal Health Information (PHI), FMLA, ADA, and Workers Compensation

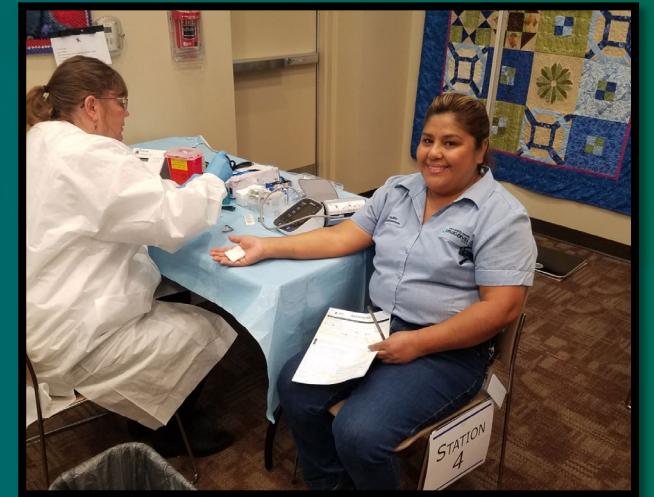




Employee Appreciation



Employee Pfun



Wellness



Recruitment



Training



Benefits

