

Human Resource Administrative Review Status Report for May 2014, Issued June 2014

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Executive Summary

The HR Administrative review incorporates three major components: A collaborative HR governance structure, a move to strategic HR, and a change to the HR service delivery model for optimum service delivery. The expectations set within the Phase 1 Project Plan have been met. The few items left incomplete will be incorporated into the Phase II plan and re-evaluated for relevance and effectiveness to ensure that all activities support the overall goals of the Administrative Review.

Savings Target for FY '15 – To be established

Accomplishment for May:

- Incident management software went live. The EBC working in close collaboration with IT was able to bring the project to completion one month earlier than projected.
- HR Project Manager identified with a start date of 6/2/14.
- Director of Compensation and Benefits posted, search committee formed, and interviews are under way.
- Retirement processing team is currently defining the scope of the project.
- The HR Leadership Team vision was created and approved by the HR Leadership Team. The vision is being presented at the June ERL meeting.
- Leave of Absence scoping team created and project scope has begun.

Expectations for June:

- Continue to review and update the Administrative Review – Establishing goals, priorities, and savings.
- Finalize HR Strategy