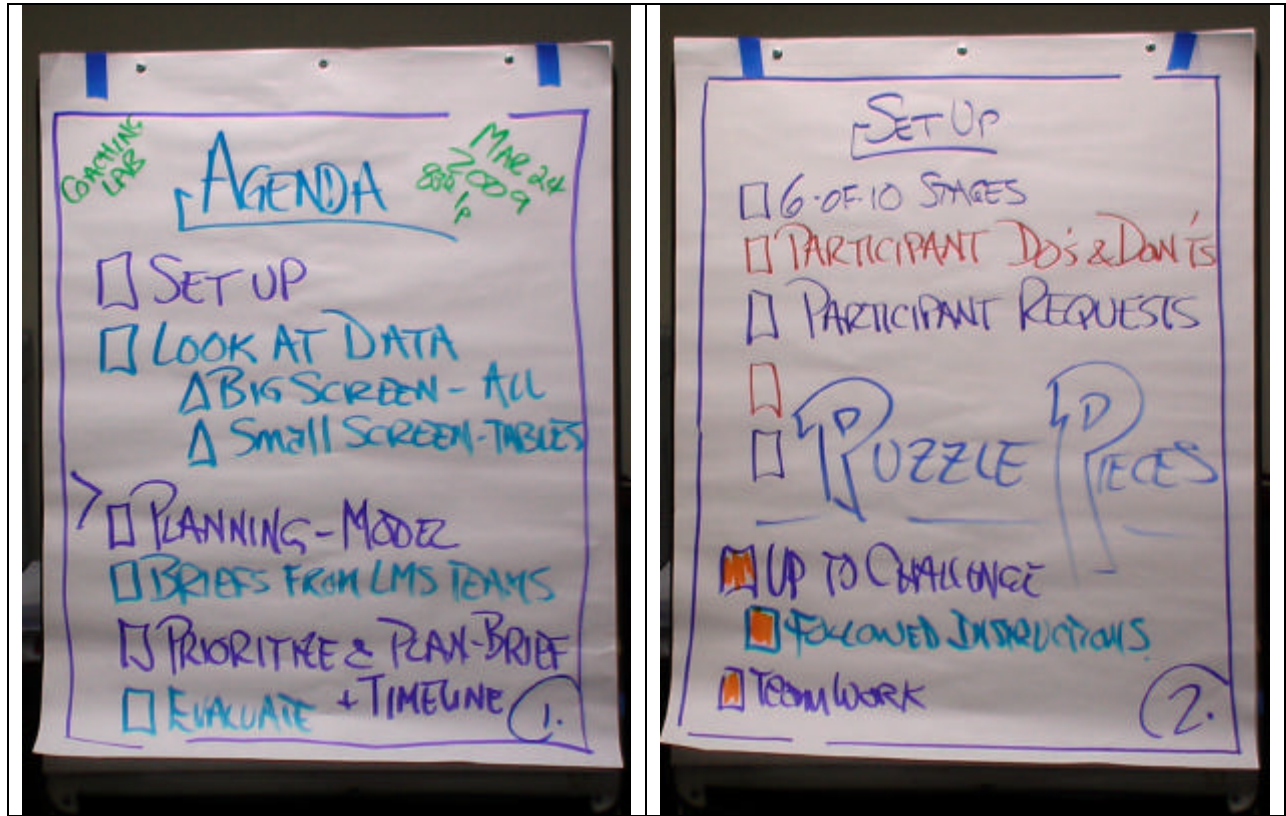


Coaching Lab and Planning Session
March 24, 2009 8:30am to 1:00pm



OUTCOMES

- COMFORT w/ DATA
- COMFORT w/ INITIAL PLAN
- PRIORITIES NEW/MESH
- PIM FIRST
- ALL DINOS
- GIVING & GETTING
- ALL HAVE A ROLE

(3)

5.1 - ADJUSTED

5.54 - TRUE

5.60
5.35
5.54
5.61

(7)

COMPENSATION #5 - 10-30

5.8 MEYBY I

5.2 = 6

4/5 — 9/4

FULLTIME (PAY OUT) 5.3

WAE (PAY OUT) 6.5

↳ 1.2

PAY ONLY (FT #10) = 2.3

#30 = 3.1

(WAE #) = 3.0

#30 = 3.7

(5)

AS A WAGE

$R_0 = 5.3$

$G_0 = 5.9$

$R_0 = 5.1$

(6)

CURRENT TEAMS

- A. WRITTEN GUIDANCE
CLEAR GUIDELINES
- B. CONSISTANT DECISIONS
- C. LMS EFFECTIVENESS
- D. EMPLOYEE SATISFACTION
- E. ACCURATE & TIMELY INFO

POTENTIAL TEAMS

1. PAY, COMPENSATION [?]
(Comparisons)
2. WORKLOAD (MANPOWER) (LEARN NEW) (Open positions) (VACANCIES)
3. FAIR TREATMENT BASED ON... (what)
4. BUILDINGS & SITES
5. RUMORS, GOSSIP (8)
BOUNDARIES

PAY & COMPENSATION

1. **OUTCOMES** (LONG TERM GOAL)

DONT AGREE BENEFITS

MORE \$, equitable throughout region
Improved benefits
INCL. WAGE COMPENSATION

EQUALITY WITH DEPT.

METHODS

1. Research compensation @ other localities / OTHER CITY DEPT.
- tv towards retirement
- tv limits
- compensation in regards -> education
- combine whether hpt localities to receive deeper discounts

2. JOBS COMPARISONS
- MORE ACCURATE JOB DESCRIP

3. EDUCATE PUBLIC & OTHER DEPT ABOUT WHAT WE DO - FREE

4. FREEDOM OF INFO ACT PAR

Resources

FINANCE, COUNCIL H.R., SUBCOM, CAPACITY MAKE LEAS/BBB FOR DATA

9.

Workload

2. **OUTCOMES**

Vacancies -
Manpower -
Learn new skills - cross train & training (what type)

METHODS

- Promote within to address vacancies & Market thru all avenues
- Flexibility / Efficient operations to change based on participation & need
- Cross training on all levels really

Resources

- Share vacancies with WAPS & recruit
- Trained instructors / VRPS
- In-house training scheduled by professionals or skill/licensed staff

10.

3 FAIR TREATMENT BASED ON...

OUTCOMES

- ENGAGE WAES MORE SO THEY WONT LEAVE
- CLEAR BOUNDARIES - SAME WORK BUT DIFF. TREATMENT
- FULL-TIMERS (?)

METHODS

- BRING INFO FROM MEETINGS TO WAES - ESPECIALLY LATER SHIFT EMPLOYEES
- SIGN OFF ON WRITTEN COMMUNICATIONS

RESOURCES

MANAGERS, SAs, PROFESSIONALS

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4 OUTCOMES

- EVERY SITE MEETS ADA STANDARDS/ ALL REGULATIONS, PROVIDES EMPLOYEE COMFORT, SAFETY, TECHNOLOGY, SPACE, PUNNY, QUIET, CURBSIDE APPEAL

METHODS

July 20 DEVELOP CRITERIA TO ASSESS SITE (OR ADA STANDARDS, RESTROOM CLEAN (WORKING))

APRIL 15 ASSESS SITES (EXTERNAL CONTRACTOR?)

APRIL 15 IDENTIFY GRANTS? SOURCE OF FUNDING

APRIL 15 DEVELOP TEAM TO GET INPUT FROM EMPLOYEES

JAN 10 DEVELOP AN IMPROVEMENT PLAN IMPLEMENT

MARCH ONGOING (RE)ASSESSMENT PLAN TO MAINTAIN

RESOURCES

GRANTS? \$\$\$ - HPR staff

NEIGHBORHOOD OFF - VOLUNTEERS

REL. SCODES THAT ALREADY EXIST

TRNGS

Public Bldg, Pettit Bldg, Chris Wilson

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5 OUTCOMES

RUMORS? GOSSIP

METHODS

- INFO FLOW ACCESSIBLE
- DEPT. MTGS / GROUP MTGS
- ACCURATE: TIMELY INFO
- EDUCATION - FACTS vs Fiction
- OPEN DOOR - SUPERVISORS

RESOURCES

- BULLETIN BOARDS
- PHONES
- EMAILS POSTED
- LABORATORIES
- BRANDING

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NEXT STEPS:

1. ASSIGN FAC TM
2. ACQUIRE SPONSOR
3. RECRUIT MEMBERS
4. GET TO WORK

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