Human Resources Update

City Council
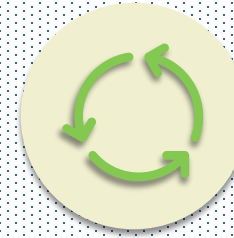
02.10.2025

Human Resources Update

RECOGNITION

RECENT FOCUS

FOUNDATION AND KEY VALUES

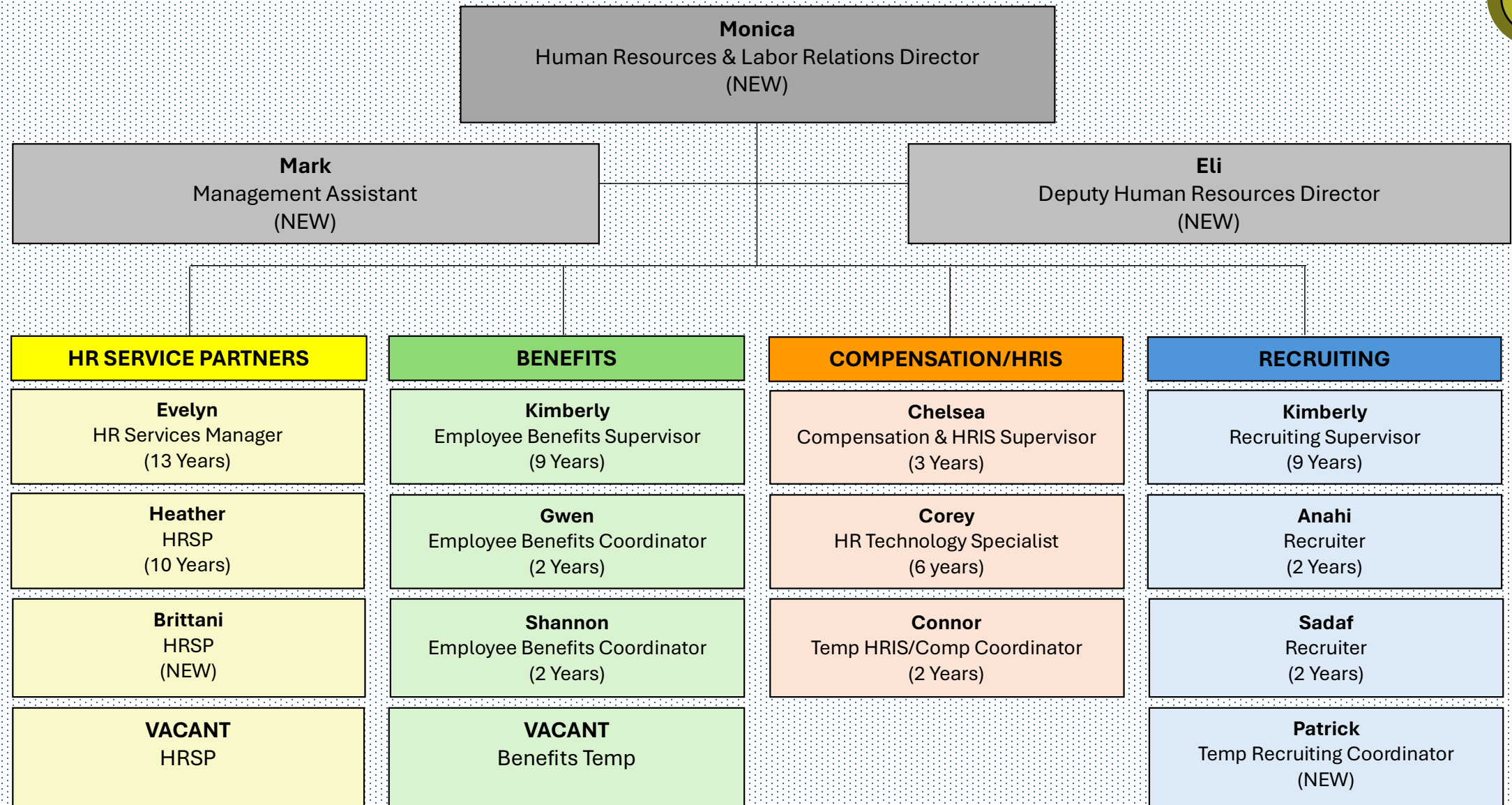**LOOKING AHEAD**

TRENDING CHALLENGES

COMMITMENT TO THE FUTURE

RECOGNITION

CITY OF ANN ARBOR HUMAN RESOURCES DEPARTMENT

Monica
Human Resources & Labor Relations Director
(NEW)

Mark
Management Assistant
(NEW)

Eli
Deputy Human Resources Director
(NEW)

HR SERVICE PARTNERS	BENEFITS	COMPENSATION/HRIS	RECRUITING
Evelyn HR Services Manager (13 Years)	**Kimberly** Employee Benefits Supervisor (9 Years)	**Chelsea** Compensation & HRIS Supervisor (3 Years)	**Kimberly** Recruiting Supervisor (9 Years)
Heather HRSP (10 Years)	**Gwen** Employee Benefits Coordinator (2 Years)	**Corey** HR Technology Specialist (6 years)	**Anahi** Recruiter (2 Years)
Brittani HRSP (NEW)	**Shannon** Employee Benefits Coordinator (2 Years)	**Connor** Temp HRIS/Comp Coordinator (2 Years)	**Sadaf** Recruiter (2 Years)
VACANT HRSP	**VACANT** Benefits Temp		**Patrick** Temp Recruiting Coordinator (NEW)

2024 Internal HR Focus

2024 Focus

Human Resources Team · Negotiations · Recruitment · Open Enrollment · Compensation Study

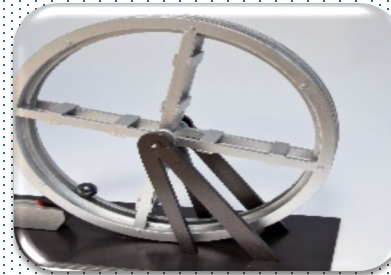# Foundation and Key Values

Employee Engagement

Strategic Alignment with Organizational Goals

Employee Wellness and Support

Continuous Improvement

Data Driven Decisions

Training and Development

Transparency

Empathy

Diversity, Equity and Inclusion
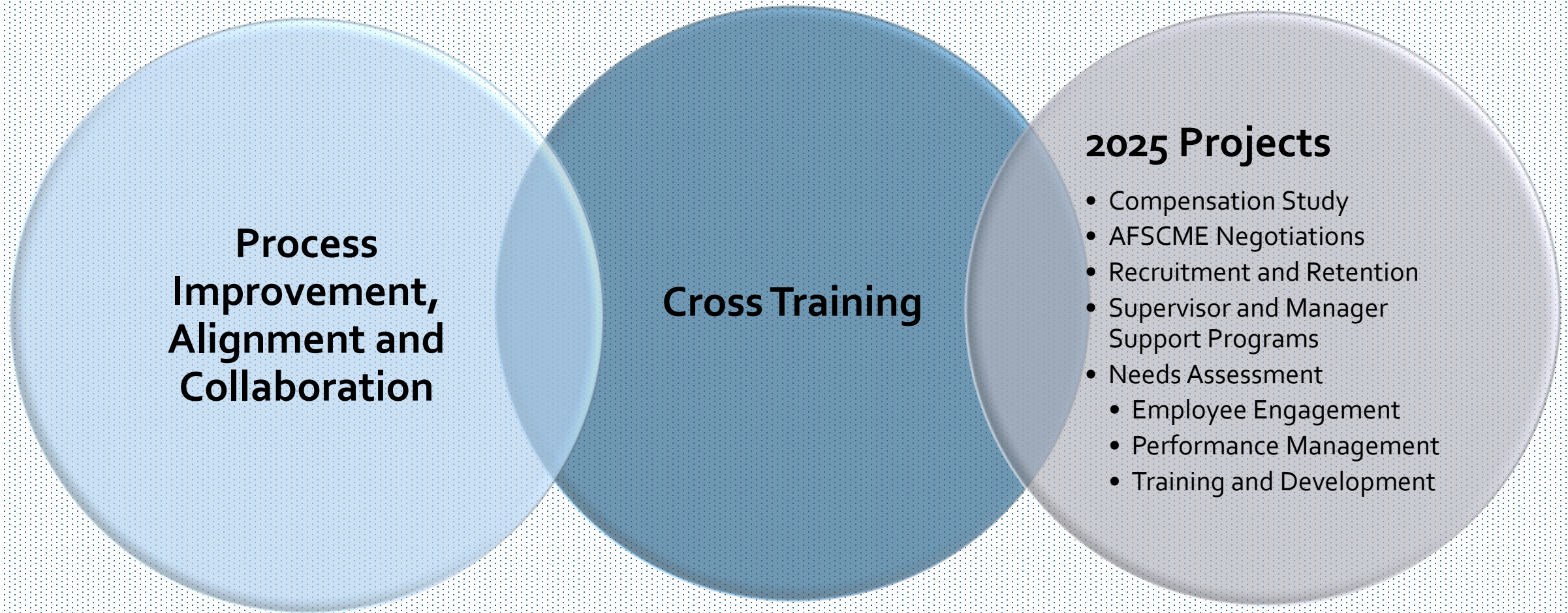

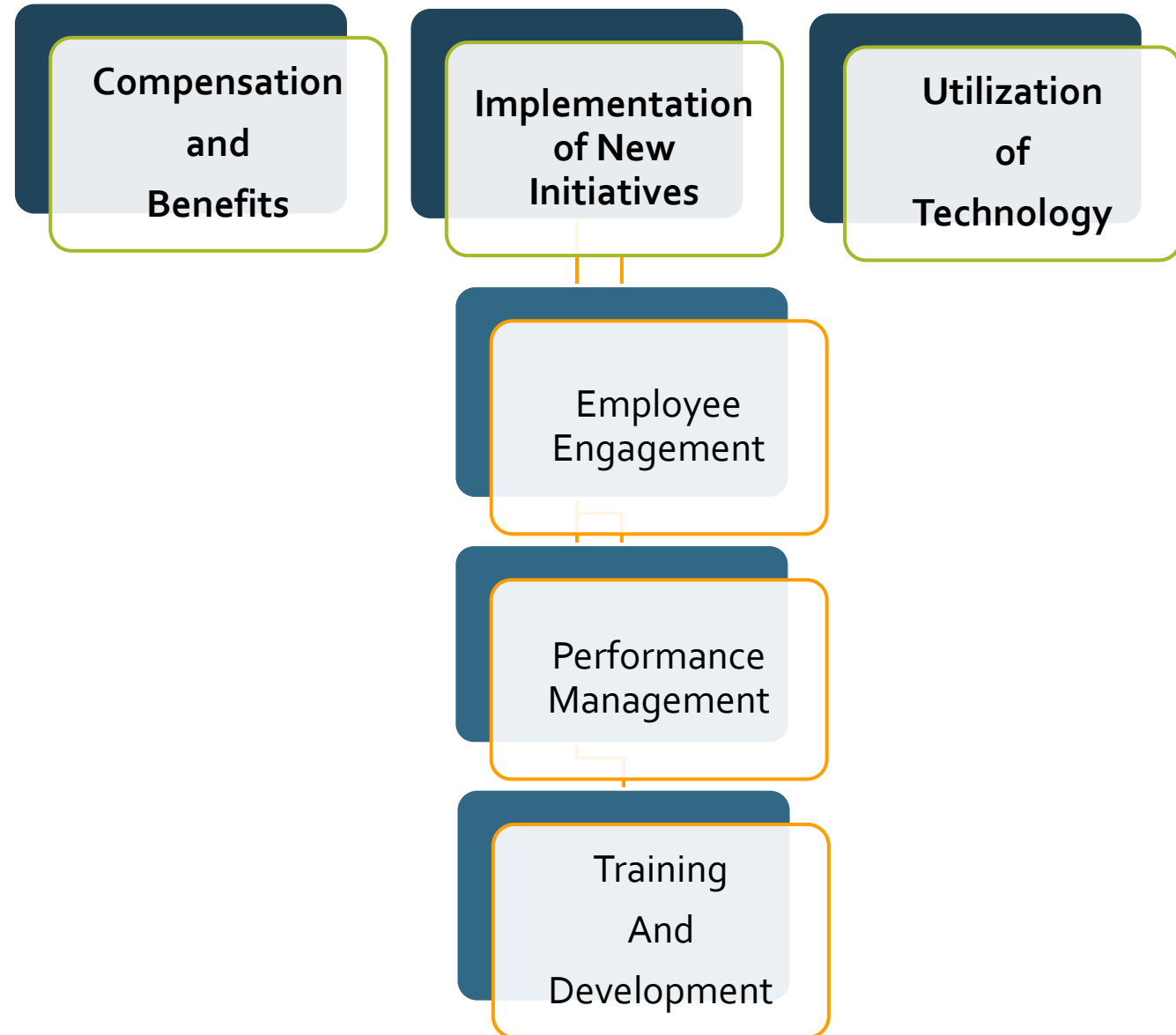Competitive Compensation and Benefits
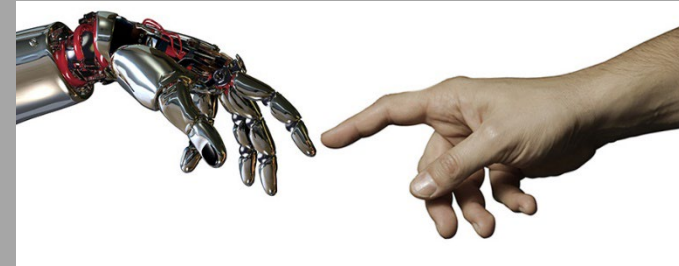

Communication

Legal Compliance

Looking Ahead: 2025

Process Improvement, Alignment and Collaboration

Cross Training

2025 Projects

- Compensation Study
- AFSCME Negotiations
- Recruitment and Retention
- Supervisor and Manager Support Programs
- Needs Assessment
  - Employee Engagement
  - Performance Management
  - Training and Development

Looking Ahead: 2026 and Beyond

Compensation and Benefits

Implementation of New Initiatives

Utilization of Technology

Employee Engagement

Performance Management

Training And Development

Trending Challenges

Top Challenges:

- Promoting Diversity and inclusion
- Attracting and Retaining top talent
- Managing hybrid work models
- Prioritizing employee wellbeing and mental health
- Adapting to changing regulation and compliance

Commitment To:

- Customer Service
- Candidate and Employee Experience
- Continual Improvement
- Inclusion
- Collaboration
- Creativity

Thank you