

**CITY OF CORAL GABLES, FLORIDA
2024-2025 BUDGET**

HUMAN RESOURCES & RISK MANAGEMENT

FISCAL YEAR 2024 MAJOR ACCOMPLISHMENTS

- ✓ Successfully implemented Infor, Workforce Management (WFM), and Global Human Resources (GHR) systems to ensure seamless integration and optimal functionality across the city.
- ✓ Optimized the approval workflows, enhancing HR processes for greater efficiency and speed.
- ✓ Hired over 100 summer seasonal employees to support the City's summer camp activities for the Community Recreation Department.
- ✓ On track to hire over 100 full-time positions in Fiscal Year 2024, including, among others:

- Assistant City Manager
- Assistant City Attorney
- Parking & Mobility Services Director
- Public Works Assistant Director for Utilities & R.O.W.
- Transportation Engineer
- Governmental Affairs Manager
- Building Inspector II
- Quality Control Manager
- Senior Project Managers
- Project Manager
- Principal Planner
- Accountant III
- Urban Forester
- Civil Engineer
- Parking Data Specialist
- Maintenance Worker II
- Compensation & Benefits Manager
- Administrative & Fiscal Affairs Manager
- Senior Automotive Mechanic
- Automotive Mechanic
- Personnel Specialist I
- Procurement Sourcing Specialist
- Commission Liaison
- Code Enforcement Officers
- Administrative Assistants
- Firefighters
- Police Officers
- Emergency Dispatch Assistants
- Plumber
- Plans Coordinator Assistants
- Neighborhood Safety Aide
- Solid Waste Workers

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FISCAL YEAR 2024 MAJOR ACCOMPLISHMENTS – (Continued)

- ✓ Revamped recruitment strategies for police officers, leading to a surge in the number of applicants.
- ✓ Launched a new Citywide Cyber Security Training course which was completed by over 500 employees.
- ✓ Successfully negotiated and implemented a 2020-2026 collective bargaining agreement with the International Association of Firefighters, Local 1210, and a 2023-2026 collective bargaining agreement with the Fraternal Order of Police, Lodge #7.
- ✓ Implemented a leadership development program that prepared employees for upper management roles.
- ✓ Led a task force to revise the city's HR handbook, ensuring full legal compliance and updating with modern best practices.
- ✓ Introduced conflict resolution workshops.
- ✓ Partnered with Florida International University to conduct comprehensive Employee Engagement Study.
- ✓ Ongoing partnership with the City's medical provider Cigna, to implement new wellness incentives establishing prize thresholds to encourage employees to continue participating in wellness events/activities to help them attain/maintain a healthy lifestyle.
- ✓ Continued to offer (free of cost) fitness tools such as the Vitality app to all employees. The Vitality app, provides comprehensive, interactive, and personalized wellness programs that makes it easy for employees to make healthy choices.
- ✓ Partnered with Calm (the #1 app for sleep, meditation, and relaxation) to provide all employees with free access to their extensive library of guided meditations, sleep stories, mindfulness exercises, and other resources designed to help you reduce stress, improve sleep, and enhance your overall well-being.
- ✓ Continued to hold citywide health challenges and workshops.
- ✓ Hosted Wellness Week at no cost to employees that included activities such as flu shots, biometric screenings, derma scans, chair massages, and Angiograms at three separate locations citywide. Held onsite a mammography event to educate and encouraging participants to have annual mammograms.

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FISCAL YEAR 2024 MAJOR ACCOMPLISHMENTS – (Continued)

- ✓ Conducted a detailed analysis of all workers compensation and general liability claims to address recurring incidents and implement appropriate training.
 - ✓ Successfully renewed the City's property and liability insurance maintaining existing and similar coverages.
 - ✓ Reviewed approximately 2,500 certificates of insurance.
 - ✓ Continued updating the value of the City's buildings via physical appraisals.
 - ✓ Continued conducting regular on-site risk assessments.
 - ✓ Continued the implementation of the City's ADA transition plan that is used to guide the planning and implementation of necessary accessibility improvements to the City's buildings, garages, parks, and trolley stops.
 - ✓ Ensured all new documents posted on the City's website were accessible and made significant improvements to the City's website to address accessibility.
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