



Human Resources BUDGET PRESENTATION

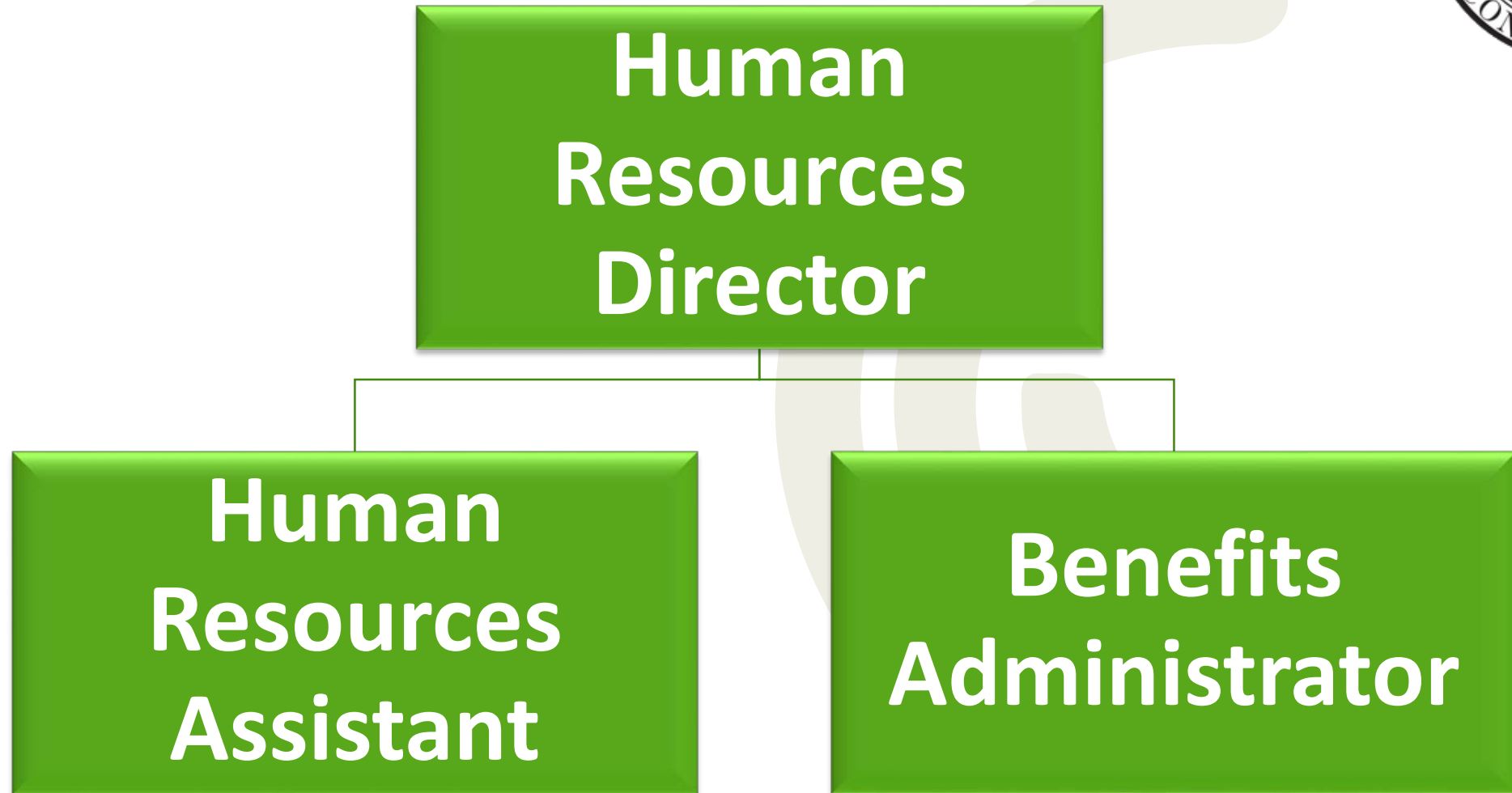
FY 2020-2021

➤ SANTIAGO MALAVE

Prior to being employed by the Town of East Hartford, Mr. Malave was the Director of Human Resources for the City of Hartford which is where he started his Human Resources career. He left the City of Hartford early in his career in order to accept the position of Assistant Personnel Director at Central Connecticut State University. During his employment with the Connecticut State Universities System, he was assigned to increasingly more responsible Human Resources positions, to include serving as Director of Human Resources for Southern Connecticut State University. He left the State Universities in 2002 in order to accept the position he held prior to his employment for the Town of East Hartford. Mr. Malave possesses over 39 years of experience in Human Resources.



STAFFING





► DEPARTMENT DESCRIPTION & SERVICES

The mission of the Human Resources Department is to provide quality human resource management, benefits administration, and labor relations services to all Town departments in order to provide a productive and responsive workforce to meet the needs of the community and Town employees.





➤ ACHIEVEMENTS & ACCOMPLISHMENTS

- The Business Council of Fairfield County “Healthy Workplace Employer Recognition” named Healthy EH as a **PLATINUM** level winner.
- Negotiated successor union contracts for Fire, Dispatchers, #818 Supervisors and EH Police pension plan
- Recruitment – 46 open and promotional:
 - Fire – Captain, Deputy Chief, Asst. Fire Chief, Deputy Fire Marshal, Firefighter/paramedic
 - Police - Deputy Police Chief, Detective, Dispatch Supervisor, Dispatchers, Animal Control Officer, Administrative Secretary
 - Public Works – Public Works Director, Engineering Tech IV, Facilities Manager, Civil Engineer, Town Engineer, Project Manager (new), Superintendent of Public Safety, Mechanic I, Utility Worker
 - Other departments – WIC nutritionist, Foodbank Coordinator, Legal Secretary, Deputy Assessor, Librarian, Account Clerk, Assistant Building Official, Children’s Librarian, Assistant Parks & Recreation Director



► BY THE NUMBERS



43 New Hires



27 Resignations



37 Retirements



28 Death Benefits



18 FMLA Requests



**66 Federal Drug &
Alcohol Tests**



**623 Open Competitive
Applications**



38 Grievances



➤ NEW INITIATIVES

- Negotiate successor contract with the police union
- Recruit for firefighter/paramedics, police officers and dispatchers
- Promotions – police sergeants and detectives
- Benefits - partner with a 3rd party vendor to treat members with diabetes, hypertension and high cholesterol





► DEPARTMENT CHALLENGES

- Recruitment and retention of employees
- Keeping up with State mandates
- Balancing the HR needs of the various Town departments



➤ BUDGET CHANGES

ORG	OBJECT	DESCRIPTION	REASON	\$ CHANGE
G2300	60110	Permanent Services	Elimination of part-time support staff	(\$7,853)



THANK YOU!
