

# Employment Statistical Data

Regular employee count is currently 533.

Regular employee count in Dec 1996 was 574.

7 collective bargaining agreements were negotiated and settled in 2016 covering the period of 7/1/16-6/30/19.

## 2016 Recruitment & Selection Information

Civil Service Processes Completed	20
Lists Certified Department Head.	18 + 1 selection process for a
New Hires Processed	30
Promotions Processed	7
Terminations Processed	26

# Payroll and Insurance Administration

## 2016 Payroll Data

- Administered and processed \$35,694,637.67 in payroll to 1077 employees.
- Administered and processed 1077 W-2's and 701 1095-C's.
- Self-administered a flex spending program where 175 employees diverted over \$263,000 of their gross pay into pre-tax medical and dependent care accounts, which saved the City thousands of dollars in employer-matched FICA taxes.
- Coordinated a 457 Deferred Compensation plan where 132 employees diverted over \$418,000 of their net pay to their own personal retirement savings accounts.
- Administered payroll deductions and quarterly reporting, including IPERS reporting for an enrollment of 303 employees and reporting for the MFPRSI enrollment of 237 employees.

## 2016 Insurance Information

- Administered a self-funded health and dental insurance plan with 507 employee policies and 141 retiree policies totaling 648 total insurance policies covering 1,814 individuals.
- Administered two 100 % employee funded benefit programs with 225 employees enrolled in the Avesis vision insurance program and 102 employees enrolled in the AFLAC Supplemental Insurance program.

# Safety & Worker Compensation Statistics

## Work Injury Statistical Data

	Recordable Injuries	Lost Time Injuries
2014	55	15
2015	49	15
2016	38	6

Human Resources administered the CDL random drug testing program. In 2016 43 of the 120 City CDL drivers underwent random drug testing with no positive results.

Safety Committee Meetings – 12 Safety Committee meetings were held in 2016 attended by representatives from each department. The Safety Committee sponsors the annual Wellness and Safety Fair and a variety of safety training.

Administered a self-funded Workers Compensation program for non police and fire employees as well as sworn police and fire injury claims.

# Wellness Program

- The City implemented a new employee wellness plan beginning in July 2016. 50% of the employees voluntarily took a health risk assessment and underwent biometric testing to gauge their own wellness and received detailed reports showing the employees areas of success and areas of improvement.
- The wellness program also offered a 20% discount for City employee membership at the Cedar Valley Sportsplex and there was an 80% increase in City employee membership from 2015 to 2016. Currently, 118 City employees are Sportsplex members making the City the largest employer sponsor at the Sportsplex.
- The Human Resources Department administered the 5<sup>th</sup> annual Safety and Wellness Fair on October 11, 12, & 13 of 2016. The event was held at the Cultural and Arts Center and 257 City employees attended one or more sessions.
- In July of 2016 the City switched the Employee Assistance Plan (EAP) to Allen Hospital. Wellmark has estimated that the City will save approximately \$4,300 annually by referring mental health services through the EAP provider rather than being paid by the City's traditional health insurance coverage. From July to December of 2016 there were 89 visits to the EAP provider.