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MEMORANDUM

Human Resources

To: Ron Whitlatch, City Manager
From: Angela Solesbee, HR Director
Subject: Department Update for City Manager Report

Date: September 1, 2026

- Recruitment:
 - All City positions filled at this time. WOOP!
- Benefits:
 - Open Enrollment coming on September 29th.
- Classification and Compensation:
 - AFSCME Market Review, Classification review, and Salary Schedule changes underway per the newly ratified 2026-2029 CBA.
- Training and Development:
 - August All Employee training – Whistleblower Reporting
 - September All Employee training – Cybersecurity – AI and Smishing
 - August Safety training – Cold, Flu, and Transmittible Illness Prevention
 - September Safety training – Personal Protective Equipment (PPE)
- Performance Management:
 - Discussions regarding moving to electronic evaluations with AFSCME begin on 9/9/2026.
 - Discussions with Teamsters will commence after finalization of AFSCME process and roll out.
 - Non-Union employee group has moved away from performance evaluations and implemented Performance Goals.