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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 30, 2026

- Recruitment:
  - No requisitions currently posted.

- Benefits:
  - Open Enrollment began on September 29th and ends on October 23rd.

- Classification and Compensation:
  - AFSCME Market Review, Classification review, and Salary Schedule changes underway per the newly ratified 2026-2029 CBA.

- Training and Development:
  - September All Employee training – Cybersecurity – AI and Smishing
  - October All Employee training – Discrimination-Free Workplace

  - September Safety training – Personal Protective Equipment (PPE)
  - October Safety training – Cold Weather Safety

- Performance Management:
  - Discussions regarding moving to electronic evaluations with AFSCME underway.
  - 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.