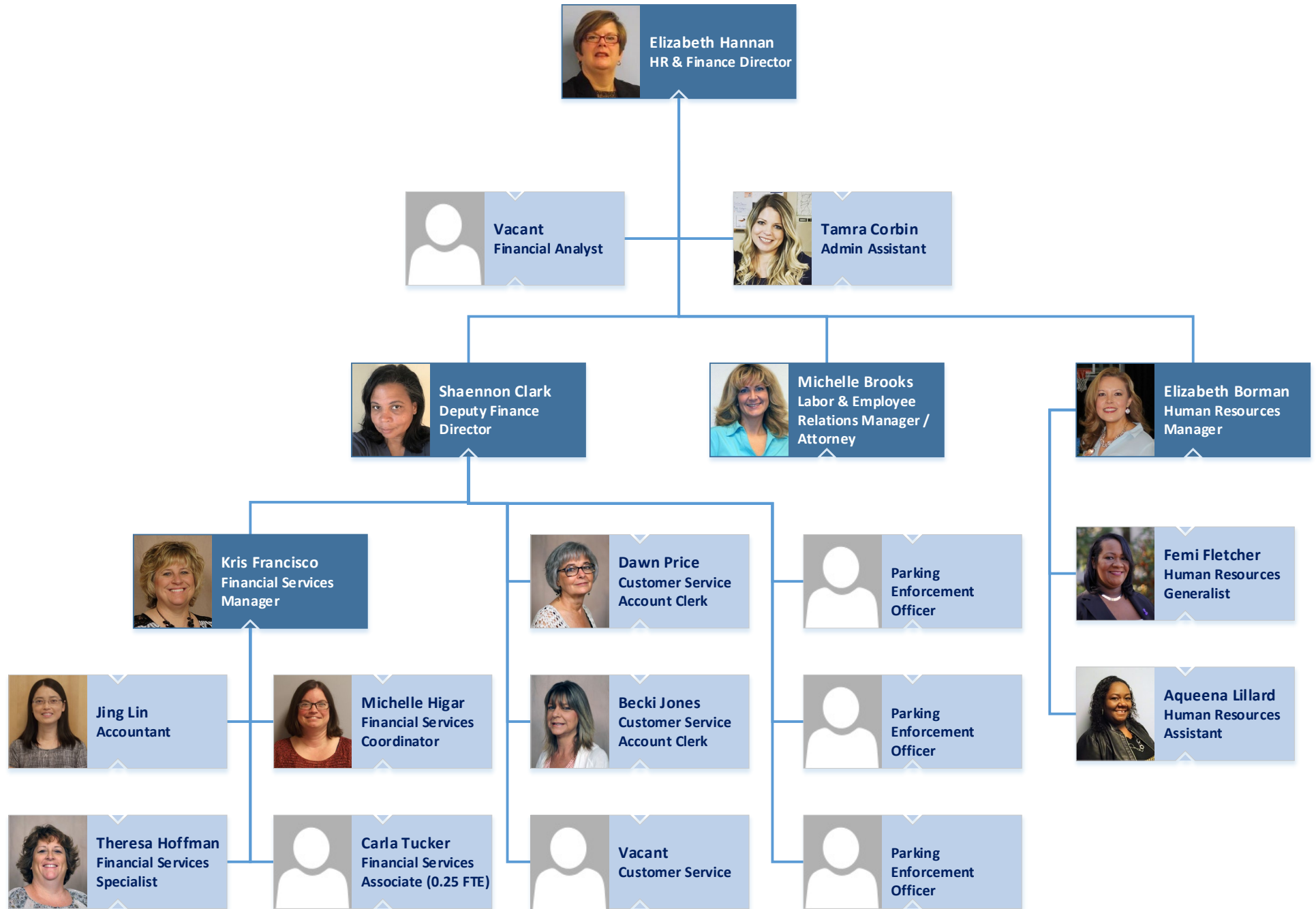

HUMAN RESOURCES & FINANCE DEPARTMENT



CITY OF
URBANA

WHAT WE DO

- Finance
- Human Resources
- Labor & Employee Relations
- Administration



BOARDS AND COMMISSIONS

- Civil Service Commission
- Police Pension Fund
- Fire Pension Fund

HOW WE ARE FUNDED

- General Fund

Also manage -

- Vehicle & Equipment Replacement Fund
- Retained Risk Fund

WHY THE COMP PLAN IS IMPORTANT TO US



- Will guide fiscal planning and strategic allocation of our financial and human resources to support goals
- Will help to define our employment brand – potential applicants look at the community, in addition to compensation and job responsibilities

WHAT WE DO

- Finance
- Human Resources
- Labor & Employee Relations
- Administration



Financial Services



Customer Service



Parking Enforcement

HOW YOU WILL INTERACT WITH US (FINANCE)

- Annual Financial Report / Audit
- Quarterly financial reports
- Monthly expenditure reports
- Fee Schedule
- Property tax levy

WHAT WE DO

- Finance
- **Human Resources**
- Labor & Employee Relations
- Administration



Compensation & Benefits



Safety & Compliance



Recruitment & Selection



Organizational and Employee
Development



Employee Engagement

WHAT WE DO

- Finance
- Human Resources
- Labor & Employee Relations
- Administration



Collective Bargaining



Employee Performance



Employee Relations



Advise on Legal Issues
Related to HR & Labor

HOW YOU WILL INTERACT WITH US (LABOR & EMPLOYEE RELATIONS)

- Labor negotiations
- Approval of labor agreements

WHAT WE DO

- Finance
- Human Resources
- Labor & Employee Relations
- Administration



Budget



Financial Planning &
Forecasting



Purchasing



Risk Management

HOW YOU WILL INTERACT WITH US (ADMINISTRATION)

- Annual Budget process
- Financial Forecast
- Financial Policies
- Budget amendments

HUMAN RESOURCES & FINANCE DEPARTMENT

- Finance
- Human Resources
- Labor & Employee Relations
- Administration