

OMAG

Employment Recruitment & Retention

Presented by: Suzanne D. Paulson
OMAG General Counsel and HR Director

"From ordinary people come extraordinary results"

OMAG

Recruitment

- ✓ Internships
- ✓ School mentorship programs
- ✓ Part-time summer positions to students
- ✓ Colleges and Career Techs
- ✓ LinkedIn or other Social Media
- ✓ Website
- ✓ Word of Mouth

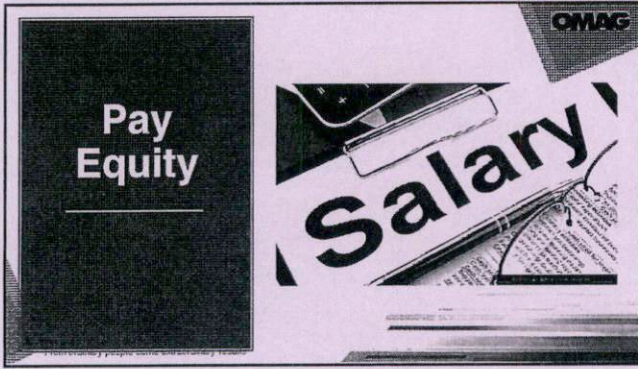
"From ordinary people come extraordinary results"

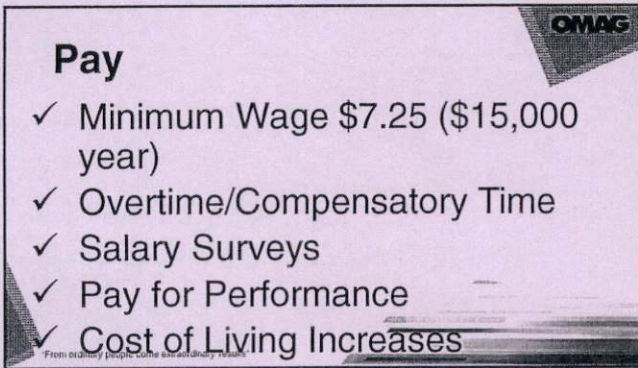
OMAG

Retention

- ✓ Pay
- ✓ Benefits
- ✓ Work Life Balance
- ✓ Flexibility
- ✓ Fun

"From ordinary people come extraordinary results"







Leave Benefits

- ✓ Vacation Leave
- ✓ Sick Leave
- ✓ Leave of Absence
- ✓ Maternity/Paternity Leave
- ✓ Personal Leave for New Employees

From ordinary people come extraordinary results

Health & Welfare Benefits

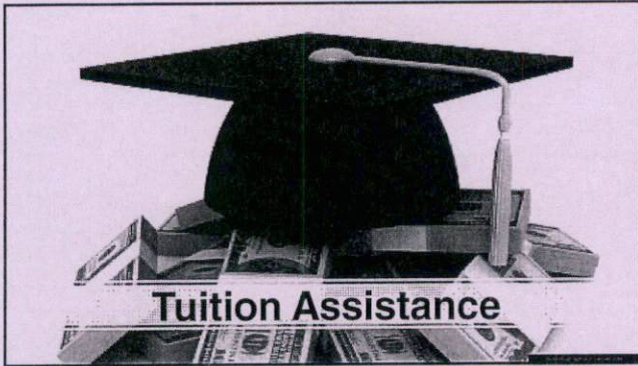
- ✓ Health
- ✓ Dental
- ✓ Vision
- ✓ Section 125
- ✓ Retirement

From ordinary people come extraordinary results

Benefit Considerations

- ✓ Is there a Policy?
- ✓ Is there a clear public purpose?
- ✓ Is there consideration given?
- ✓ Has the Council adopted it?
- ✓ Is it taxable?

From ordinary people come extraordinary results



OMAG

Policy & Purpose

Recognizes that improved job skills and educational development is becoming increasingly important and should be encouraged

"From ordinary people come extraordinary results"

OMAG

Policy


- ✓ Completed at least six (6) months of continuous full-time employment
- ✓ Not be awarded for costs paid by grants, scholarships, veteran's benefits etc.
- ✓ Must repay if terminate within two (2) years
- ✓ The course must be a benefit employer
- ✓ Courses must be taken for credit hours at an accredited college
- ✓ Course attendance must be on the employee's own time and must not interfere with his/her regular job
- ✓ Flexible hours may be available to accommodate a course
- ✓ A grade of C or above is required


"From ordinary people come extraordinary results"

Documentation

- ✓ An itemized receipt from the educational institution
- ✓ An official grade report
- ✓ A signed Education Assistance Agreement

"From ordinary people come extraordinary results"






Remote Work

Remote Work Policy

- ✓ Written agreement about expectations
- ✓ Technology issues
- ✓ Exempt vs. non-exempt

"From ordinary people come extraordinary results"



Pro or Con?

OMAG

- ✓ Employee Productivity
- ✓ Retain Key Employees
- ✓ Attract More Talent
- ✓ Fewer Distractions
- ✓ Improve Record Keeping
- ✓ Cost
- ✓ IT Security Issues
- ✓ Lose Interaction Effect
- ✓ It's Hard to Stay in the Loop
- ✓ Distractions
- ✓ Less Sick Leave used

"From ordinary people come extraordinary results"

Flexible Schedules

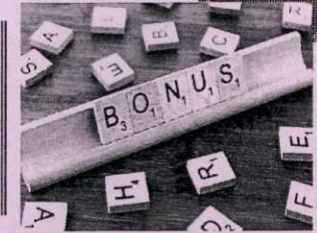
OMAG

"From ordinary people come extraordinary results"

OMAG

"From ordinary people come extraordinary results"

Taking a
Day Off



Employee Incentive Program

"From ordinary people come extraordinary results"

Policy & Purpose

Provide options for rewarding employees who have provided extraordinary service, leadership, role modeling and consistent performance deserving commendation

"From ordinary people come extraordinary results"


OMAG

Extraordinary service defined

- ✓ An employee's willingness to work extra hours above including during emergencies, critical or unforeseen events to meet deadlines or complete projects;
- ✓ Developing and administering a special project/program requiring innovation, and/or overcoming resistance to change that goes significantly beyond the general accepted standards


"From ordinary people come extraordinary results"

OMAG

Extraordinary service defined 

- ✓ Providing exceptional leadership and role modeling
- ✓ Participation in team building and other employer sponsored programs meant to promote OMAG' goals and objectives
- ✓ Consistent performance over and above one's peers that is deserving of commendation

"From ordinary people come extraordinary results"

Incentives 

- ✓ Paid time off up to 5 calendar days per year
- ✓ Stipend or incentive payments, i.e. gift cards
- ✓ Pins or plaque
- ✓ Gatherings or events for all employees
- ✓ Lunch outings
- ✓ Snacks and other small treats

"From ordinary people come extraordinary results"

Community Service

"From ordinary people come extraordinary results"



Community Service Purpose



Encourages employees to contribute to their communities and participate in volunteer activities by providing flexibility in work schedules and paid leave opportunities

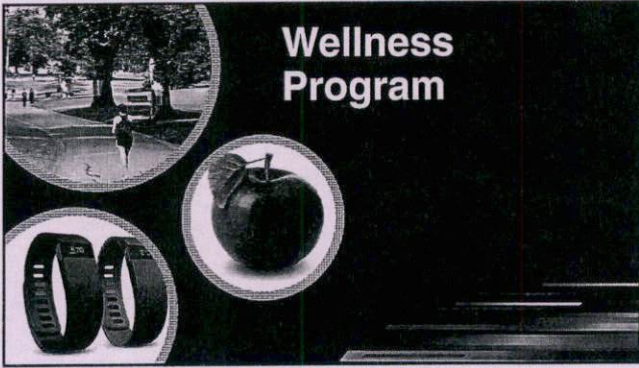
"From ordinary people come extraordinary results"

Community Service Policy



A maximum of 16 hours of paid leave per fiscal year will be made available to current full-time employees on July 1 of each year. A maximum of 8 hours will be made available to current part-time employees on July 1 of each year

"From ordinary people come extraordinary results"






Wellness Purpose

Provides opportunities to help employees modify their lifestyles and move toward an optimal state of wellness and in turn, will lower healthcare costs, increase productivity, improve recruitment and retention, reduced absenteeism and enhanced employee engagement


From ordinary people come extraordinary results



Wellness Programs

- ✓ Health risk assessments
- ✓ Walking and fitness challenges
- ✓ On-site lunch and learns
- ✓ Health food options during the day
- ✓ Organizing teams for charity walks


"From ordinary people come extraordinary results"

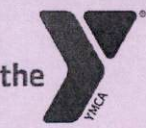



Wellness Programs

- ✓ Sponsoring weight loss management programs
- ✓ Smoking cessation programs
- ✓ Nutrition counseling
- ✓ Flu shot programs
- ✓ Providing appropriate incentives to those who participate in the programs

"From ordinary people come extraordinary results"



		<p>Gym Membership</p> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/> <hr/>
