



EXECUTIVE BOARD OVERVIEW HUMAN RESOURCES

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| <ul style="list-style-type: none"> Staffing – We have had three employees leave the agency recently: Director of Homeless Outreach & Engagement, Housing First Supervisor and the Burckle Place Resident Advocate. Interviews have been completed for the Resident Advocate position, and the other two employment opportunities have been advertised. In addition, we have three open part-time positions in our social enterprises. |
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| <ul style="list-style-type: none"> HR/Payroll/Time & Attendance Software – We have selected Paylocity as our new software and will begin implementation in early January. It is expected to take approximately 5 weeks to fully implement. |
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| <ul style="list-style-type: none"> Training – Sixty-seven out of 118 employees have successfully completed the ALICE (active shooter) e-learning training. We hope to have all employees trained by early January. At the November all-staff retreat, all staff participated in a 3-hour training that focused on compassion fatigue, burnout and secondary traumatic stress. As part of becoming a trauma-responsive agency, we will be implementing True Colors which is a tool to foster healthy, productive relationships within our organization. |
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| <ul style="list-style-type: none"> New benefit for employees – We will soon be launching a new benefit called SmartDollar which is a tool to assist our staff in budgeting. |
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