About Peoria HR

8 Functional Areas

- Class/Comp
- Employee Relations
- Recruiting & Hiring
- Benefits
- Safety
- Labor Relations
- Wellness
- Training & Development

1,880 employees supported

- 1,206 Full-Time Staff
- 674 Part-Time Staff

64% = Regular Employees
36% = Temporary Employees
Strategic Plan for Human Resources

Employer of Choice

- Talent Acquisition
- Talent Development
- Talent Engagement
- Talent Retention
What We Do

Functional Areas

- Recruiting & Hiring
- Benefits
- Employee Relations
- Safety
- Class/Comp
- Training & Development
- Labor Relations
- Wellness
Approximately 470 eligible positions
911 Dispatchers, Code Enforcement, Utility Workers, Equipment Operators

Approximately 175 members
Firefighters, Fire Captains, Fire Engineers

Approximately 153 members
Sworn Police Officers

Approximately 26 members
Police Sergeants

Approximately 455 employees
Non-Represented
1,206 FTE

Last year 21,908 applications were received
Low-Cost Health and Life Benefits
Wellness Program
Disability and Leaves Program
Employee Assistance Program
Tuition Assistance
Retirement and Retirement Savings
Classification and Compensation

- Uniform system of classifications
- Competitive Salary Structures
- Determine title and pay for positions
- Pay Policies, laws, regulations
- Set up positions in HCM
- Monitor pay action requests
- Communicate annual increase guidelines
Safety and Wellness
Training and Development

Online Training
Tuition Assistance
Mentorship
Safety
Leadership Development
In-Person Training

LEARN

Training and Development
Thank You!
What does the IT Department do?

Well, not exactly
I.T. Service Areas
Which Peoria Departments rely on IT services?

ALL OF THEM!
None of these functions could happen efficiently (some not at all) without IT

- Permit Applications
- Automated Call Attendants
- Building Inspections
- Police Dispatch/Records
- Water Distribution
- Electronic Patient Care
- Budgeting
- Development Agreements
- Training & Education
- GIS
- Transit
- Sales Tax
- Police Property Inventory
- Spring Training
- Body Worn Cameras
- Pavement Management
- Online Payments
- Public Records Requests
- Payroll
- A.P. / A.R.
- Solid Waste Routing
- Business Licenses
- Council Agendas
- Remote Access
- Wastewater Treatment
- Capital Improvement
- Prosecutions
- Fleet Maintenance
- Email
- Online Crime Reporting
- In-Field Computing
- City General Plan
- Police Mobile Computers
- Records Management
- ADEQ/EPA Compliance
- Planning & Zoning
- Wi-Fi
- eDiscovery/Litigation
- Fueling
- Staffing
- Library Services
- Utility Billing
- Assessment Districts
- Radio Communications
- Electronic Ticketing
- Security systems
- Electronic Plan Review
- Customer Service Requests
- Purchasing
- Jury Notifications
- Water Testing
- Pawn Shop Data
- Prisoner Booking
- Recreation Scheduling
So, in other words...

Information Technology is MUCH more than just this

(although desktop support is still a big part of our operations)
Helpdesk/Desktop Support

- First (Helpdesk) and Second (Field) Tier Technical Support
- Hardware and Software Installations
- Troubleshooting
- Repair/Maintenance
- PC Replacement
- Inventory Management
Applications Support

- Install, maintain, upgrade over **300** applications Citywide
- Work closely with vendors, City staff and other governmental entities
- Internal and public-facing (web) applications
Network Services

- 300+ File Servers
- Systems Backup/Restore
- Anti-malware
- SPAM & Content filtering
- Web Filtering
- E-mail Administration
- VoIP Telephones
Network Services

- Network Infrastructure
- Data center
- Distribution closets
- Remote facilities
- WAN – Wide Area Network
  - Fiber Optic
  - Microwave
- Citywide Wi-Fi
  - All major facilities
Special Systems Group (Public Safety)

- Computer Aided Dispatch (CAD) - Police
- Records Management System (RMS) – Police / Fire-Medical
- Mobile Computing (MDC’s) - Police
- Electronic Patient Care Reporting (EPCR) – Fire-Medical
Special Systems Group (SCADA)

- Utilities SCADA Systems
- Plant Operations
- Water Production/Distribution
- Wastewater Treatment
- Facility Interconnectivity
Special Systems Group (Radio)

- Procurement/Programming/Testing/Diagnostics
- Preventive Maintenance
- Dispatch Console Maintenance
- FCC Licensing
Geographic Information Systems (GIS)

What is GIS?

- A database to capture, store, retrieve, analyze, and display spatial data
  - Street address
  - ZIP code
  - Census tract
  - Longitude/latitude coordinates

- Different data can be integrated into GIS and represented as a map layer

- The most common GIS product is a map, but GIS can be used to generate answers to queries or as part of spatial statistical analysis

- Integration with City systems to tie assets and data to geographical locations
GIS Group

- Development and maintenance of City GIS infrastructure
- Customized map viewers for public use
  - “Building Peoria”
  - Bulk Trash Pick-Up
  - HOA Viewer
  - Planning Case Map
  - Crimereports.com
- Mapping support and data services for all Departments
Project Management

- IT Project management services for all Departments
- Certified project managers
- Management of overall Project Program
- Successfully bring in projects on time, on schedule and ensure they’re complete
Security Services

- Intrusion Detection
- User Monitoring
- Risk reporting
- Cyber-attack response
IT Administration

- Supervisory/Workgroup Oversight
- Inter-Departmental Relations
- Budgeting
- Licensing and Compliance
- Maintenance Contracts
- Performance Measures
- Procurement
- Questions?

- Thank you!
OFFICE OF THE CITY CLERK

• What IS a City Clerk?
• What does the City Clerk’s Office do?
Mission

• *To provide transparency and public access to City government.*
OFFICE OF THE CITY CLERK

• AKA “Secretary,” “Recorder”

• Oldest position in local government
Citizen’s Link to City Government

- Clerk to the City Council
- Chief Election Official
- Records Management Officer
Clerk to the Council

- Prepare Council meeting notices & agendas
- Record and prepare official minutes
- Keeper of the City Seal
Staff Liaison

- Council Subcommittee on Boards and Commissions
- Ethics Subcommittee
- Annual Boards & Commissions Recognition Event
Boards and Commissions

- Arts Commission
- Board of Adjustment
- Building Board of Appeals
- Citizen’s Commission on Salaries for Elected City Officials
- Economic Development Advisory Board
- Employee Benefits Trust Board
- Historic Preservation Commission
- Industrial Development Authority
- Judicial & Public Defender Advisory Board
- Municipal Development Authority
- Parks, Recreation & Community Facilities Board
- Personnel Board
- Planning and Zoning Commission
- Public Safety Retirement Board – Fire & Police
- Veterans Memorial Board
- Volunteer Firefighter Pension Board
- Youth Advisory Board
Records Management
Chief Records Management Officer

- Life Cycle of a Record
- Storage and Retrieval
- ARS Mandated Schedule for Records
Municipal Elections
Chief Election Official

• Elections held in even years i.e. 2018, 2020

✓ Campaign Finance Reporting
✓ Candidate Elections
✓ Bond Elections
✓ Referendums
✓ Initiatives
✓ Recalls
Questions?
Economic Development Department Update
What is Economic Development

• The main goal of economic development is improving the economic well-being of a community through efforts that entail job creation, job retention, tax base enhancements and quality of life.

• Job creation through the recruitment of business operations

• Job retention by assisting the expansion or retention of local business operations

• Assisting in the startup of new businesses within a region

How do we do it?

• Marketing through relationships and media

• Participating in workforce development programs

• Working with partners locally and across the region

• Research and analysis into markets, trends, and opportunities
Vision and Alignment - Recap

General Plan

- Balance
- High-Paying Jobs
- Sustainability

Council Vision

- Economic Prosperity – Livability Initiative
- 1:1 Themes
  - Quality Head-of-Household Jobs
  - Exceptional Customer Service
  - Local, Regional, National, International Visibility
  - Leadership
  - Create Determinant Attributes
  - Sense of Urgency
Vision and Alignment – Horizontal & Vertical Integration

**Horizontal Integration**
- Same or Complementary Businesses
- Clustering of Auto-Dealerships, Classic Example

**Vertical Integration**
- Supply Chain Businesses
- From Suppliers to Customers
- Derivatives/Multiplier Effects
- Auto Dealer Examples Include: Raw Materials, Parts, Assembly, Fuel Stations, Convenience Stores, Repair Shops, Secondary Market, Car Washes, Finance and Banking, etc, etc.
Vision and Alignment – Targeted Industries, Traditional

- Advanced Business & Financial Services
- Advanced Manufacturing
- Bioscience and Healthcare
- Technology and Innovation (ICT)
- Hospitality and Tourism
- Film and Digital Media
- Aerospace and Defense
- Research and Development

World Class. Sustainable. Future Ready.
Vision and Alignment – Target Industries Breakdown/Examples

Advanced Business and Financial Services
• Software
• Financial Services
• Banking
• Real Estate Investment and Services

Advanced Manufacturing
• Semiconductors
• Manufacturing
• Tool and Material Suppliers

Aerospace and Defense
• Aerospace Parts Development and Manufacturing
• Avionics and Sensor Technology
• Command Control Communications Computers and Intelligence (C4I)
• Information Systems and Cyber Technologies
• Power Systems
• Space Technologies
• Weapon and Armor Systems
Vision and Alignment – Target Industries Breakdown/Examples

Bioscience and Healthcare
- Traditional Healthcare
  *(Hospital, Pharmaceutical, Doctors, Clinics)*
- Proactive Medicine
  *(Personalized Genomics, Wellness)*
- Network Orchestration as a Supply Chain Model

Film and Digital Media
- Studios
- Production Services
- Post-Production Facilities
- Equipment Vendors

Research and Development
- Startup
- Incubation
- Commercialization and Emerging Growth

World Class. Sustainable. Future Ready.
Vision and Alignment – Target Industries Breakdown/Examples

### Technology and Innovation (ICT)
- Smart Cities, Smart Corridors
- IoT
- Software
- Telecom
- Mobility
- Computer System Design
- Data Processing and Hosting
- Internet Publishing
- Aerospace Engineering & Aviation Software
- Business Intelligence, Analytics, Interaction & Performance Management Software
- Content Management
- Custom Computer Programming Services
- Data Centers
- Data Center Infrastructure Management Software
- Data Management Software

World Class. Sustainable. Future Ready.
Vision and Alignment – Target Industries Breakdown/Examples

Technology and Innovation (ICT)

- Data Processing, Hosting, and Related Services
- Design Software
- Education & Training Software
- Financial Services Software
- Healthcare Call Center Solution
- Healthcare Data Software
- Human Resource Management Software
- Marketing Software
- Cyber Security Systems Services Software
Vision and Alignment – Targeted Industries, Future Ready

- General Plan Mandate
- City Council Vision & Goals
- Brand/Identity
- Industry Clusters
- CM/ED Department Operations
- Targeted Industries (C2B)
- Determinant Attributes

**Core Vision:**

- World Class
- Sustainable
- Future Ready

**Targeted Industries:**

- **Smart Cities and IoT**
- **Connected Homes**
- **Wearables**
- **Personalized & Proactive Medicine/Genomics**
- **Cybersecurity**
- **Circular Economy**
- **Private Sector Space & Aeronautics**
- **Autonomous Transportation**
- **Multimodal Electric Vehicles**
- **Blockchain**
- **AI & VR**
- **3D Printing**
- **E-Sports**
Vision and Alignment – Targeted Industries, Future Ready

The Fourth Industrial Revolution / Industry 4.0

World Class. Sustainable. Future Ready.
Vision and Alignment – Targeted Industries, Future Ready

The Fourth Industrial Revolution / Industry 4.0

Nine Technologies Are Transforming Industrial Production

- Autonomous robots
- Big data and analytics
- Augmented reality
- Horizontal and vertical system integration
- Additive manufacturing
- The cloud
- Cybersecurity
- The Industrial Internet of Things

Industry 4.0 is the vision of the industrial production of the future

World Class. Sustainable. Future Ready.