

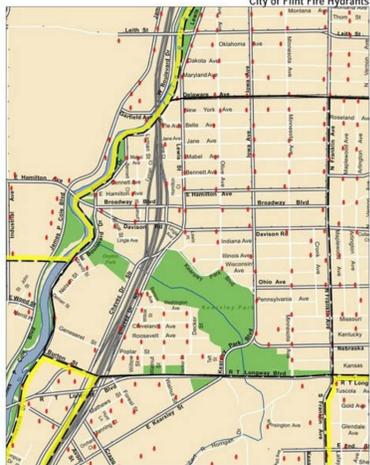
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City of Flint Fire Hydrants



Director Matt Doyle of Human Resources The Human Resources Department is responsible for all employment services for the organization, including recruitment and testing, employee relations, employee benefits, training and development, occupational safety, employee compensation and employee health services. The Department also serves as staff to the Glendale Civil Service Commission which is responsible for ensuring that merit principles are upheld in the hiring, staffing and retention of city employees. The Department of Human Resources is organized into four (4) divisions: " Human Resources Administration " Benefits Administration " Services Employee health " Risk Management (Workers' Compensation and Employee Safety) The Administrative Human Resources Administration Division administers Involving the recruitment, selection, placement and classification of employees' employees. The Division develops and implements personnel policies and procedures based on federal, state and local legislation relating to employment issues. In addition, it manages the relations program for the city's employees, including the negotiation and administration of employment contracts and the resolution of employment problems; It also provides advice/counseling to managers and employees on workplace issues, as well as coaching and career counseling. Employee training and development are also included in the division that provides training and development opportunities to employees through Glendale University's Training and Development Program, Glendale Supervisory Academy, Glendale Leadership Academy, Glendale Leadership Academy and ongoing training. The Benefits Administration Division supervised the provision and of employee benefit programmes. Services include the full range of health benefits programmes, including medical, dental, visual, long-term disability and life insurance programmes for eligible, dependent and retired employees. The division works with city insurance and the Committee of Health Benefits aggressively negotiate renewals of health services with the main insurance carriers in an attempt to keep quality services programs at a reasonable cost. In addition, the Benefits Administration Division regularly engages retired employees on these issues through the Advisory Committee on Retired Health Insurance. The Employee Health Services Division coordinates a complete range of regulatory and physical compliance examinations of applicants and employees to ensure that employees are safe, healthy and fit to perform the essential functions of the job. The Division also ensures respect for state and federal law, including the interactive process FMLA and ADA. It also provides a wellbeing programme for employees, including the monthly training programmes Brown Bag. In addition, the Division coordinates the voluntary and mandatory components of the Employee Assistance Plan. The Employers Compensation Division provides a professional, competent and timely service of requests to injured employees to reduce the number of working days lost due to injuries. The Division's objective is to ensure that injured employees receive adequate medical care to obtain all the benefits they are legally entitled to receive. The services of the Employee Safety Division include ongoing inspections of work structures and equipment, as well as safety training to reduce and mitigate injuries, loss and liability. Division is also responsible for accident investigation and compliance with Cal/OSHA regulations. To maximize the efficiency, productivity and performance of the human resources of Glendale City through the development of a working environment that is responsive to the needs of the organization and its employees. Our Integrity Values We strive to the highest professional and ethical standards to ensure trust and credibility in the execution of our mission. Equity - We will treat all people in a fair and dignified mannerimpartial way. Responsible resource management: We will serve the organization through the use of the product of available resources. Customer service 128: "We will provide friendly, efficient and competent assistance to all our customers. We will promise and promote a spirit of cooperation and teamwork among our diverse workforce. Sensitivity194; 160: We will provide services with a sense of empathy, friendliness, accessibility and care for the needs and feelings of our customers. We will proactively manage change with an open mind; See it as an opportunity to improve the organization. Development of human resources: We will satisfy the short and long term needs of the organization through the progressive development of our greatest resource, our employees. Are you interested in becoming a police volunteer? There are many fun and exciting volunteer opportunities available to the Los Banos Police Department. The VITAL Group spends countless hours a year assisting the department. Volunteers help with DUI checks and special events. VITAL members also spend hours patrolling the city with volunteer vehicles. They know how important an extra pair of eyes can be. While patrolling, volunteers document road hazards, abandoned vehicles and graffiti. VITAL members help to:Archive the maintenance documents of gang files of the gang control department of gang-DUI Special events to patrol the city in voluntary vehicles Providing escorts for parades and other events Documentation and road hazard reporting abandoned vehicles and graffiti The Los Voluntary Banos for Animals helps our Animal Shelter. About 14 Volunteers of Animal Control open the shelter every Saturday from 12pm to 4pm for adoption. Volunteers also work in collaboration with rescue animals for moving dogs and cats that have not yet found a home. Voluntary Banos for Voluntary Animals help with:Morning wake and evening Animal Opens the shelter every from 12:00 to 16:00 for adoption Promote, socialize and caring for animals working with animal rescues to move dogs and cats who have not yet found a home at home

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