



Human Resources Strategy Team  
People Development & Talent Management

Team Leader: *Sharon Stone*  
January 6, 2016



## *Origins of the Human Resources Strategy Team*

- “The Recruitment, Management, and Talent Development as a Differentiator” was one of the preliminary priority strategies discussed at the strategic planning sessions.
- The “people” piece is incorporated within the *Operational Excellence* band surrounding the core four strategy objectives.

*The HRST continues discussions  
of the "people piece" on topics including:*

- Recruitment
- Employee satisfaction
- Talent development
- Recognition programs
- Morale initiatives
- On-boarding
- Training
- Communication
- Employee retention
- Airport Authority Dynamics with the Department of Personnel



## *HRST Members*

- Mary Anne Braun
- Administration: Human Resources Office



## *Members continued...*

- Christina Bruening
- Administration:  
Properties Division



## *Members continued...*

- Amanda Jefferson
- Administration:  
Director's Office



## *Members Continued...*

- Mickolus “Mic” Jones
- Operations: Airfield Side



## *Members continued...*

- Kathryn “Kat” Ruth
- Risk Management





# Members continued...

- Robert “Rob” Salarano
- Airport Properties  
Division Manager



# *HRST Focal Task*

- The focal task of this Team is the production of a white paper that offers a plan of action to:

improve the efficiency and performance of individual employees & airport departments



# Key Topics - Immediate Impact

## RETENTION →

*short term* measures to improve the satisfaction levels and retention of current Airport Authority employees



# Key Topics - Mid-Term Moves

## RECRUITMENT →

*mid-term* tweaks in the dynamics between the Department of Personnel and the Airport Authority as it relates to Recruitment for Airport vacancies to build the team for the future

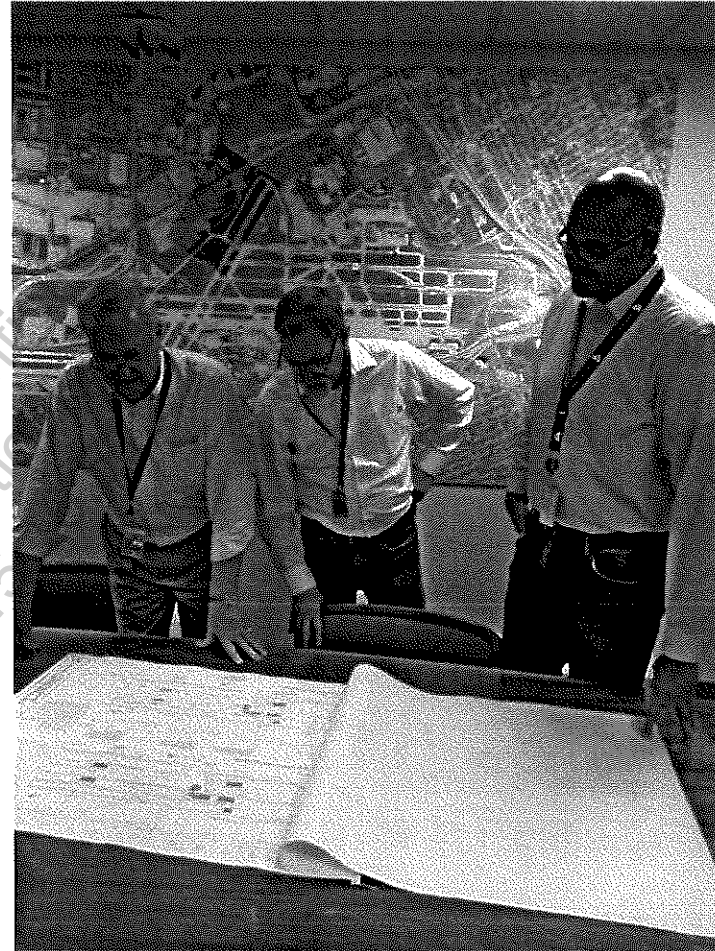


# *Key Topics - Long Term Goals*

## LONGER TERM →

Game-Changing big moves may include:

- suggestions for changes to Pay Ordinance for Enterprise Fund Departments to have some flexibility in hiring & retention practices



# 2015 Goals

- Increase Recruitment efforts



The poster is for a job fair held at the Lambert-St. Louis International Airport. It features the City of St. Louis seal and the airport's logo. The event is scheduled for Thursday, April 9, 2015, from 8:30 a.m. to 5:00 p.m. in the B Concourse of Terminal 1. The poster includes details about job openings, application methods (online only), and contact information for more details.

**CITY OF ST. LOUIS**

**LAMBERT-ST. LOUIS INTERNATIONAL AIRPORT**

**THURSDAY  
APRIL 9, 2015**

**JOB FAIR**

Lambert-St. Louis International Airport | B Concourse in Terminal 1

8:30 a.m. - 5:00 p.m.

Learn about Civil Service Airport job openings, other job vacancies within the City of St. Louis Civil Service System, and how to apply for jobs with the City of St. Louis.

\*No paper applications will be accepted on-site. However, a limited number of computer terminals will be available to access the City of St. Louis website to apply online.

Complimentary parking in Terminal 1 Garage. B Concourse located across from Starbucks.

For more information, please contact:  
(314) 890-1335 or (314) 426-8024

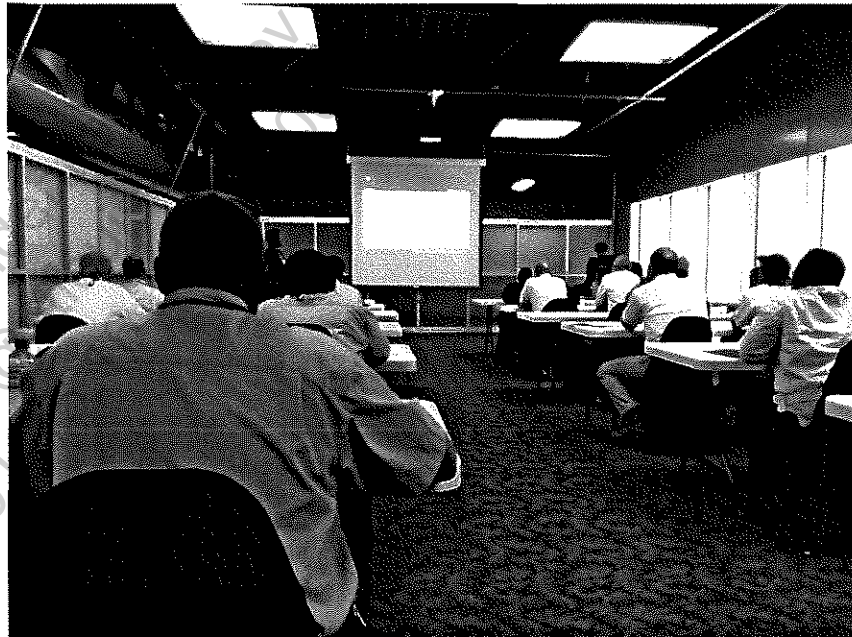
# *Accomplished!*

- Job Fair held on-site in the B-Concourse in coordination with the City's Department of Personnel
- Advertised through the unions, SLATE, local colleges, City's website, and other community partners



# *On-going Training*

- Goal: Increase employee training
- On-site classes taught by the Department of Personnel Training & Organizational Development Division (TODD)





# Current Task - Employee Survey

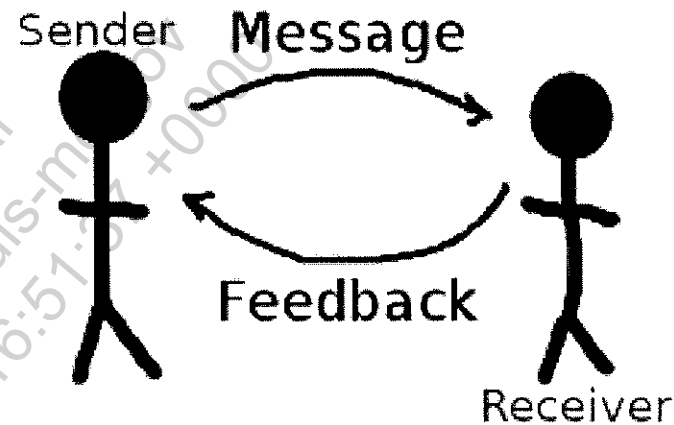
- The *HRST* drafted an employee survey to measure engagement and satisfaction to guide development of retention initiatives



# Survey Topics

- Communication

- Peer to peer
- Employee – management
- Inter-department
- Intra-department
- Newsletter & Updates



# Survey Topics...

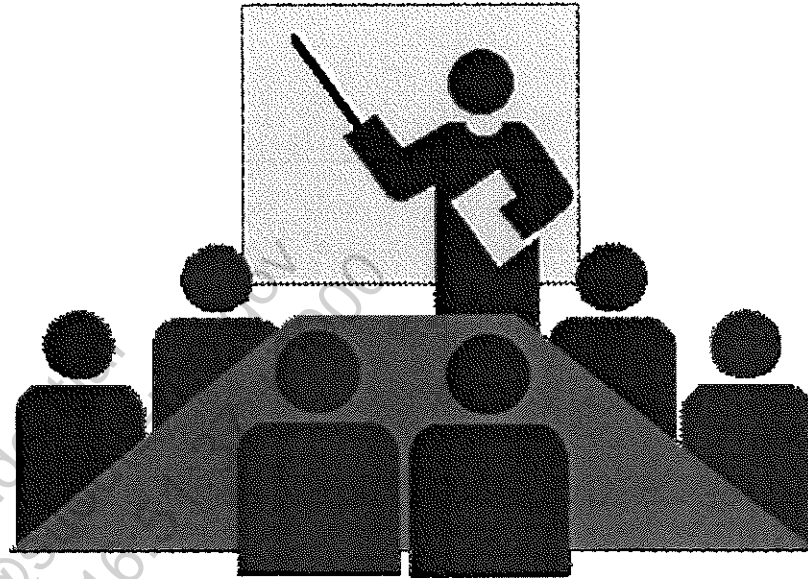
- Employee Morale and Recognition Programs
  - Morale & team building events
  - How appreciation and recognition is expressed
- My Job & Future
  - Job duties
  - Skill enhancement
  - Opportunities for growth/promotion
  - Plans for future

**TEAM  
AWESOME**

# Survey Topics...

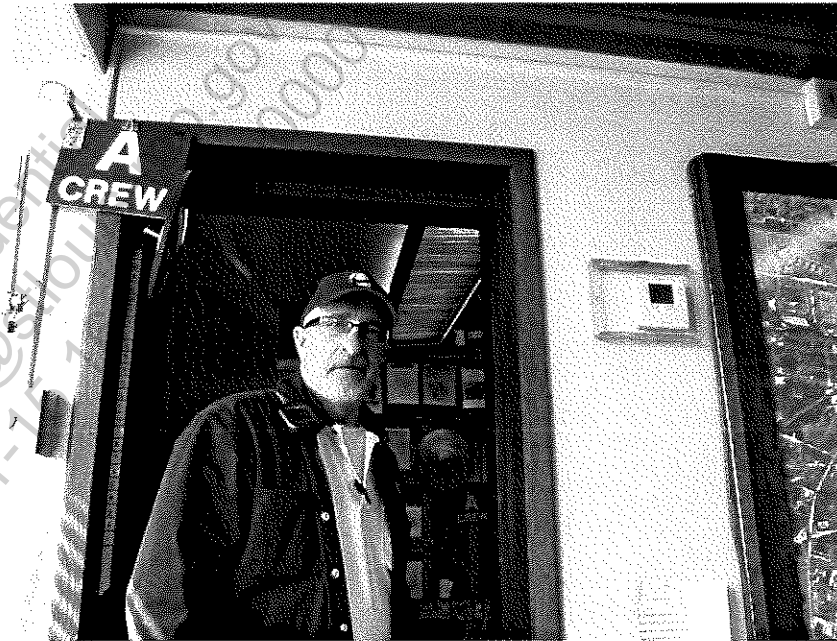
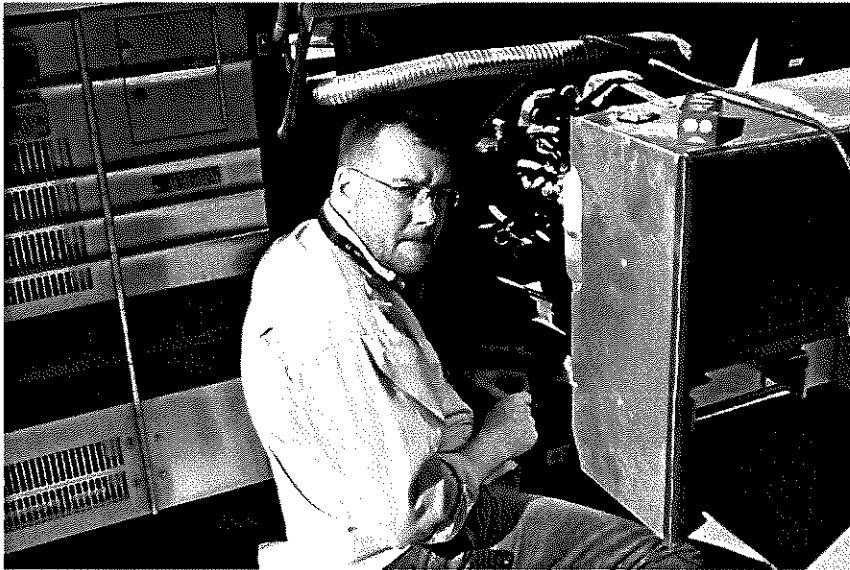
- Training

- Cross-training opportunities in other departments
- Participation in City training courses
- Participation in industry training courses



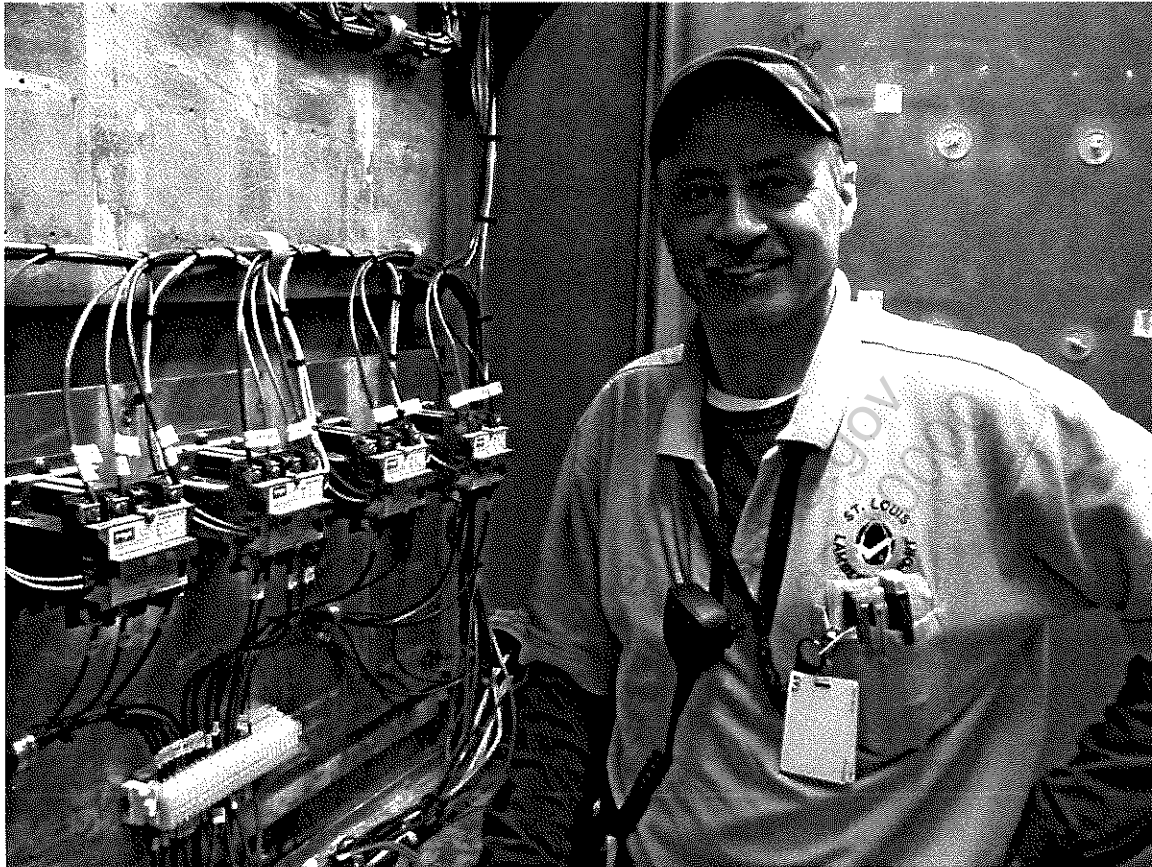
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# *Airport Authority Human Capital in action*





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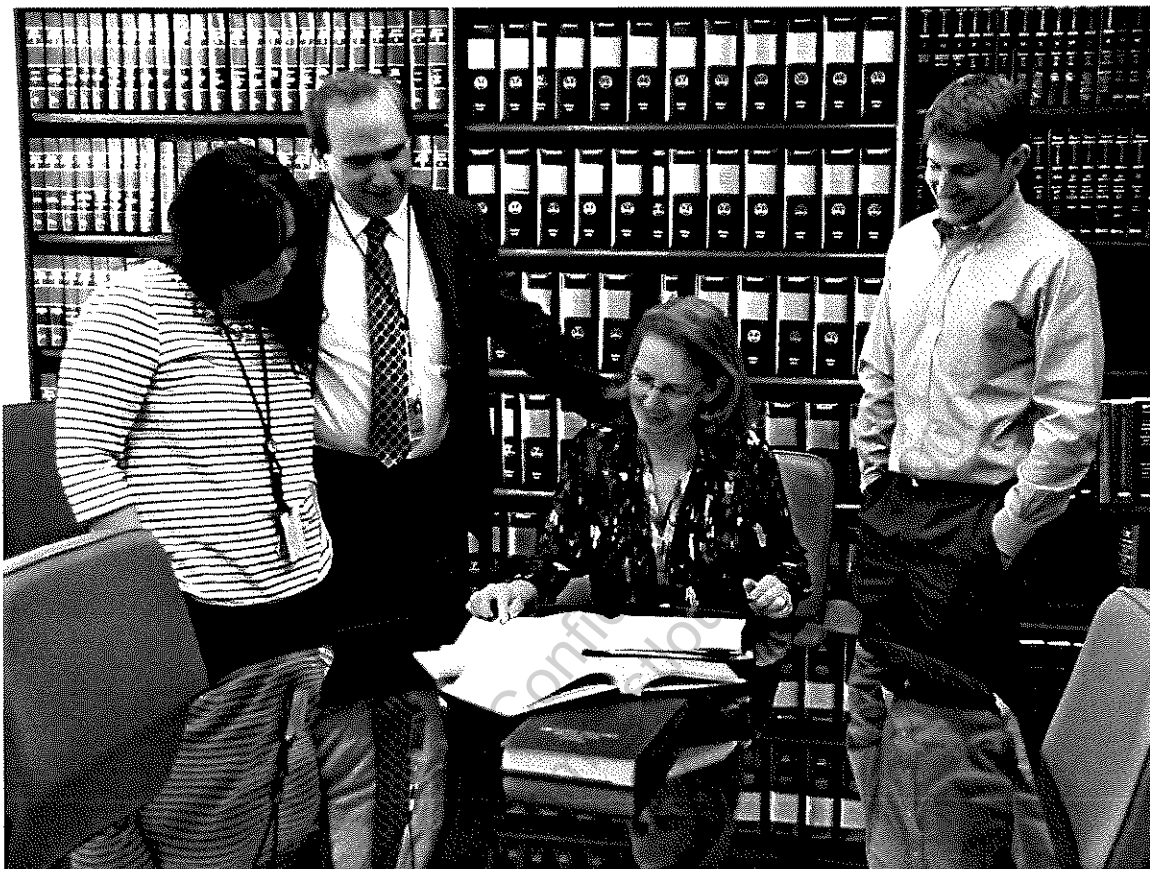


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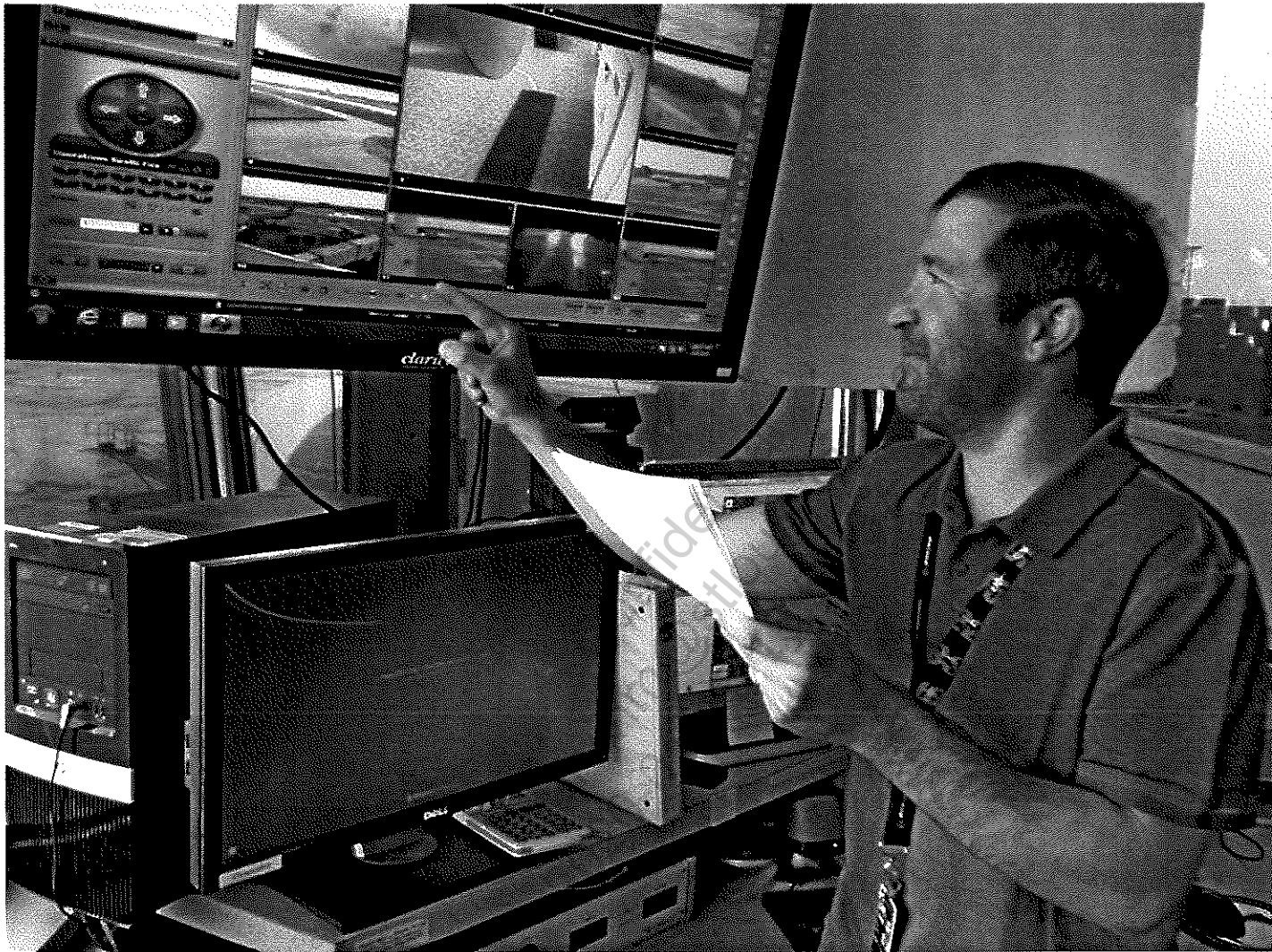


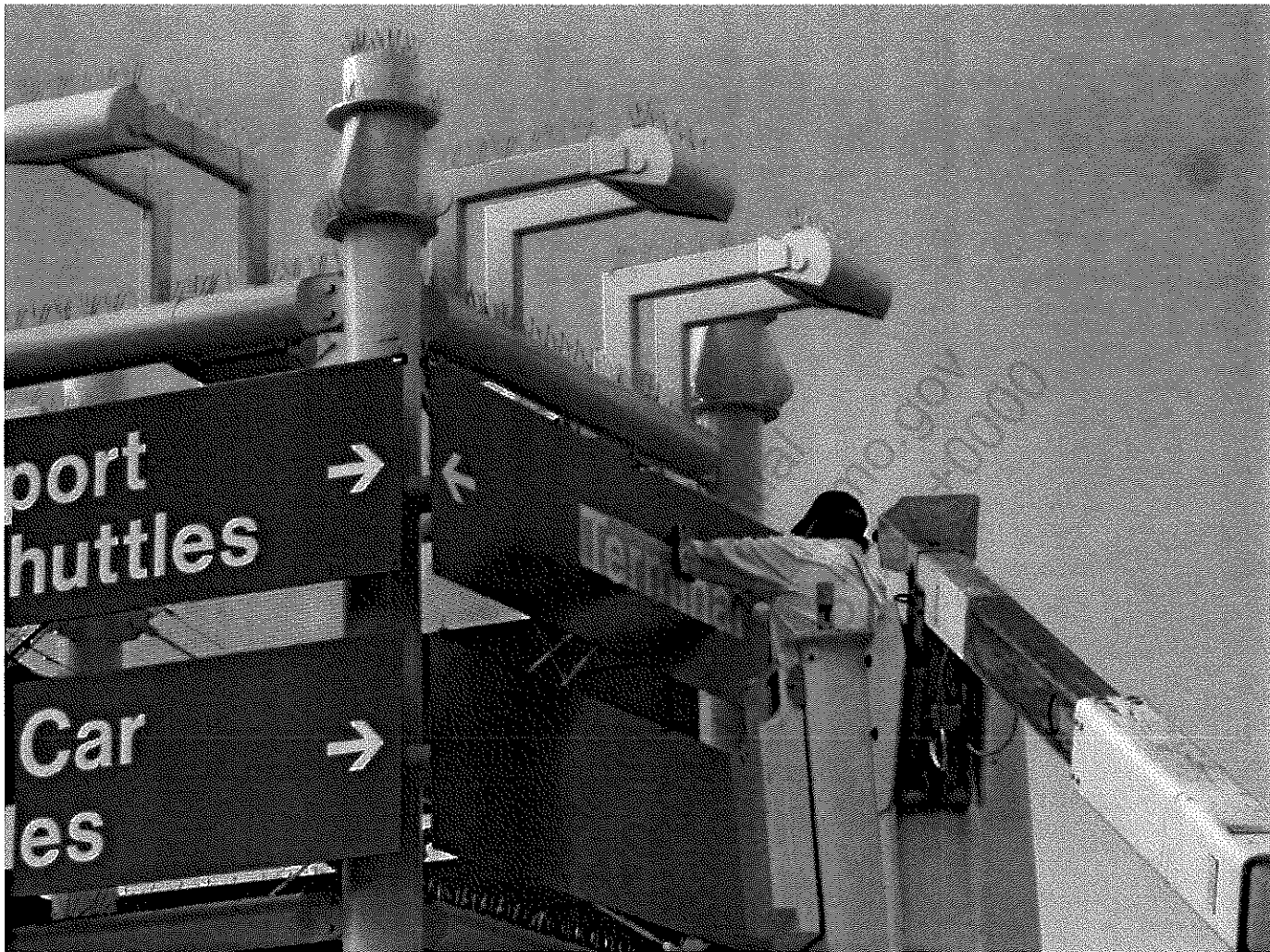
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*Thank you!*

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