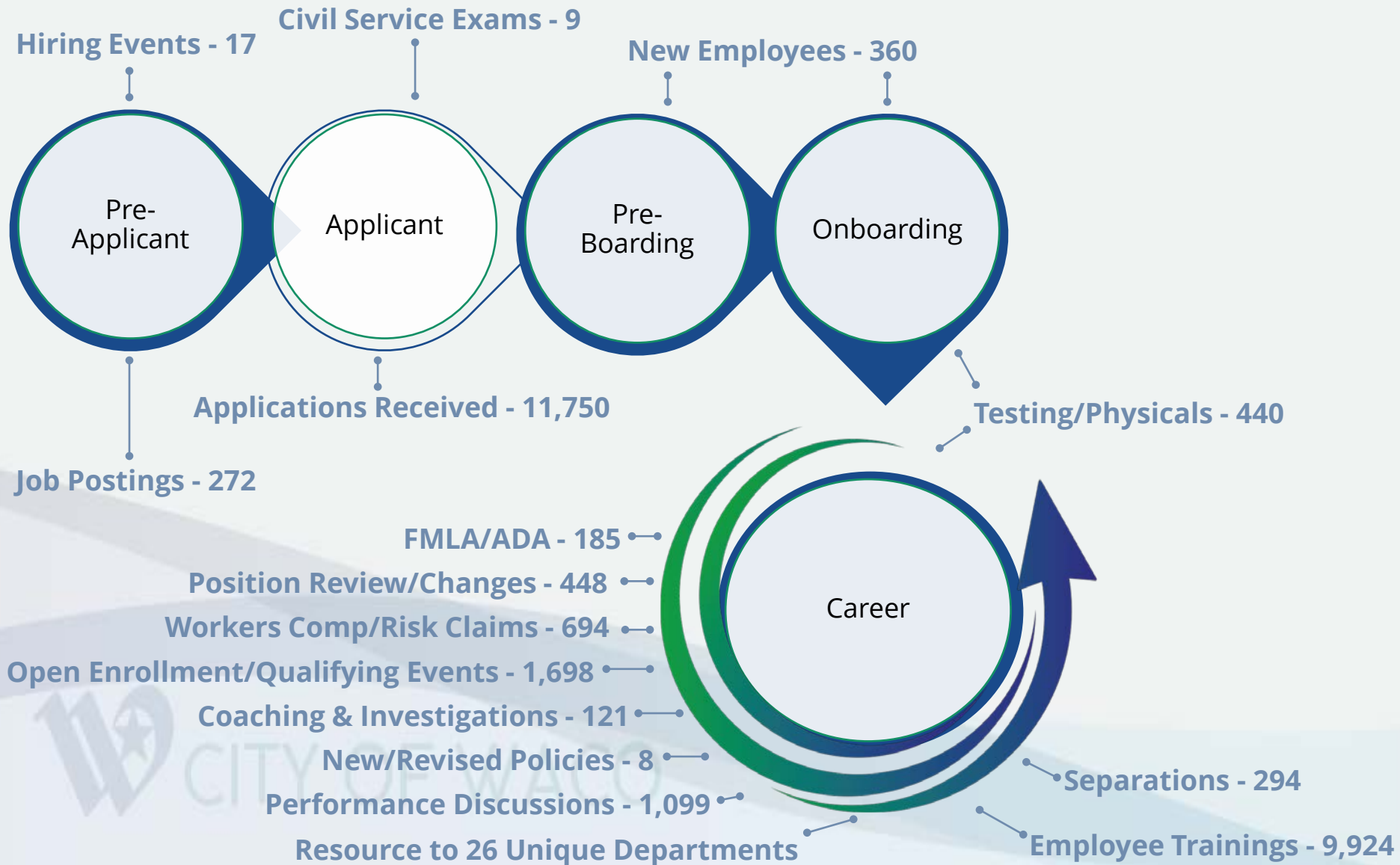


Human Resources Strategic Review

Missie Pustejovsky, City of Waco Director of Human Resources

Patrick Ibarra, Mejorando Group Co-Founder and Partner

Human Resources Strategy Review: A Snapshot



Human Resources Strategic Review:

Our Vision

The Human Resources Department, through strategic partnership and collaboration, recruits, develops and retains a high performing and diverse workforce while fostering a healthy, safe, and respectful work environment for employees and the public.

These efforts are intended to maximize individual and organizational potential and position the City of Waco as an employer of choice.

Human Resources Strategic Review

*To create a workplace where everyone belongs
and thrives while moving forward together.*



Patrick Ibarra



October 4, 2022



STRATEGIC GOALS



Build a High Performing
City Government



Create a Culture
of Equity



Enhance
Quality of Life



Facilitate Economic
Development



Provide a Safe
and Vibrant City



Improve
Infrastructure



Support Sustainability &
Resiliency



New Employer-Employee Contract

- Productive
- Engaging
- Enjoyable work experience



Role of Human Resources...

***“HR should be defined not by
what it does, but by
what it delivers -- results that
enrich the organization's value to
customers, taxpayers,
and employees.”***



Purpose of the Review

- Ensure the proper alignment of HR management practices, policies and procedures with the City's strategic objectives.
- Explore how to better serve the needs of the customers of the department's portfolio of services.
- Streamline the work processes used to carry out functional work, such as recruiting, compensation, training, benefits, etc.
- Optimize performance of HR Department members in the delivery of services and programs.





Background of the Mejorando Group

- ❑ Provide consulting, facilitation and training services to public sector organizations.
- ❑ Consultants have served as executives in local government management including in Human Resources
- ❑ Extensive experience and in-depth expertise in evaluating HR operations and services



