

DEPARTMENT OF HUMAN RESOURCES

FISCAL 2021/2022 PROPOSED BUDGET

HIGHLIGHTS

There are no increases in headcount in the proposed FY 22 budget. The only new item is a request for \$70,000 for a city-wide training budget. The training budget is built on the following training activities.

The Department of Human Resources has established the City of Stamford Leadership and Training Institute (see supplemental information). The Institute is designed to be the central entity in City government for developing educational programs for city employees to develop work-related skills and abilities or future leadership roles in city government and to enhance the skills and abilities of current leaders.

The programs offered through the Institute will be developed based on needs analysis conducted by HR staff by surveying department heads and managers, and from evaluations completed by employees who complete the training activities conducted by the Institute. A core five-seminar leadership program has been created which will be initially offered to department heads. This five-seminar program will be tailored to be offered to managers, supervisors, foreman and employees seeking to improve their skills and abilities for future leadership roles in city government. The Institute will also offer stand-alone programs to include the state required sexual harassment program, unconscious bias and workplace inclusion. Lean Six Sigma training, ethics training among other training opportunities as determined by ongoing analysis.

Unconscious Bias Training-2 Training Workshops at \$9,000 each = \$18,000

3 Leadership and Development Training Programs at \$10,000 each = \$30,000

3 Customer Service Workshops \$3,000 each = \$9,000

State Mandated Sexual Harassment Training \$3,000

Lean Six Sigma Training \$10,000

Ethics Training-In -house

Board and Commission Training-In -house

Total \$70,000