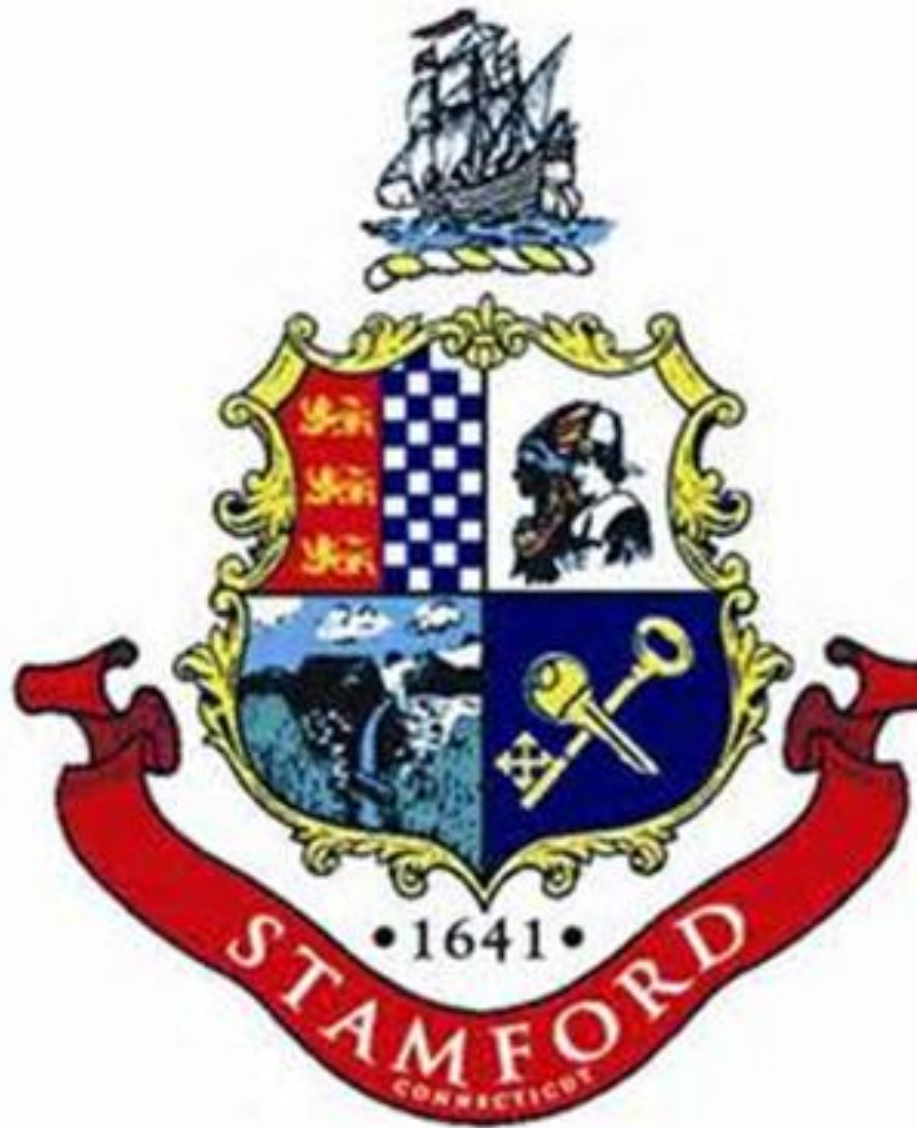


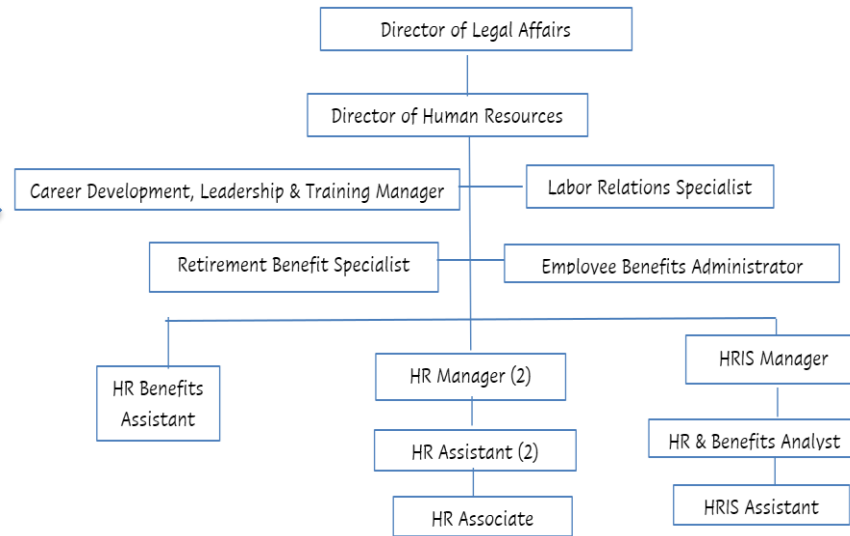
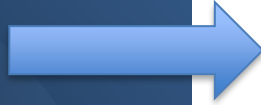
CITY OF STAMFORD
HUMAN RESOURCES
DIVISION

Dr. Paula Russell
203-977-4329
April 9, 2026

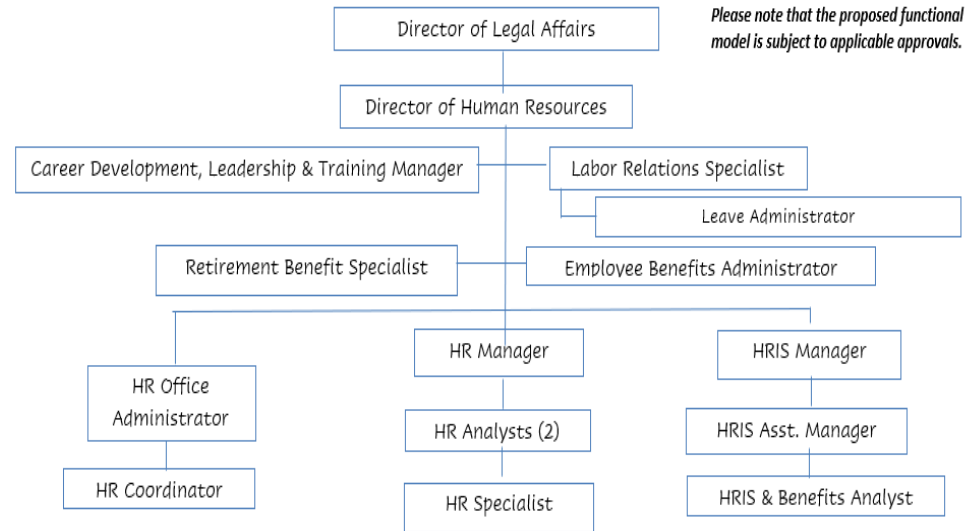


Department/Div. Organizational Charts

Current



Proposed



Please note that the proposed functional model is subject to applicable approvals.

New/Revised
 HRIS Asst. Manager (1)
 HRIS & Benefits Analyst (1)
 HR Analyst (2)
 HR Coordinator (1)

New/Revised (Cont'd)
 HR Office Administrator (1)
 Leave Administrator (1)
 HR Specialist (1)

Eliminated
 HR Manager (1)
 HR Assistants (2)
 HR Associate (1)

Budget Summary (FY 2026-27)

Line Item	Reason
HR Salaries	Reflects a functional realignment of HR positions to support specialized roles in HRIS administration, workforce analytics, leave administration, and operational coordination
HR Professional Medical Care	Increase of \$3,000 due to higher costs for independent medical evaluations, including psychological testing, fitness-for-duty examinations, and other compliance-related assessments.
HR Software Maintenance	Increase of \$53,000 due to vendor cost increases and expanded capabilities within the City's workforce management systems.

New or Expanded Services/Programs (FY 2026-27)

HR Software Maintenance	Implementation of a new performance management system software.
Functional Realignment of HR Roles	<p>To support increasing operational and compliance demands, the FY 2026–27 budget proposes several specialized HR roles:</p> <ul style="list-style-type: none">• Leave of Absence Administrator• Assistant HRIS Manager• HRIS & Benefits Analyst• HR Analyst (2 positions)• HR Office Administrator• HR Specialist• HR Coordinator <p>These positions strengthen HRIS administration, workforce data analysis, leave management, and operational coordination across City departments.</p>
Leave of Absence Administration	<p>The proposed Leave of Absence Administrator will centralize administration of employee leave programs including:</p> <ul style="list-style-type: none">• FMLA• Workers’ compensation coordination• Statutory and contractual leave programs <p>Centralizing these functions improves consistency, strengthens compliance oversight, and allows senior HR staff to focus on strategic workforce initiatives.</p>

Key Challenges & Changes (FY 2026-27)

Key Challenges

Rising Costs: Increased expenses related to actuarial services, software maintenance, training, and operational support

Regulatory Compliance: Growing complexity of federal and state employment laws, including leave administration and benefits compliance

Workforce Data Management: Increased reliance on HR technology systems and workforce data

Recruitment & Retention: Ongoing challenges attracting and retaining qualified candidates in municipal government

Operational Demand: Higher service demand across recruitment, investigations, labor relations, leave administration, and benefits support.

Key Changes

Organizational Realignment: The FY 2026–27 budget proposes transitioning from generalized administrative positions to more specialized HR roles.

Proposed realignment includes:

Elimination / Restructuring	Creation of Specialized Roles
<ul style="list-style-type: none">• HR Manager (1)• HR Assistants (2)• HR Associate (1)	<ul style="list-style-type: none">• HRIS• Workforce analytics• Leave administration• Operational coordination

Performance Improvements & Efficiencies:

Major Service Enhancements & Operational Efficiencies

Performance Management System: Finalizing the development of a comprehensive performance management system to strengthen employee evaluations and better align individual performance with organizational goals.

Employee Recognition Program: Continued administration of the annual recognition program to highlight employee contributions and support workplace morale.

Recruitment & Staffing: Maintained responsive recruitment efforts to fill vacancies and ensure job descriptions, qualifications, and compliance requirements remain current.

Training & Development: Expanded training opportunities, including online learning options, and advanced implementation of a centralized Learning Management System through the Training and Leadership Institute.

Labor Negotiations: Initiated discussions for six expiring labor contracts (Fire, IUOE-WPCA, MAA, Police, UAW, and Custodians & Maintenance Workers).

FY 25/26 – Key Accomplishments

Benefits Programs: Administered employee and retiree benefit programs, including the successful transition of retirees to the State Partnership Plan (SPP).

Policy & Procedure Updates: Developed and updated policies to align with evolving operational and workforce needs.

Training & Performance Infrastructure: Implemented NEOGOV Learn and NEOGOV Performance, establishing a centralized platform for employee training, development tracking, goal setting, and performance management.

Labor Agreements: Successfully concluded labor agreements with IUOE and Fire, balancing operational needs with fiscal constraints.

Compensation & Pay Plan: Completed a comprehensive salary study and secured Board approval of the updated Pay Plan, reinforcing internal equity and aligning compensation with market conditions.

Streamlined Hiring Process: Implemented a new applicant tracking system in June 2025, reducing time-to-fill and improving recruitment efficiency across departments.

Thank You!