

Kenai Peninsula Borough

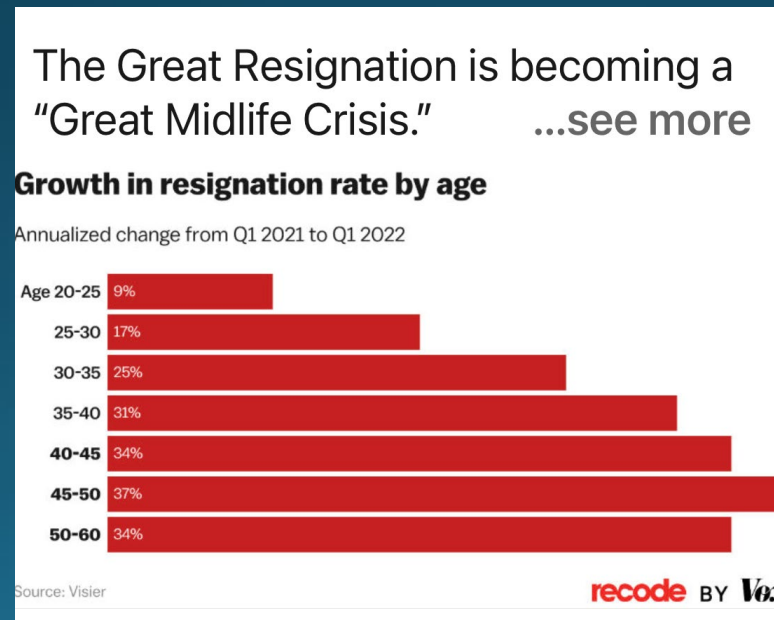
# Human Resources Budget 2023

“Working Together with You to Drive Results”



# KPB HRB 2022 – Challenges/Headwinds

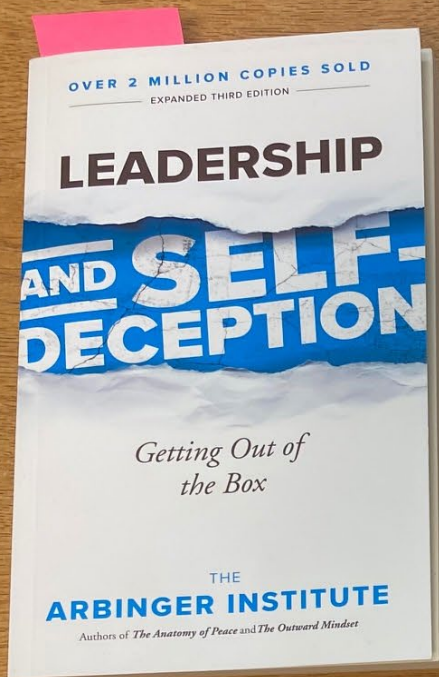
- 4.5 Million “Great Resignations” in March – Pre-Pandemic typically 3.6 Million
- Number of available Jobs topped over 10 Million for 8 consecutive months. Before Feb 2020 highest on record 7.7 Million



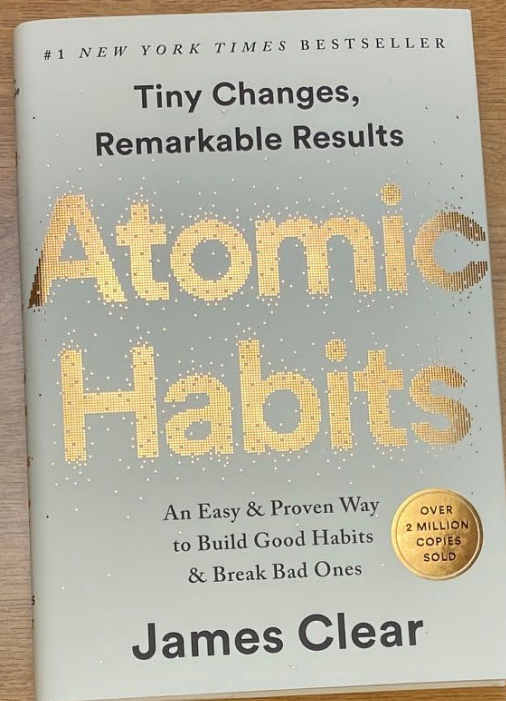
**FORBES**

We're now seeing the "Great Retirement," a silver tsunami of Baby Boomers leaving the workforce. During the bleak early days of the pandemic, in the third quarter of 2020, nearly 30 million Baby Boomers left the job market and retired, according to the Pew Research Center.

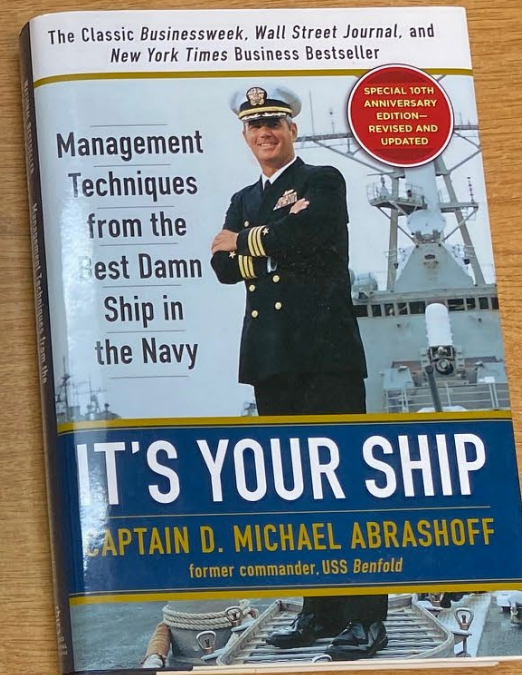
# KBP HRB – Fixes for Borough Business



Leadership



Systems



Ownership

“Relentlessly Intentional”

# KPB HRB- Budget Increase Requests

- Increases in budget are for:
  - Healthcare, Wage Increases & .5 Employee - \$80,424.00
  - Services - Leadership Training the rest of KPB 34 Leaders – Future Sync, Salary & Benefits Survey & Union Negotiations \$82,679.00
  - Capital Outlay – Replacing an old Copier and Replacing Chairs \$6063.00

# KPB HRB - 2023

- Identifying and Digitizing HR Paper Systems
- Restructure HR roles to integrate HR Best Practices & Generalist Rolls
- Leadership Development & Continued Cultural Evolving
  - 34 Senior and Mid-Level leaders through Future Sync's LDP & Refining the Business of the Borough
- Conduct a Wage and Benefits Survey

KPB HRB 2023

Questions?