



HR Initiative- Update

Accomplishments to date:

1) **Assess our Current State**


- 3 year Department Plans (Benefits Services & Retirement Services)
- Vendor management strategy for both departments
- Cost benchmarks for APEX Pension Plan

2) **Project a Future State**

- Based on the activities in the future state, three HR Service areas were identified to help address the current HR needs of our membership
 - RECRUITMENT
 - SUCCESSION PLANNING
 - PAYROLL

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Next Step: HR Payroll

Project Objective:

Investigate the viability of providing efficient, streamlined payroll services to AMSC clients.

- Utilize information generated as a result of the HR Initiative
- Leverage AMSC's existing payroll system with AMSC's benefits system
- Interface the systems internally within AUMA & AMSC
- Pilot service to small group of municipalities

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Next Step: HR Implementation

Project Objective:

Implement services to aid in addressing the current HR Issues facing AMSC clients

- Capitalize on the vast amount of knowledge from our membership to address some of these issues as a cohesive whole
- One common area for Human Resources for:
 - Expert advice
 - Forums to discuss issues with fellow HR colleagues
 - Up to date HR trends and best practices
 - Access to template HR documents, policies & job descriptions
 - One place to upload a job posting to populate on job search sites
 - Aggregated information (e.g.. Salary data)
 - Learning, training and orientation tools

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HR Implementation

- **Brainstorming Sessions (5-10 people)**
 - LGAA Conference- March 17th
 - Benefits Services Customer Advisory Group- End of April
 - AMP Session(s)- End of April & May

Want to be a part of a brainstorming session?

Please contact AMSC and ask for Ashley Nealon to get involved.

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Best Doctors

AUMA/AMSC Need for a Disability Advocate

- Disability Advocate
- Augment Wellness programs
- Absenteeism, Extended Health Care and Disability Program



Best Doctors

- Best Doctors - a company in Canada for over 10 years
- Navigating the health system
- Networked organization





Best Doctors

- Launched at our Convention and effective January 1, 2011.
- Free For AMSC Benefit Members with STD and LTD Coverage

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Best Doctors – Marketing Activities

- Launched 2010 Convention
 - Effective January 1, 2011
- Through AMSC Plan Administrators
 - E-mail notices - sent
 - Official Letters with wallet cards - sent
 - Official Letters and Wallet Cards sent directly to LTD Participants
- NEW AMSC look (GUI) on Sun Life E-claim site
 - Reference to Best Doctors
- Upcoming Trade Shows
- 2011 Plan Administrator Sessions
- 2011 Disability Sessions

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Thank you

