

SUPPLEMENTAL

City of Kirkland



Due date: AUGUST 12, 2024 4:00 P.M.

Email response to AnacortezMPA@gmail.com.

If you have questions: (510) 455-0629.

Format: Word, Excel, Powerpoint. Brevity is appreciated.

Scenario #1- The Finance Director has informed you, as the HR Director, that employee health coverage costs are projected to exceed budgeted amounts by 20% for FY2025 and FY2026. Additionally, your HR Specialist has noted that this year there have been five high-risk births, with those children likely to require extensive medical care in the coming years. The Mayor has recently emphasized a vision of fiscal restraint and responsibility. You and the City Manager have a meeting scheduled next week to discuss the status of the City's self-insured program. Please outline your next steps for determining the sustainability of the self insured program, focusing on innovation, labor relations, navigating uncertainty, risk management, fiscal management, and effective communication.

Scenario #2- The City Manager, Management Team, and City Council have just concluded the annual strategic planning retreat. The Council emphasized the importance of innovation and Diversity, Equity, Inclusion, and Belonging (DEIB) principles. The City Manager has assigned you, in your role as HR Director, to lead the implementation of the DEIB framework and to develop an innovation approach. Both initiatives are expected to achieve measurable outcomes within two years.

Please explain any negative narratives, articles, posts we may find through an internet search. Limit to one page.