

# Administration

The City of Kamloops Human Resources Department provides internal support and services for employee relations, recruitment and retention, training and development, compensation, and health and safety.

Human Resources & Safety	2017 Budget	Economic Regulatory Impact	Other	2018 Budget
<b>Budget</b>	\$2,051,997			\$2,051,997
Salaries & Wages		\$144,739		\$144,739
Operating Costs			\$7,980	\$7,980
<b>Total Budget</b>	<b>\$2,051,997</b>	<b>\$144,739</b>	<b>\$7,980</b>	<b>\$2,204,716</b>

- Created a customer service training program and cross-departmental committee to address customer service needs
- Organized joint HR-related training with other local employers and interior cities for cost savings and knowledge sharing
- Developed the framework for a recruitment strategic plan
- Created and lead a joint HR/Finance committee to identify and implement benefit cost efficiencies



- Saved \$40,000 by going to RFP for benefits consulting
- Received \$160,000 from WorkSafe as a result of a successful COR audit

The City of Kamloops purchasing department provides direction and support for the procurement of goods and services across the organization.

- Aim to obtain best value for the City of Kamloops in all contracts
- Help other departments obtain savings and efficiencies in their purchases of good through long term contracts or value added service agreements

Purchasing savings Sept 2016- June 2017	Value
Competitive Bid Savings	\$ 1,600,000
Asset Disposals	\$ 355,000
Process Efficiencies	\$ 18,000
<b>Total</b>	<b>\$ 1,973,000</b>



- Continuously looks for ways to find value in end of life assets (disposals)
- Joint RFP with 22 municipalities for Recreation registration software (PRCS)
- Participated in BC Corporate Supply Arrangement on Tire and Tube procurement opportunity
- Longer term contract for vehicle purchases – includes diesel, gas and sustainable options