

# AMERICAN ASSOCIATION OF PORT AUTHORITIES

Port Administration and Legal Issues Seminar  
New Orleans, Louisiana

## *Employment and Human Resources Issues*

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# Port of New Orleans

## ***Key Role of the Human Resources Department in the Human Relations Operations of the Port***

- Strategic partner with Port leadership to attract, develop, motivate and retain a diverse and qualified workforce within a supportive work environment
- To use human resources best practices and innovations to make the Port an employer of choice
- Support other Port departments in running their business
- Reinforce a safe, open, and secure work environment for Port employees
- Track and implement new trends in the industry
- Focus on operational excellence
- Support management to implement improvements



# CHALLENGES FACING HR PROFESSIONALS TODAY:



- Recruitment/Retention
- Salary Issues
- Employee Evaluations
- Multi-Generational Workforce
- High Cost of Turnover
- Succession Planning

# RECRUITMENT/ RETENTION



## *Hire Today, Gone Tomorrow*

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- 77% of employers surveyed expect a new graduate to remain less than one (1) year in his/her first job.
- 58% of millennials polled expect to stay in jobs for fewer than three (3) years
- 52% of millennials polled- corporate loyalty is an outdated concept

Attracting and engaging a high performing workforce that ranges from Millennials to Baby Boomers, a workforce whose members have a variety of cultural backgrounds, that values different work styles and rewards, is a strategic imperative and an enormous undertaking.

# IMPORTANCE OF THE JOB DESCRIPTION

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- Job descriptions must represent an accurate picture of the essential functions of the position.



# HIGH COST OF TURNOVER



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- 30%-50% of the annual salary for the position
  - 86% of new hires make the “stay or go” decision within the first six (6) months of hire.

# ONBOARDING EXPERIENCE




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- Information should be consistent, values-based, and accurately reflect your company's unique workplace culture.



# EFFECTIVE USE OF PROBATIONARY PERIOD

Welcome to the  
World of Documentation



"I will never take anyone off of probation in 6 months again!"

# TRAINING



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## Comprehensive Public Training Program Supervisory Courses:

- Hiring and Retaining Top Talent
- Validating Employee Performance
- Ethical Behavior in the Workplace
- Delegating Effectively
- Communicating Top Down Messages
- Leave Management
- Developing Effective Teams
- Strategic Thinking
- Critical Thinking
- Peer-to-Peer Conflict

# SUCCESSION PLANNING



## *The Silver Tsunami*

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- Currently 42% of Port employees are eligible to retire.
- Eight (8) employees have 40+ years of service.



# EMPLOYEE EVALUATIONS

Honesty is the best policy!





# OPEN DOOR POLICY

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- HR's door is open to every employee.
- We encourage open communication, feedback, and discussion about any matter of importance to an employee.

# EMPLOYEE COMPLAINTS

Should be expeditiously and seriously handled



# LEGISLATION AFFECTING THE WORK PLACE “ALPHABET SOUP”

