

Locally-engaged Staff

5. **Expanding personnel resources dedicated to LES and appointing an LES Personnel Director responsible for all/all LES personnel matters (currently the Director of SPS, Human Resources Policy and Operations, has numerous duties in addition to the two under-resourced LES units, SPSA, Locally-Engaged Staff Classification and Organization and SPSL, Locally-Engaged Staff Pensions and Insurance). Without action, the backlog of health care, pension and pay issues will remain mountainous, and consideration of overall LES matters may be fragmented.**

DEPUTIES' RESPONSE: A separate division will be created in the Human Resources Bureau. It will become the focus point for all issues related to LES.

6. **Knowing our resource, by establishing a databank to profile LES demographics (waiting until next year's roll-out of People Soft is not a recommended option).**

DEPUTIES' RESPONSE: This will be done in connection with a needs analysis related to the computerization of LES pension and benefits data.