CITY OF ATLANTA

10-C-0210

KASIM REED
MAYOR

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January 15, 2010

The Honorable Ceasar Mitchell, President and
Members of the Atlanta City Council
55 Trinity Avenue SW
Atlanta, Georgia 30303

Dear President Mitchell and Members of Council:

It is my pleasure to appoint Mrs. Sherri Thompson Dickerson to serve as Commissioner of the Department of Human Resources of the City of Atlanta. This appointment will be effective upon City Council confirmation.

A seasoned public sector administrator, Mrs. Dickerson has enjoyed a progressive 14 year City of Atlanta career. She served as HR policy director the last eight years, a critical assignment in which she worked closely with City Council on major HR legislative issues and department heads and other senior officials on matters pertaining to strategic planning, organizational design and change management. Her impact on citywide operations is felt daily as she spearheaded the revision of the City's Personnel Code of Ordinances. This initiative produced current HR doctrines and practices used to govern the City's 7,500 employee workforce, specifically, employee recruitment, selection, compensation, disciplinary processes and separations. Mrs. Dickerson is also well versed in training design/implementation, contract administration and project management.

Mrs. Dickerson's public sector experience is not limited to municipal government, but also encompasses relevant federal government experience. She served as a senior manager with the U. S. Department of Commerce with oversight for recruitment, selections and personnel administration for 56 offices throughout Alabama, Florida and Georgia.

Mrs. Dickerson's experience and training make her exceptionally qualified to serve as Commissioner of the Department of Human Resources. Therefore, I submit her name to you and respectfully urge your confirmation of her appointment.

Sincerely,

Kasim Reed

SHERRI THOMPSON DICKERSON, SPHR

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PROFILE

Human Resources Professional with innovative business acumen and demonstrated success as a strategic business partner. Proven track record leading senior managers in the development of a performance-driven organization. Ability to strategically align the human capital needs with the overall business goals.

PROFESSIONAL EXPERIENCE

Department of Human Resource **November 2000 - Present**
City of Atlanta

Consult with officials, executives and staff in a political environment to develop and execute citywide human capital strategies and align policies and practices with organization goals. Establish and maintain the processes and systems which enable the City to leverage the skills and talents of over 8,500 employees. Directly supervise a staff of 8 professionals and paraprofessionals.

- Interpret HR laws, regulations, and policies; serving as an internal consultant and provides counsel to officials and staff on the potential impact of legislated mandates on agency programs and business processes.
- Drive change management efforts for major initiatives and improvements, coordinating the complete lifecycle from initial concept through action reviews.
- Manage integrated technology initiative including, business process mapping, development of policies and procedures, and implementation of self-service functionality.

Key Accomplishment

- Spearheaded modernization of civil service system to ensure compliance with federal regulations and implement HR best practices for pay calculations, leave usage, and other personnel actions.
- Collaborated with other senior managers to restructure HR department implementing a customer-centered service delivery process and reducing staff by 20% with no service interruption.

Bureau of Census, Census2000 **October 1998 - October 2000**
Department of Commerce
Manage the external talent acquisition process and implement effective recruitment model including the development of a recruitment plan, policies, processes, practices, and resources that result in highly qualified candidates and drive organizational excellence. Directly supervised 15-20 exempt and 5-10 nonexempt employees; held responsible for the activities of up to 3,000 nonexempt employees

- Provide leadership to 30 diverse managers with overall accountability for the performance of more than 3,000 administrative staff members and field employees in the Atlanta region.
- Assemble an effective professional network with state/local officials, public employment agencies, media outlets, community organizations, business leaders, and other sources.
- Prepared annual budgets, allocating funds to meet organizational and program needs.

Key Accomplishments

- Implemented a comprehensive regional plan to successfully recruit 1.3 million applicants for management, field, and support positions.
- Reached 100% of established deadlines by inspiring an environment within the government framework that fostered creative thinking, intensity, and persistence under adversity.

EDUCATION

VALDOSTA STATE UNIVERSITY, Valdosta, Georgia
Master of Public Administration

SPELMAN COLLEGE, Atlanta, Georgia
Bachelor of Science

PROFESSIONAL CERTIFICATION & DEVELOPMENT

Senior Professional in HR (SPHR) Certification – Society for HR Management 2003

Oracle Discoverer – Oracle University 2008
Leadership Lab – Brookings Institute 2006
Leadership for a Networked World – Kennedy School of Government 2005
Designing the Organization for Execution – Stanford University 2005
Leadership for Strategic Execution – Stanford University 2005

ADDITIONAL SKILLS

Computer: Proficient with PeopleSoft HRMS; Oracle eSuites; Microsoft Word, Excel, PowerPoint, Outlook, Publisher, Visio and Project; FileMaker Pro; PageMaker; and Adobe Acrobat, Photoshop and Illustrator.