



CITY OF ATLANTA
DEPARTMENT OF HUMAN RESOURCES
QUARTERLY UPDATE

NOVEMBER 28, 2018

PRESENTED BY
COMMISSIONER MARIAN Y. WOODS



CITY OF ATLANTA DEPARTMENT OF HUMAN RESOURCES EXECUTIVE SUMMARY

**WORK
LEARN**



**GROW
THRIVE**





CITY OF ATLANTA

DEPARTMENT OF HUMAN RESOURCES

PURPOSE

The City of Atlanta Department of Human Resources (DHR) is a human resource management organization whose purpose is to service, manage and direct the full human resources life cycle of City employees

VISION

One DHR working to manifest the realization the Mayor's Strategic Vision of a World-Class Workforce; meeting business needs in an efficient and timely manner, while providing excellent customer service to One Atlanta

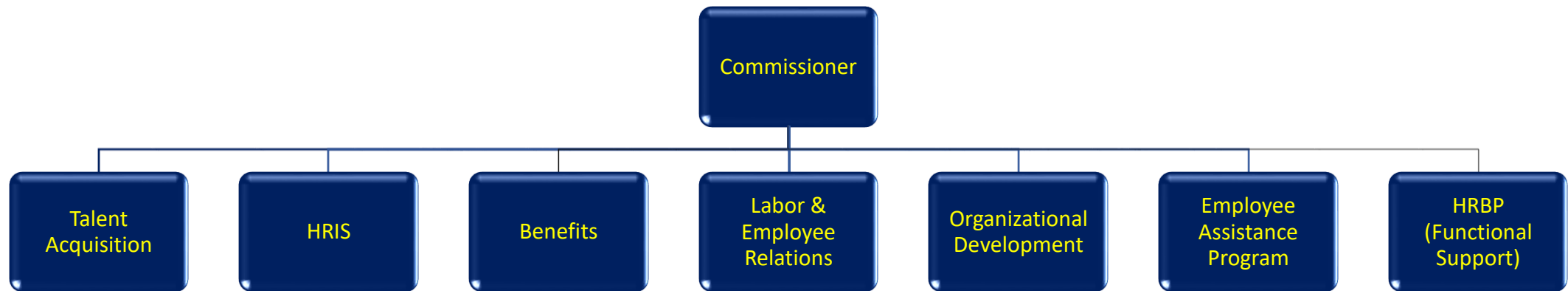
MISSION

To drive policy, partnerships and progress through improved processes, workplace efficiencies and an enhanced customer experience





DEPARTMENT OF HUMAN RESOURCES ORGANIZATIONAL STRUCTURE

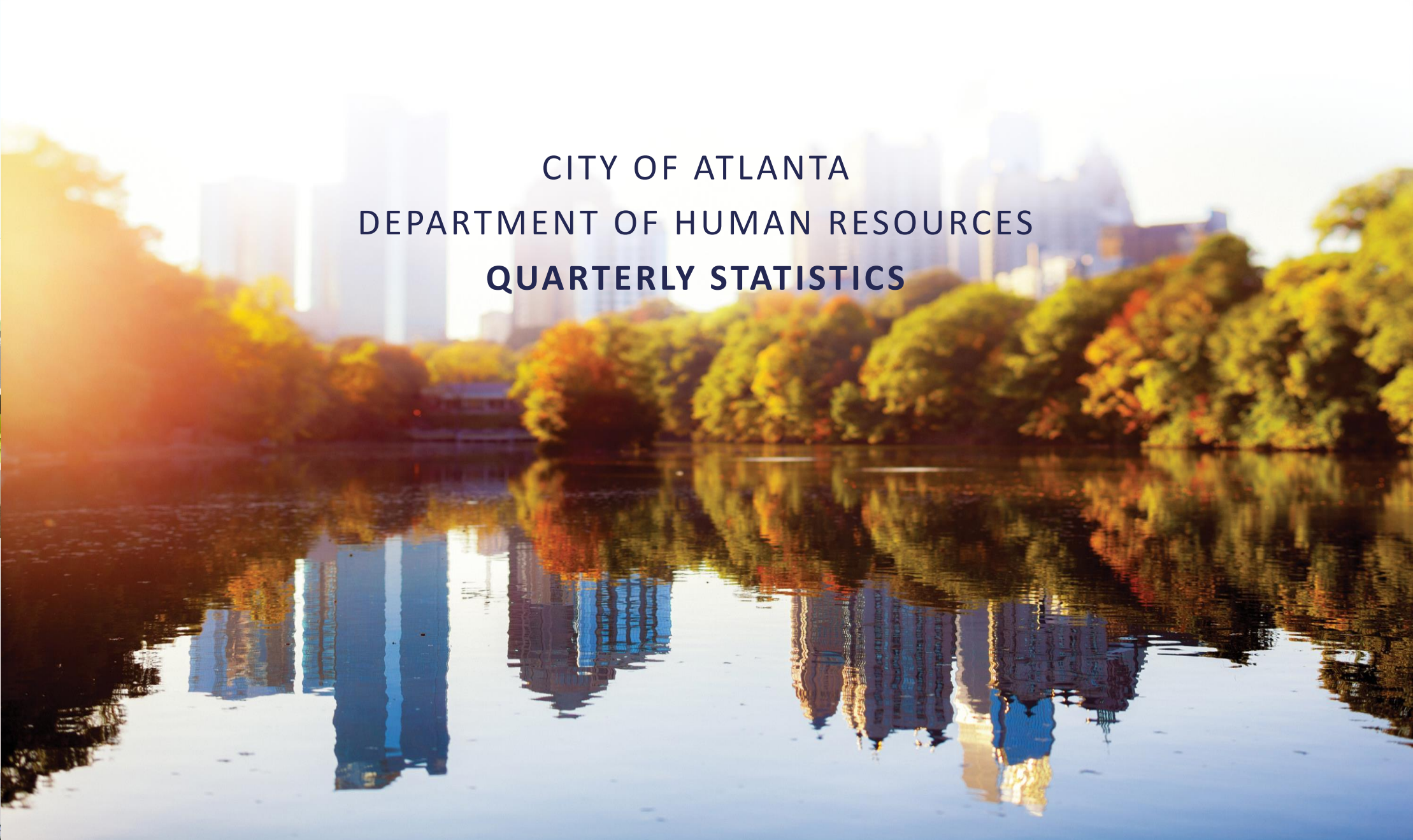




CITY OF ATLANTA DEPARTMENT OF HUMAN RESOURCES QUARTERLY STATISTICS

**WORK
LEARN**

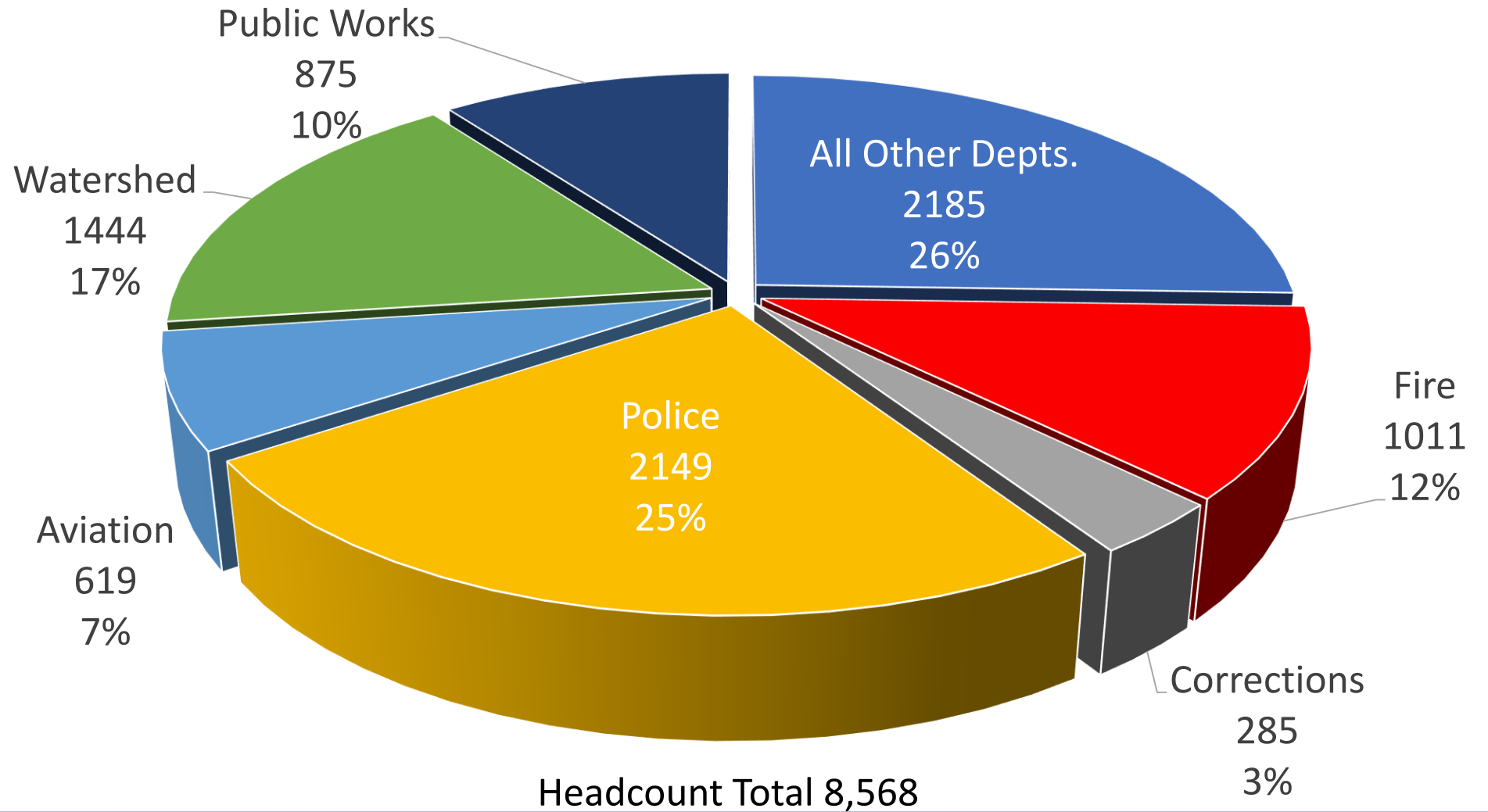
**GROW
THRIVE**





HEADCOUNT AS OF OCTOBER 31, 2018

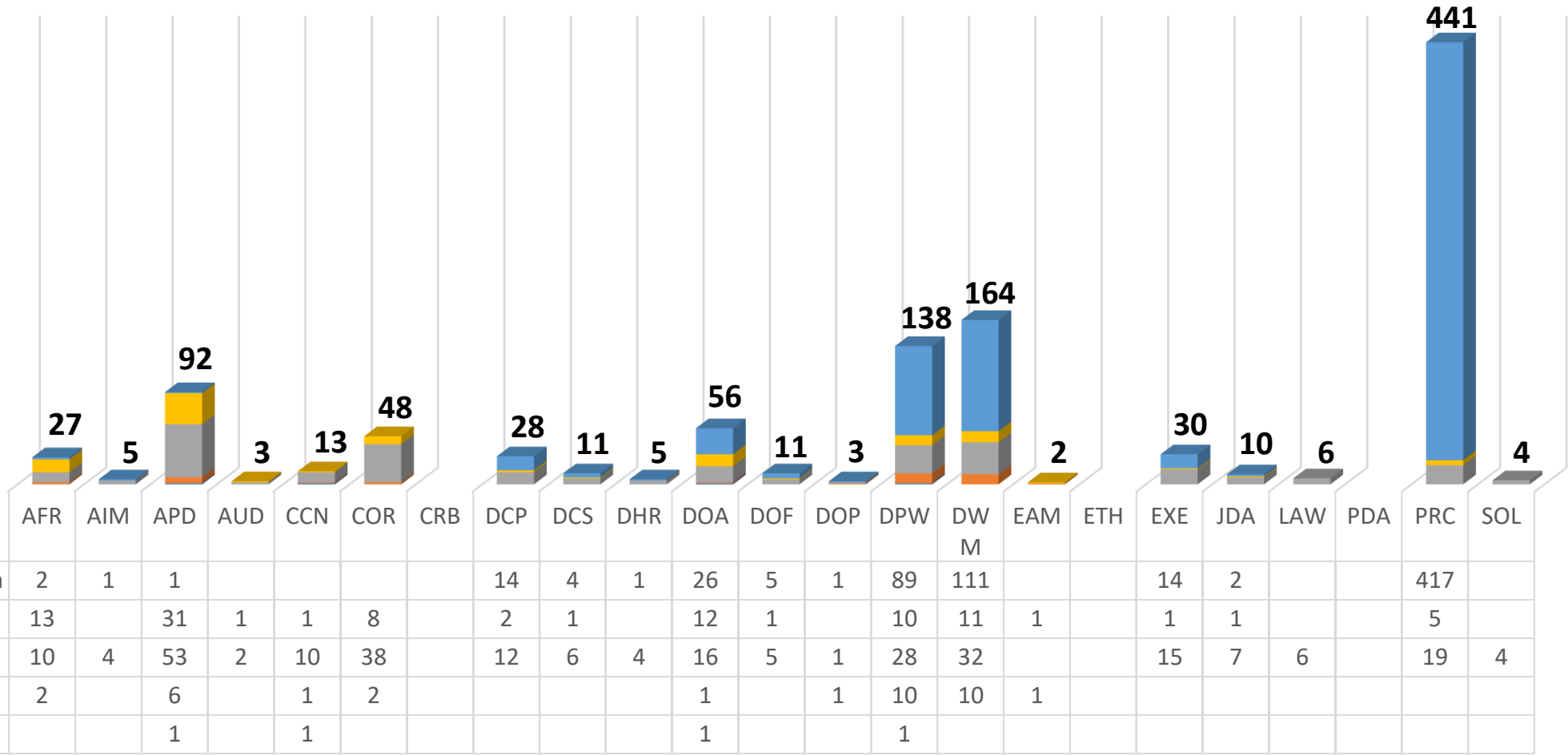
By Department





TERMINATIONS (JULY 1 – OCTOBER 31, 2018)

By Reason/Department

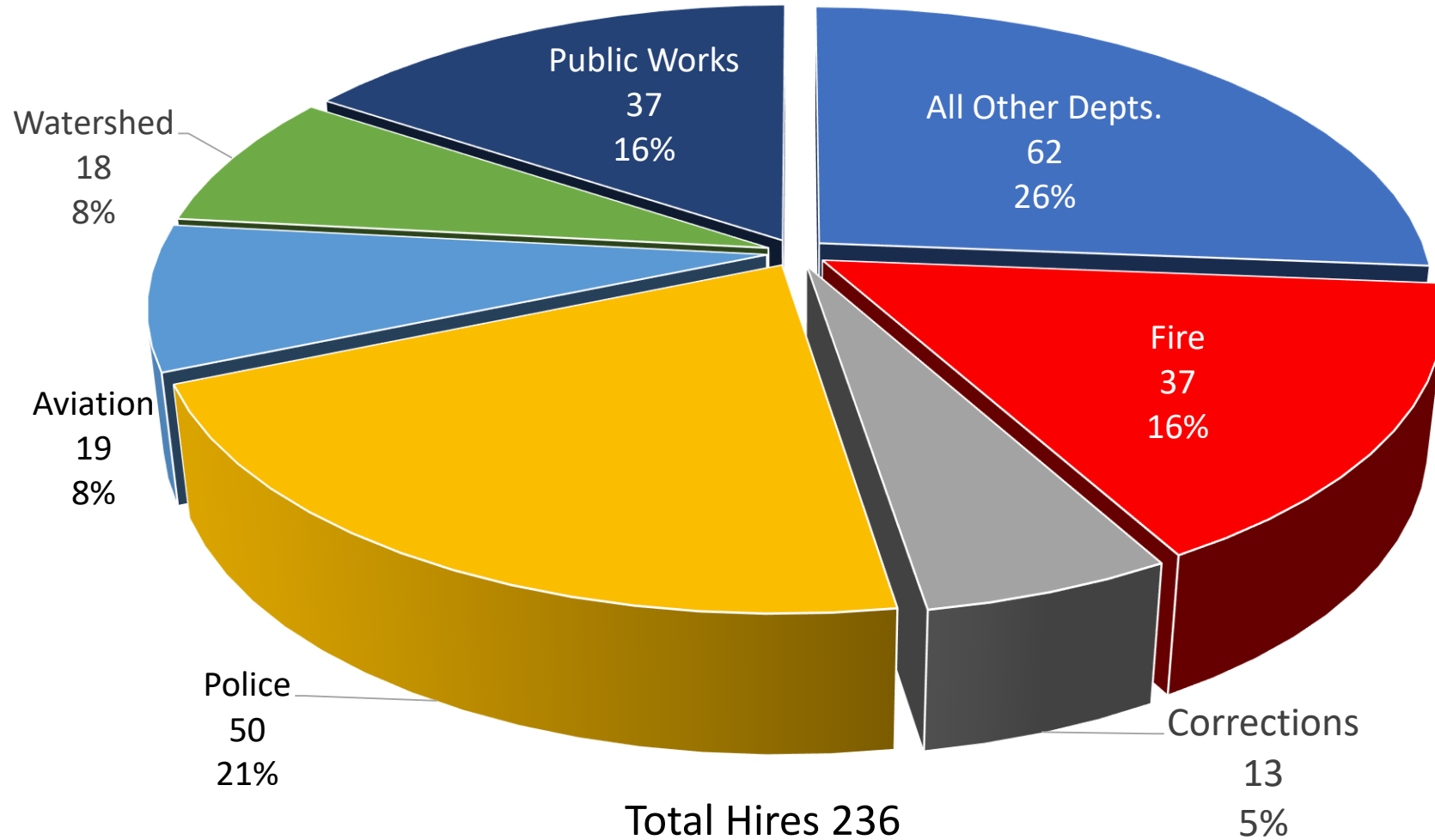


Total Terminations 1,097



HIRES/REHIRES (JULY 1 – OCTOBER 31, 2018)

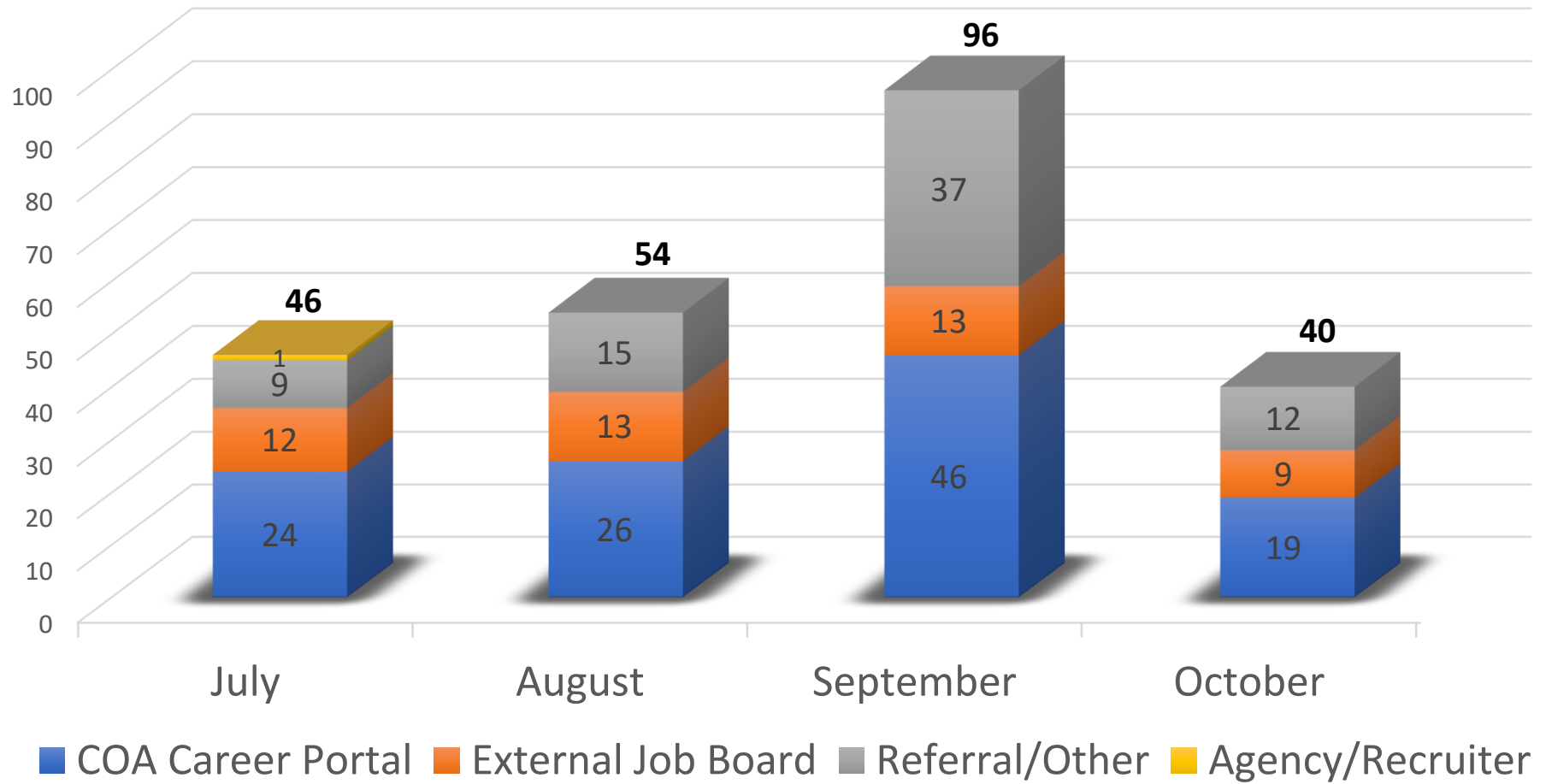
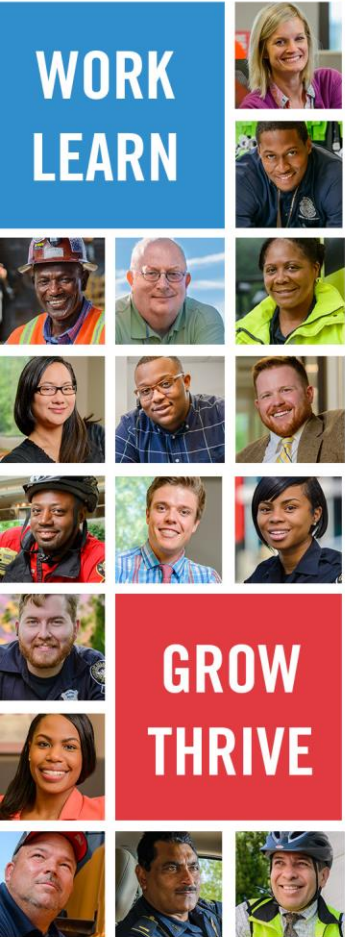
By Department





TALENT ACQUISITION (JULY 1 – OCTOBER 31, 2018)

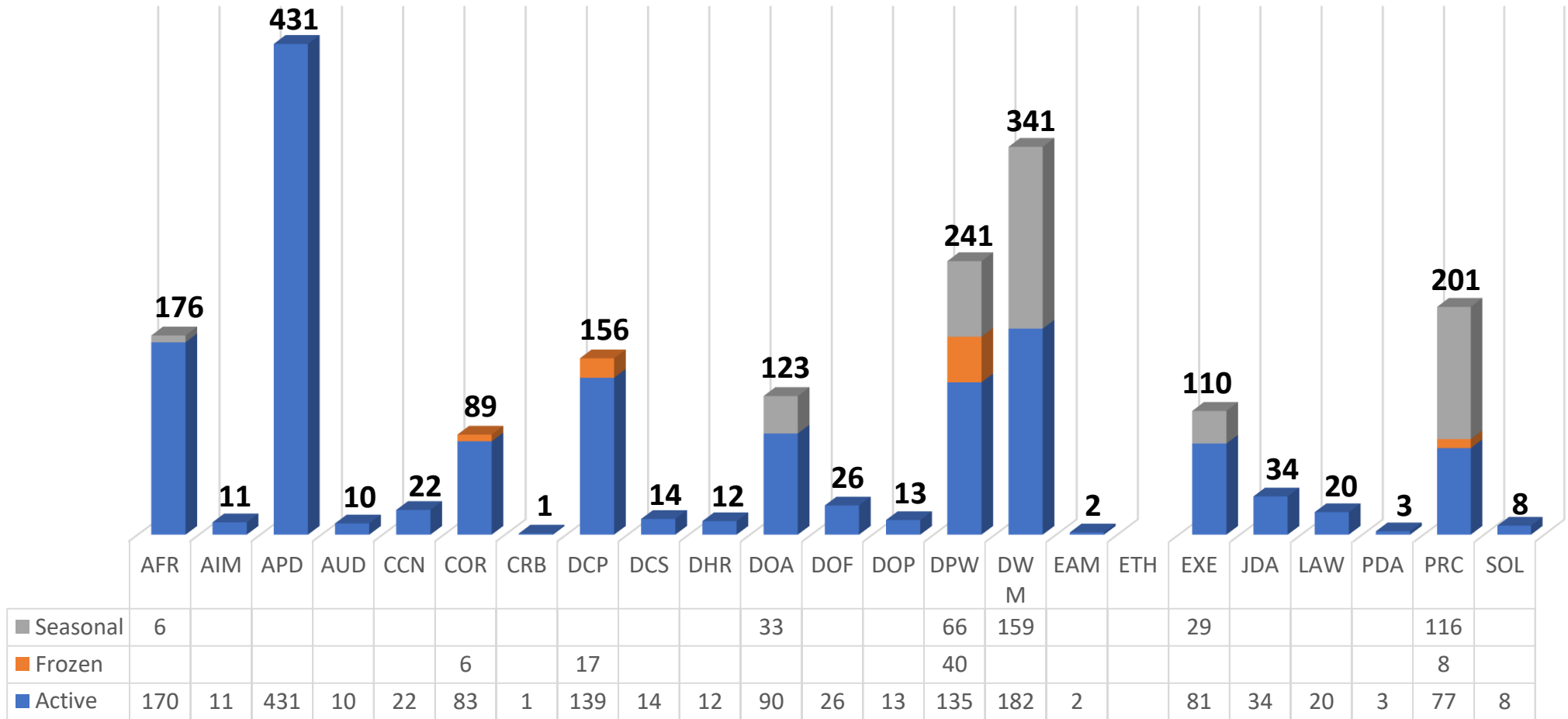
By Month/Source





VACANCIES AS OF OCTOBER 31, 2018

By Type/Department



Total Vacancies 2,044 (Active 1,564)



CITY OF ATLANTA DEPARTMENT OF HUMAN RESOURCES ACCOMPLISHMENTS

**WORK
LEARN**

**GROW
THRIVE**





DEPARTMENT OF HUMAN RESOURCES ACCOMPLISHMENTS

Preliminary 90-100 Day Overview

Leadership Transition & Assimilation Process

Work with leadership and HR team to understand the current culture, functionality and operations. Assume accountability and ownership.

Assessment of Current Organization

Conduct a needs analysis to identify priorities, gaps, and other HR related needs of the City of Atlanta.

Develop a Change Management Strategy

Develop/implement a plan to manage change and enable adaptability of key stakeholders and HR team.

- Successfully completed 100 Days Plan and assumed leadership/accountability of the COA DHR
- Successfully facilitated 30-in-30 (minimum 30 minute meetings with City leaders during first 30 days)
- Developed and actively engaged in the implementation of change management strategy





DEPARTMENT OF HUMAN RESOURCES

ACCOMPLISHMENTS



- Rebranding of DHR including standardized email signature tagline that reflects the departmental mission
- Great strides in establishing working relationships/partnerships with City leaders, department heads, key stakeholders and union representatives
- Updated policies for compliance, governance and to enhance the customer experience
- Process improvements in the areas of Talent Acquisition, HRBP functionality, interdepartmental communications, and HRIS transactions and payroll interface to drive accuracy and efficiencies



DEPARTMENT OF HUMAN RESOURCES ACCOMPLISHMENTS



- Strides in addressing APD compensation and recruitment efforts
- Closed out election for Pension Board
- Closed out health insurance RFP and 2019 Benefits Open Enrollment
- Civil Service Board hearing backlog improved with 34% of the previously outstanding cases having been heard. Enhanced the appointment process and are finalizing the appointment of 2 board members and 2 ad hoc hearing officers



CITY OF ATLANTA
DEPARTMENT OF HUMAN RESOURCES
STRATEGIC PRIORITIES

**WORK
LEARN**

**GROW
THRIVE**





DEPARTMENT OF HUMAN RESOURCES

STRATEGIC PRIORITIES





DEPARTMENT OF HUMAN RESOURCES

PRIORITY PROJECT LIST



- Enhanced recruitment, retention and development of a world-class workforce
- Performance management and accountability refinement
- Succession planning
- Formalization/standardization of COA Internship program



- Analysis and the implementation of a strategy related to compensation/structure for APD and all other COA employees
- Pension board development



DEPARTMENT OF HUMAN RESOURCES

PRIORITY PROJECT LIST



- Employee Wellness Center strategy for increased awareness/ access, utilization, and a re-grand opening event
- Resolve outstanding Other Post-Employment Benefits (OPEB) matters



- ATL Cloud (Oracle HCM) project
- Headcount reconciliation initiative
- Data integrity initiative



DEPARTMENT OF HUMAN RESOURCES

PRIORITY PROJECT LIST



- Policy updates to ensure an exceptional employee life cycle experience for management and employees alike
- Facilitate working relationships with COA departmental leaders, other key stake holders and union representatives to foster collaboration



WHAT QUESTIONS DO YOU HAVE?



THANK YOU