



DEPARTMENT OF HUMAN RESOURCES

FY21 Proposed Budget Review

JUNE 2, 2020

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ENDLESS**



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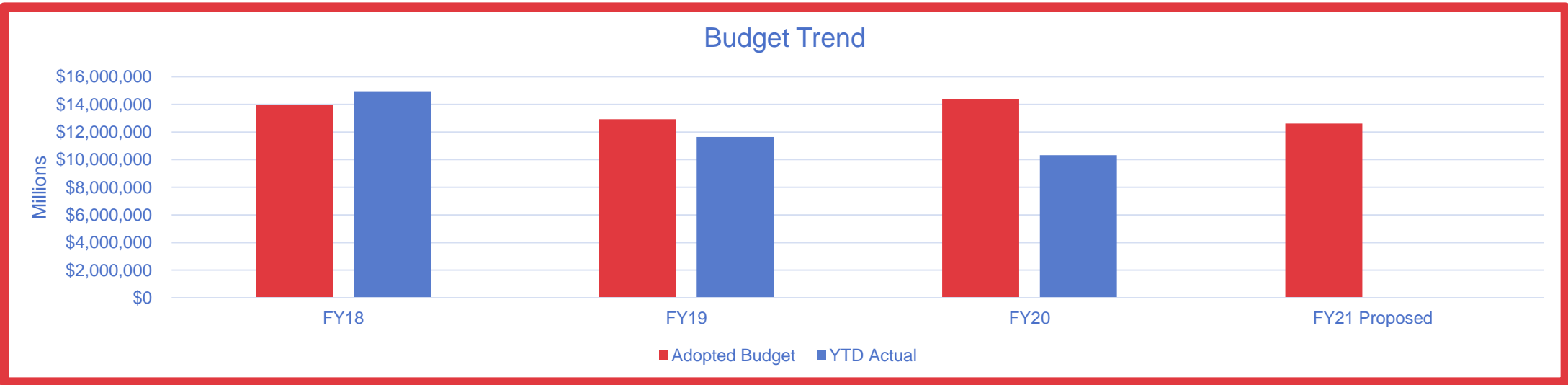
**GROW
THRIVE**



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SUMMARY OF CURRENT OPERATIONS



Funded FTE Positions (GF)

FY20	FY21
75.25	61.85



SUMMARY OF CURRENT OPERATIONS

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- Executed process improvements to ***improve recruitment and onboarding timelines*** for departmental vacancies (reducing our time-to-fill from 67 days to 35 days), including the establishment of the Vacancy Review Board
- Reconciled Oracle HR position records to ***enable data integrity*** for budgeted headcount on an ongoing basis
- Implemented ***Day One Benefits*** Program for all new hires effective 1/1/2020
- Established standing ***HR/Union leadership meetings*** in support of the Mayor's One Atlanta initiative
- Established performance metrics to ***track key HR metrics*** across the city on a monthly basis



FY20 HIGHLIGHTS

- 2019 Most Fit City – Kaiser 5k for the 8th Year In A Row
- Hooked On Books With Rev Run; Former First Lady Of Ghana Nana Rawlings; and Quad Webb





FY20 HIGHLIGHTS

- Talent Acquisition Job Fairs & Virtual Job Readiness Workshop
- Watershed Hiring Blitz & Resume Writing Assistance



OWTR HIRING BLITZ!

FRIDAY, OCTOBER 25, 2019
9:00 A.M. - 3:30 P.M.

HIRING FOR THE FOLLOWING POSITIONS:

- Watershed Plant Operator Class I (Biology Major)
- Watershed Plant Operator Class I (Waterworks)
- Watershed Collections Operator Class I (Wastewater)
- Plant Maintenance Electrician
- Process Control Technician
- Electrician Helper
- Wastewater Operator

GET YOUR RESUME READY NOW!

Don't miss a minute or a day! APPLY TODAY!

Watershed Management

VIRTUAL JOB READINESS WORKSHOP

APRIL 21, 2020
3:00PM EST

- Understanding the City of Atlanta's Hiring Process
- Tips for building a strong and effective resume
- Insightful Interview Skills
- **25 Spaces Available** (register via the link below)

<https://www.eventbrite.com/e/city-of-atlanta-virtual-job-readiness-workshop-tickets-102567295542>

NEED HELP WITH YOUR RESUME?

Our Team Members are prepared to assist!

SIGN UP FOR A ONE-ON-ONE SESSION

YOUR POSSIBILITIES ARE ENDLESS



PROPOSED BUDGET CHANGES

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Personnel Changes

Budget Changes

- 12% Reduction in total salary cost
- Reducing FTE count by 8

Professional Services Changes

Budget Changes

- Small Increase in professional services for General Fund

FY21 Initiatives

- Virtual Employee Training
- Enhanced EAP Service Delivery
- Market Study and Compensation Platforms



KEY PRIORITIES FOR FY21



- Internal Operations – Drive process improvements through realignment of HR operating model to ensure optimal performance and efficiency, including **centralization of HR transactions**
- Data analytics – Enable and utilize technological platforms to **make data-driven decisions** to attract, manage, and retain employees, with the goal to help executive leaders make decisions to create better work environments and maximize employee productivity
- Policies and Procedures – Refresh HR policies while prioritizing training needs and conducting appropriate training through enhanced **utilization of virtual learning module**
- Employee Benefits - Establish Other Post Employment Benefit (**OPEB**) **Taskforce** to assess the current and future obligations of the City’s post employment health insurance benefits



HR LEADERSHIP TEAM



Jeffrey B. Norman	Interim Commissioner
Danielle Nichols	Deputy Commissioner
Louis Amis	Director, Employee Benefits
Elaine Gooden	Director, HRIS
Kimberly Finley	Director, Talent Acquisition
James Merriweather	Director, Employee & Labor Relations
Darrilynn Poindexter	Director, Training & Organizational Development
Jamar Brown	Director, Marketing & Communications
Adrienne Bradford	Director, Employee Assistance Program
April Weekes	Business Manager