



City Attorney

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OAKLAND CITY COUNCIL**RESOLUTION No. _____ C.M.S.**

Introduced by Vice Mayor Annie Campbell Washington

RESOLUTION COMMENDING AND HONORING KIP WALSH FOR 17 YEARS OF EXEMPLARY SERVICE TO THE CITY OF OAKLAND

WHEREAS, Kip Walsh started her career at the City of Oakland in 2000 when she was hired by Harry Edwards, who was then the Director of Parks & Recreation, to spearhead a project known as "Recware," that launched the use of technology in tracking recreation programming; and

WHEREAS, Kip Walsh, in 2004 while still in Parks & Recreation, was promoted by the new Director, Audree Jones-Taylor, to be the Assistant to the Director where she continued to oversee technology, department administration, facilities contracts, and special projects; and

WHEREAS, Kip Walsh was assigned in 2005 to facilitate the City Stables rehabilitation project which required an engaged community process, numerous presentations to City Council, and the successful launch of a capital improvement project at the site; and

WHEREAS, Kip Walsh was appointed in 2008 to the position of Administrative Services Manager II in the Finance & Management Agency (FMA) where she provided astute analysis and input on projects ranging from a Golden Handshake retirement incentive program, costing for labor negotiations, citywide budget development, personnel and fiscal policies, and served as FMA's liaison to Jean Quan, who was then a Councilmember and the Chair of the Finance & Management Committee; and

WHEREAS, Kip Walsh, in October 2010, agreed to temporarily serve as the Human Resources Manager over the Recruitment & Classification Division of the Human Resources Management Department to provide stability to the division during a time of several transitions; and

WHEREAS, Kip Walsh went on to retain the Human Resources Manager position over Recruitment & Classification for seven years where she provided leadership, accountability, a deep understanding of the City's complex personnel policies, and fostered greater flexibility and responsiveness within the HR department; and

WHEREAS, Kip Walsh managed layoff processes during the national economic downturn, oversaw nearly 1500 recruitments and the creation or revision of nearly 200 classification specifications, spearheaded recruitment process improvements, and provided labor relations support for bargaining, grievances, and classification developments; and

WHEREAS, Kip Walsh provided management oversight of the Equal Access to Services Program once it was moved to Human Resources in 2012, and under her leadership, significant improvements were made to tracking the activities related to Equal Access, greater visibility and compliance was achieved citywide, and the City's annual compliance report was well-received both by the community and the City Council; and

WHEREAS, Kip Walsh, served as the Acting Employee Relations Manager from August to December 2016 where she supported positive relationships between management and labor groups by being responsive, timely, consistent, and fair in dealing with conflicts or grievances; and

WHEREAS, Kip Walsh, from 2010 to 2017 served five HR Directors, and managed a team of 22 employees who performed recruitment, classification, onboarding, customer service, and general human resources support functions; and

WHEREAS, Kip Walsh has continuously developed professionally through independent education and her affiliations and memberships with local and national human resources associations such as the International Public Management Association for Human Resources (IPMA-HR) and the California Public Employee & Labor Relations Association (CalPELRA); and

WHEREAS, Kip Walsh, has consistently demonstrated dedication, integrity, a commitment to service, resilience and a sense of humor; and

WHEREAS, Kip Walsh worked hard but always found time to dedicate to her beloved wife, Lisa Korwin, along with her many friends and large family; she also took time to pursue her many interests including singing, creative writing, vegan cooking, and traveling; and

WHEREAS, Kip Walsh, is leaving the City of Oakland to pursue a new opportunity to advance her career where she will continue to serve the Oakland community; now, therefore be it

RESOLVED: That the Oakland City Council, does hereby recognize Kip Walsh for her 17 years of dedicated service and leadership; and be it

FURTHER RESOLVED: That, the Oakland City Council, expresses our sincere gratitude and appreciation to Kip for 17 years of service to the City of Oakland and its residents; as your career journey continues we wish you the absolute best.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

AYES - BROOKS, CAMPBELL WASHINGTON, GALLO, GIBSON MCELHANEY, GUILLEN, KALB, KAPLAN and PRESIDENT REID

NOES –

ABSENT –

ABSTENTION –

ATTEST: _____
LaTonda Simmons
City Clerk and Clerk of the Council
of the City of Oakland, California