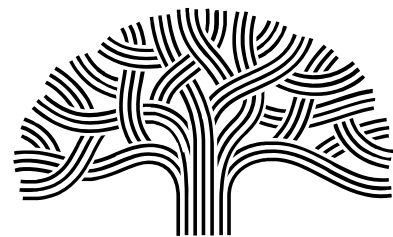


Human Resources Management Department

Ian Appleyard, Director
Lara Williams, Management Assistant

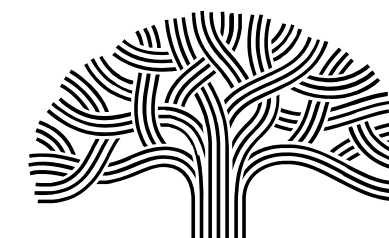


CITY OF
OAKLAND



Human Resources Management

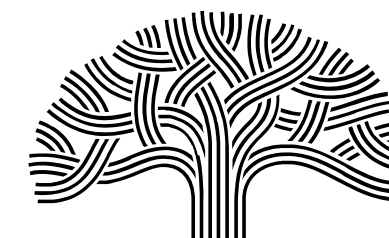
- 57 FTE
- Recruitment, Classification & Compensation (31 FTE)
- Labor & Employee Relations (4 FTE)
- Risk Management (10 FTE)
- Benefits Administration (3 FTE)
- Training & Organizational Development (2 FTE)
- Equal Access (2 FTE)
- Administration (5 FTE)
- Civil Service Board
- Layoff Management
- Employee Appreciation



HRM Budget Summary

Submitted Budget:

- Staffing:
 - Deleted 2.0 FTE Senior Human Resource Technicians
 - Added 1.0 FTE Supervising HR Technician
 - Dedicating 2.0 FTE Senior HR Analyst and 2.0 FTE HR Analyst to create a vacancy strike force
- Increase O & M:
 - \$250k per fiscal year – staff development, recruitment efficiencies, and equity study
 - \$50K per FY for Job Fairs



Mayoral Goals

City workforce:

- Attracting:
 - Build synergy between HRM and Departments
 - Process Mapping with Consultant
 - Improve branding and efficiencies
- Retaining:
 - Expand City-wide Training
 - Expand use of NeoGov Learn and Perform applications
 - Continue to support internal promotions
- Supporting:
 - Expand and grow Oak ROCKS committee activities