

2023 JUL -5 PM 1:54

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OFFICE OF THE CITY CLERK  
OAKLAND

APPROVED AS TO FORM AND LEGALITY

  
CITY ATTORNEY'S OFFICE

## OAKLAND CITY COUNCIL

RESOLUTION NO. 89810 C.M.S.

INTRODUCED BY COUNCIL MEMBER NOEL GALLO

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**RESOLUTION COMMENDING AND HONORING IAN APPELYARD  
FOR 20 YEARS OF EXEMPLARY SERVICE TO THE CITY OF OAKLAND  
AND CONGRATULATING HIM UPON HIS RETIREMENT**

**WHEREAS**, Ian Appleyard began his career at the City of Oakland in 2000 as a Human Resources Analyst (Confidential) in the Office of Personnel Resource Management when he was hired by Bruce Topp and Tricia Freitas, who were then Principal Human Resource Analysts, and Robert Bobb who was the City Manager of Oakland; and

**WHEREAS**, Ian Appleyard in 2000 worked as a Human Resources Analyst CONF where he administered all aspects of the examination process in the Civil Service environment; and

**WHEREAS**, In August 2005, Ian Appleyard was promoted to a Senior Human Resources Analyst and represented management in labor negotiations, meet and confer processes, grievances, disciplinary actions and other labor-management relations; and

**WHEREAS**, Ian Appleyard was then promoted quickly, by October 2005 to the position Principal Human Resources Analyst; and

**WHEREAS**, Ian Appleyard worked with the City of Oakland for 12 years until April 2013 when he was invited to serve a neighboring community; and

**WHEREAS**, Ian Appleyard worked for the City of Emeryville as the Director of Human Resources from 2013 to 2016; and

**WHEREAS**, In September 2016, Ian Appleyard was rehired by the City of Oakland to serve as the Director of the Human Resources Management Department; and

**WHEREAS**, Ian Appleyard is a well-respected human resources leader, who since 2016 has skillfully overseen all aspects of the City's Human Resources programs, including labor and employee relations, risk management, benefits, recruitment, classification, equal access, staff development and organizational development; and

**WHEREAS**, over his 20 years of dedicated service to the City of Oakland, Ian Appleyard has had the honor to serve with 6 City Managers/Administrators and 5 Mayors;

**WHEREAS**, Ian Appleyard has been a member of California Public Employers Labor Relations Associations (CALPELRA) since 2003; and

**WHEREAS**, Ian Appleyard is a member of the International City/County Management Association (ICMA); and

**WHEREAS**, Ian Appleyard is the sponsoring Agency Director of Oakland ROCKs, the City of Oakland employee committee focused on recognizing and celebrating employees quarterly and promoting civic pride; and

**WHEREAS**, Ian Appleyard went above and beyond to increase Department communication, engagement and safety by leading the City of Oakland Covid-19 Re-Opening Committee; and

**WHEREAS**, Ian Appleyard demonstrated quality leadership by prioritizing 1 on 1 meetings with Department staff, division team meetings, annual team building retreats and year-end staff development meeting to encourage the individual and collective advancement of Human Resources team members; and

**WHEREAS**, Ian Appleyard is an active member of the Human Resources Management Race & Equity Team and leads in the promotion of process changes that emphasize a more equitable lens for all employees; now, therefore, be it

**RESOLVED:** That the Oakland City Council, does hereby recognize Ian Appleyard for his 20 years of dedicated service and commitment to employees; and be it

**FURTHER RESOLVED:** That the Oakland City Council, does hereby acknowledge Ian Appleyard for empathetic leadership that has propelled employee engagement and allowed for timely processing of labor agreements that support City employees and the City as an organization.

IN COUNCIL, OAKLAND, CALIFORNIA,

PASSED BY THE FOLLOWING VOTE:

**JUL 18 2023**

AYES - FIFE, GALLO, JENKINS, KALB, KAPLAN, RAMACHANDRAN, REID, AND  
PRESIDENT FORTUNATO BAS - 8

NOES 0  
ABSENT 0  
ABSTENTION 0

ATTEST:

  
ASHA REED  
City Clerk and Clerk of the Council of the  
City of Oakland, California