



## 2013



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*Human Resources*

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***“The Department of Human Resources is dedicated to providing innovative and efficient talent solutions to our County partners by recruiting, developing, and retaining exceptional and diverse talent for public service.”***

I have the privilege of serving as the Director of Personnel for the County of Los Angeles. The Department of Human Resources is dedicated to providing innovative and efficient talent solutions to our County partners by recruiting, developing, and retaining exceptional and diverse talent for public service.

Under the leadership of our Board of Supervisors and Chief Executive Officer, the Department of Human Resources helps to support our workforce of approximately 100,000 employees, who work in 35 dynamic Departments.

Over the past year, DHR has made significant advances in the services we offer to our customers. To develop our workforce, DHR established the new Executive Leadership Development Program, designed to strengthen current leadership performance and identify the next generation of County leaders. We also rolled out the County's first Management Fellowship Program to infuse the County with new talent and enhance our succession planning efforts. Additionally, we enhanced our internship programs for Administrative Interns and Veterans.

DHR is also transforming our services through the use of technology. Last year, our talent management system processed nearly 250,000 online applications. We also increased our use of online testing by 450% over the past year. DHR's Online Examination System won the 2013 Government Technology Outstanding IT Project Award for exceptional management. DHR's state-of-the-art website received over 2.7 million hits last year; our mobile site received almost 1,000 hits each day! Our mobile site, which provides the public with easy access to search and apply for jobs using their smartphones or tablets, won an award from the Quality and Productivity Commission for improving HR Services through Technology.

Our wellness program also continues to thrive. The Countywide Fitness Challenge, which provides webinars, seminars, and outdoor fitness activities for our employees and their families, saw a 20% increase in participation. Last year, employees in our County Biggest Loser challenge lost nearly 7,000 lbs, and this year we have invited other counties to join us in the wellness challenge.

Lastly, in collaboration with the CEO, DHR rolled out a campaign to encourage employees to enroll in the Defined Contribution Plans and participants to increase their contributions by 1%. The Plan received the 2013 NAGDCA Leadership Award for Effective Communication, the Communicator Awards' Silver Award of Distinction, the Hermes Platinum Award; and the National Association of Counties 2013 Achievement Award.

DHR continues in its efforts to transform HR in the County of Los Angeles and to maintain a culture of service excellence in our quest to provide exceptional talent for public service.