

WRIPAC Roundtable Notes January 28 – 29, 2010

Open Roundtable discussion:

Richard Jung (East Bay Mud) – Currently in a hiring freeze. Utilizing the downtime to update their job analysis.

Karen Coffee (retired) – Currently working on a lawsuit with the Public Utility Commission. The lawsuit is n to age discrimination. Being accused of getting rid of the over 40's.

Ed Hane (Personnel Consulting Group)– Suggestion: During the downtime, is time to do the background work of recruitment, for example: job analysis, training. Make good use of your downtime,

Erin Morgan (County of San Diego) – Welcoming the guest and new members. He is encouraging New members to join a committee. Currently working on online testing. Currently working with the departments on desk audits, and exams.

Anna Montoya (County of Alameda) – Currently in a hiring freeze. Only recruiting for safety positions. During downtime, working on competency analysis. Looking for assistance with this process. Also looking for a new HR Director, the position is vacant.

Ron Marmalefsky (retired) – Now is the time to update your job analysis. Before he retired, he was responsible for sending out layoff and downsizing letters. Layoffs are being determined by who scored the highest on the eligibility lists.

Question: What can we do to employ more qualified candidates that maybe required to do more than one job?

Question: What are the positive things that you can do to attract the best candidates?

Malinda Brown (Contra Costa County)– Looking for help from anyone to assist with high volume testing.

Lillie Ellison (City of San Francisco) – Experience mainly in the private sector. Her new job requires more recruitment experience. The message that she is sending is how can we market our city the best.

Question: What agency uses the new networking techniques?

Hilary Harris (NEO GOV) – Interesting in the networking sites. Working on making sure that the customers are getting the best out of their online application program.

Mike Willihnganz (County of Napa) – Currently no layoffs in Napa. The county is in a hiring freeze. Because of the economy more applicants are applying. Has looked into the majority of online testing product, but has not found any that suits his agency.

Kevin Fridlington (City of Torrance) – Recruitment activity is slow. Working on becoming the employee of choice. Recruitment/Selection department is currently doing more organizational work. Also working on competency.

Broda Silva (City of American Canyon) – Close to Napa and Valero. A lot more people applying due to the economy.

Clinton Kelly (CPS) – Looking for innovative and cheaper ways to select candidates.

Cheryl Griffin (SMUD) – Minimal reduction in recruitment. Some meter readers are scheduled for lay offs due to the new smart reader system. Interested in talking to others about social networking and online testing.

Florence Pattison (County of Marin) – No layoffs yet. Maybe a few in the future. Currently working with the departments about the budget to stop the rumors about layoffs. Assuring long term employees if their stability. Has started accepting voluntary separations (retirements). Currently using Previsor online testing. Also has online proctor testing.

Doreen Wong (County of Sacramento) – Eliminated 800 positions in the last year and a half. Has been working on reemployment list. Looking to close a lot of the exams that are continuous. 50 exams are on continuous filing. Board of supervisors are going to eliminate positions in the near future.

Suzanne Holloway (Placer County)- Performance impact systems ended in December. Recruitments are at a minimum. Working with the departments on how to do more with less. CEO is asking for 3 Budgets: 3% cuts, 5% cuts, and no cuts. Working on seniority list. Asking about online clerical testing for temporary clerks.

Lisa Jenkins (Santa Monica College) - New members chairperson. Encouraged about the new members/guests. At lunch will inform the new members about WRIPAC. Currently no layoffs, lots of recruitments, lots of applications. Currently using online testing.

Ron Prewitt (City of Las Vegas) - Asking employees to take a 8% salary reduction this year, and a 8% reduction next year. If not 250 employees will be laid off. Director & Deputy Director both due to retire in July.

Scott Kasper (Modesto City)- Only recruiting for critical positions. Would like to streamline the recruitment process during the soft hiring freeze. About to start negotiations with the unions. Once a recruitment opens, there is massive application volume. The recruitment team is very busy.

Adrian Foster (Las Vegas) - Budget is down 900 million dollars. Currently cutting down on the length of time of recruitments. Currently building own recruitment process online.

Gina Rolland (Yolo County)- Currently working on 2nd round of layoffs. Developed job search central. It's a website linked to their internet. Information used for people who have been laid off: Employment programs, work shops, how to apply for unemployment, job seekers, links to other employers that are hiring. There is a separate online page for county employees for references. Hosting a 2nd annual event for laid off employees, with potential employers, Cal Jobs, EDD. Training on interviewing, job search, applications and resumes. HR will talk to them about other jobs in the county. Laid off employees can submit a special interest card for current positions. Will post job bulletins from other agency's on their website. Has received a mini grant for a 8 week program for high school students. Similar to a internship for high school students.

Scott DeYoung(City of Los Angeles)-Bankruptcy for the City of Los Angeles through the Mayors office. Talk of layoffs. Currently have 3 different furlough programs. 3000 layoffs by May. Many employees have retired in the Human Resources department. Went from a staff of 25 to 4. Currently working on reforming the civil service rules. Considering out sourcing many departments. Currently on the DWP is hiring. No new police officers will be hired.

Michelle Kuka (San Mateo)- 30% cuts in the next 3 years. All previous employees scheduled to be laid off have been placed in different departments.

Sarish Thanks to Mike and Karen for the Job Analysis. Went from 8 recruiting staff to 4. Since the soft hiring freeze the department has been working on cleaning up some current processes. Currently working on a college internship program. 50% of the current workforce is eligible fore retirement. His organization is following the civil service hiring practices. In the last 10 years there has been 9 HR Directors. Also currently has a 37 member Board of Directors.

Howard Fortson (CPS)- Currently having issues with online testing.