City Academy
Department of Human Resources
Department of Human Resources
Vision, Mission, and Core Values

Vision Statement
The City of Alexandria Department of Human Resources will be recognized as a strategic business partner that provides leading, innovative people solutions.

Mission Statement
Our mission is to be a fair, objective, and strategic partner to stakeholders of the City of Alexandria, striving for excellence in the work that we do. We support City government in all efforts to recruit, retain, develop, and motivate its greatest asset – employees.

We Value...
- Respect
- Integrity
- Diversity and Inclusion
- Customer-focus
- Communication
- Excellence
Department of Human Resources delivers HR expertise for the business:

- Strategy and Operations
- Compensation and Human Resource Information Systems (HRIS)
- Learning and Development
- Employee Relations
- Talent Acquisition
- Benefits

Attracting, retaining, and rewarding top talent!
Strategy and Operations

Creates and executes City government human resources strategy to support evolving organizational needs and deliver against business initiatives.

- HR Transformation – continued movement towards human capital management; shift from personnel to strategic HR business partner and agile centers of excellence
- Change management, culture, workforce planning, organizational design, analytics
Compensation and Human Resource Information Systems (HRIS)

Management and delivery of compensation and rewards to drive employee and business outcomes; manage employee data and automation of HR transactions.

- Compensation system plan design, strategy, and communications
- Classification and benchmarking
- Rewards and recognition
- Performance management
- Employee and manager self-service
Learning and Development

Leverages L&D expertise to improve departmental and individual performance and proactively influence talent and business decisions.

- Employee development
- Leadership and manager development
- Career development and coaching
- Performance management
- Onboarding
Employee Relations

Provides guidance, counsel, and policy interpretation to develop and improve positive employer-employee relationships, employee turnover, engagement, and retention.

• Communications
• Performance management
• Grievances, disputes, complaints
• People management coaching
• Alumni and volunteer relationships
Talent Acquisition

Forecasts need for new talent and efficiently attracts and hires high-quality talent.

- Hiring needs definition
- Branding, attraction, sourcing
- Candidate experience
- Assessment and selection
- Onboarding
Benefits

Develops and administers employee benefit policies and programs that have positive impact on employee engagement and retention and drives business outcomes.

• Benefit plan design, strategy, and communications
• Work-life integration programs
• Voluntary benefit programs
• Employee total wellbeing – physical, financial, emotional, and community
The Evolution of Well-Being

Illustrative

**Wellness**

*Goal:* Prevent diseases.
*Measure of Success:* Employee engagement

**Disease Management**

*Goal:* Help employees manage active diseases.
*Measure of Success:* Decreased healthcare cost

**Well-Being**

*Goal:* Support holistic well-being.
*Measure of Success:* Employee engagement

Source: Gartner (May 2019)
How can HR align its service delivery to the most valuable activities?
How can HR align its service delivery to the most valuable activities?

Compare and prioritize initiatives based on the high-impact needs of the business.
Key DHR Initiatives – 2020 and Beyond

- HR transformation and digitalization
- Building critical skills and competencies
- Current and future leadership bench
- Performance management
- Diversity and inclusion
- Talent analytics

Enhanced employee experience

Source: 2019 Gartner Future of HR Survey
Questions?

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