



## Seattle Department of Human Resources

Bobby Humes, Interim Director

DATE: June 18, 2019

TO: Finance and Neighborhoods Committee, Seattle City Council

FROM: Bobby Humes, Interim Director, Seattle Department of Human Resources

SUBJECT: Confirmation Follow-Up Memo

Council members, I am writing as a follow-up to last week's committee meeting. I am honored to be nominated and thankful for your time and thoughtful questions. In addition to my responses to your initial questions, there were several follow-up questions from Councilmembers at the committee table and post-committee. I wanted to provide in writing those additional answers for the committee to review:

- 1. Based on your resume, it appears that your HR career began in January 2013. What other experience in HR/leadership do you have?**

I have extensive organizational and personnel systems leadership that I obtained through ten (10) years of honorable military service where I served in several roles culminating in leading one of the largest personnel action centers (PAC) in the United States Army while stationed at Joint Base Lewis-McChord. A personnel action center is very similar to a central HR department providing process management and support for various personnel actions such as performance management, leave, staffing, training, corrective action and employee engagement. After my time in the military, I moved to Italy and served as a college registrar with Central Texas College (CTC). During my time at CTC I ran the financial and enrollment operations reporting to the regional director of student services in Europe. I excelled in student recruitment and improved relations between the school and the military community we served. After leaving Europe I took my first and only private sector job with Parsons Engineering and Contracting. I played a critical role as military contractor supporting deploying troops through combat readiness training strategies. During my team with Parsons I grew the scope of the initial contract and developed a strong brand image amongst our customers. I have also been a member of the Olympia Chapter of the Society of Human Resources Management where I served as College Relations Chair. I was able to lay the ground work for a partnership with Saint Martins University which led to the creation of the first student chapter in the region. I have attached an updated resume for your review.

## **2. What role will SDHR play in the regional homelessness organizational change?**

SDHR is committed to providing support and resources to Human Services Division (HSD) employees, leaders and labor partners. We are working at the table with Mayor's Office (MO), Chief Budget Office (CBO) and HSD to coordinate communication to all employees and the impacts of the organizational changes. SDHR will also jointly work with HSD, labor partners and employees on the impacts to our workforce, which include benefits, job details, and other aspects regarding employment that have yet to be defined.

## **3. How does SDHR provide support for work-study and internship to departments?**

SDHR strives to support departments in creating meaningful, equitable, and paid educational opportunities for students interested in government careers. We want to make sure that every opportunity we create is accessible to all students – from work-study (W/S) recipients to Seattle Promise recipients to those who receive full scholarships due to severe economic hardship. Minimal wage savings should not be a limiting factor that makes these opportunities only available to a select few.

SDHR supports departments in establishing two types of student programs. These include:

- The Student Internship Program which provides qualified candidates with a meaningful work experience to supplement and enhance their academic programs. In return, the City derives the full benefit of the students' capabilities for work activities and special projects.
- The Work Study (W/S) Program is a financial aid employment program (not an internship) available to students attending participating Washington State colleges. This program allows students to gain work experience while earning funds for college. Washington State reimburses the City 60% of the student's wages. This program is different than Federal Work Study.

Again, thank you for your time last week. I look forward to continued conversations that add context to my interest in leading the Seattle Department of Human Resources.

Encl  
Updated Resume

