

Office of Human Resource Management & Development



Georgia Department of Human Services

DHS Vision, Mission and Core Values

Vision

Stronger Families for a Stronger Georgia.

Mission

Strengthen Georgia by providing Individuals and Families access to services that promote self-sufficiency, independence, and protect Georgia's vulnerable children and adults.

Core Values

- **Provide access to resources that offer support and empower Georgians and their families.**
- **Deliver services professionally and treat all clients with dignity and respect. Manage business operations effectively and efficiently by aligning resources across the agency.**
- **Promote accountability, transparency and quality in all services we deliver and programs we administer.**
- **Develop our employees at all levels of the agency.**



OHMD Vision and Mission

Vision

A competent, accountable workforce dedicated to, and recognized for, quality, innovation and customer service.

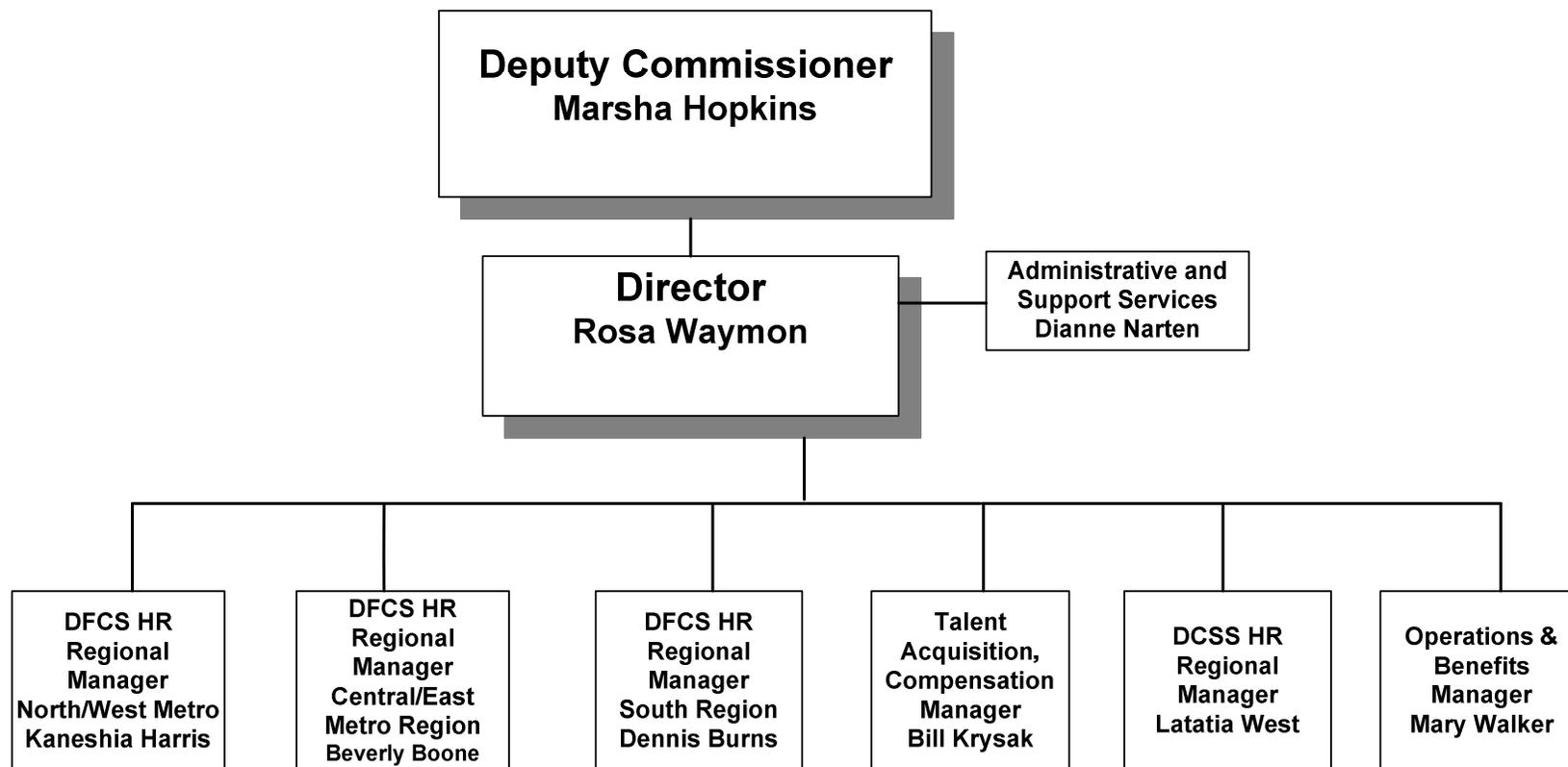
Mission

To improve organizational effectiveness through collaborative, responsible and innovative human resource management and development services.

Human Resources Staff to Employees

- **Industry Standard:**
1 to 100
- **OHRMD Standard**
1 to 200

OHRMD Organization Chart



Rev. October, 2011

HR Regional Managers

Beverly Boone, DFCS Central/East Metro Region

Dennis Burns, DFCS South Region

Kaneisha Harris, DFCS North/West Region

Latatia West, DCSS

- ◆ Compensation Administration
- ◆ Coaching
- ◆ Recruitment & Selection
- ◆ Training
- ◆ Employee Relations & Interventions
- ◆ GCEO/EEOC
- ◆ Open Records Requests
- ◆ Exit Interviews
- ◆ Unemployment Claims
- ◆ FLSA Compliance

OHRMD Operational Sections

Operations & Benefits

- ◆ New Employee Orientation
- ◆ Health Benefits
- ◆ E-Verify
- ◆ PeopleSoft Transactions
- ◆ E-PMP Administration
- ◆ Worker's Compensation
- ◆ Employee Satisfaction Surveys
- ◆ Data Support
- ◆ Website Maintenance
- ◆ Disability Retirement
- ◆ Leave Administration
- ◆ Drug and Alcohol Testing

OHRMD Operational Sections

Talent Acquisition, Compensation and Development

- ◆ Recruitment Support
- ◆ Recruitment Selection
- ◆ Compensation
- ◆ Background Checks
- ◆ Workforce Planning
- ◆ Exit Interviews
- ◆ Organizational Charts
- ◆ Organizational Assessment
and Design

OHRMD Operational Sections

Administration and Support Services

- ◆ Emergency Management
- ◆ Open Records Requests
- ◆ OHRMD Budget & Purchasing
- ◆ Employment Verifications
- ◆ OHRMD File Room

DHS Employee Demographic Data

**Total Employees as of October, 2011:
8,402**

◆ 13% Classified

◆ 87% Unclassified

Age Group

Less than 26	7%
26-30	10%
31-35	14%
36-40	15%
41-45	13%
46-50	13%
51-55	14%
55-60	10%
61+	4%

18% of workforce less than 40

54% of workforce over 40

28% of workforce over 50

Ethnic and Gender Group

African American	53%
Caucasian	42%
Hispanic	2%
Other	3%

Female: 58%

Male: 42%

Tenure

Less than one year	8%
1- 5 Years	32%*
6-10 Years	21%**
11-15 Years	13%
16-20 Years	9%
21-25 Years	9%
26-30 Years	5%
31-35 Years	2%
36+ Years	1%

* Case Managers

** Tracking to Tenure

ER Action Summary Report by Region

Code	Description	Week Ending 10/07/11				Totals By Action		
		South Dennis (1,755 EE's)	N/W Kaneisha (2,317 EE's)	C/E Beverly (2,577 EE's)	DCSS/ State Latatia (1,934 EE's)	YTD FY 2012	FY 2011	FY 2010
1	Involuntary Termination: <i>Includes all forms of dismissal except resignations.</i>	0	2	0	2	31	136	172
2	Disciplinary Actions: <i>Includes Disciplinary/Involuntary Demotions, Reprimands & Warnings, Suspensions w/o Pay.</i>	0	1	1	1	42	193	254
3	MOC - Memo's of Concern	0	4	0	2	43	138	165
4	EEOC or GCEO Formal Complaints	0	0	0		3	13	38

Compensation Concern

**65% of DHS staff make less
than \$40,000/year**

**These are client-facing positions in
DFCS, DCSS and DAS**

DHS Turnover Rates

FY2009	17%
FY2010	20.27%
FY2011	13.99%
FY2012 (to date)	3.86%