

HR Message for March 20, 2009

Colleagues,

Today's message includes a follow up on the announcement about the RFP, information about losing the "B" from HR&B and new appointments and an update on office moves.

RFP Follow Up

As you heard earlier this week, President Yudof has decided not to pursue the outsourcing of the Retirement Administration function but to structure the Retirement Administration unit as an Office of the President Service Center distinct from the Human Resources Department. We will be working with Executive Vice President Katie Lapp to accomplish this transition and many of you may be asked to contribute your expertise throughout the process. At this point, we are awaiting her direction and we will keep you informed as we go forward. This decision does allow us to fill a number of positions with permanent, rather than interim or temporary, employees. You will be hearing more about this in the coming weeks.

Losing the "B" in HR&B

If you attended John Cammidge's brown bag presentation last week or viewed the PowerPoint, you may have seen that the "B" in HR&B is among the items "lost along the way" in the journey through restructuring. As John mentioned, we came to be Human Resources & Benefits as a result of the merging many years ago of two distinct departments. Human Resources Departments typically include Benefits as part of the department. The transition to Human Resources rather than HR&B will be a soft one so as not to incur significant costs (for reprinting items that are still usable, for example), however staff should begin to use the new name in documents and other items as it is appropriate.

New Appointments

There have been three new appointments in Employee Relations, Programs, Policies and Services (ERPPS) and one in Executive Compensation and Performance Management (CPM):

Brad Pruitt will be joining ERPPS as the Compensation Director on April 6, 2009. Brad has approximately 20 years experience in Human Resources and Compensation. He previously worked for UCOP in compensation and brings a wealth of knowledge and experience to the Director position.

Linda Ashcraft and **Renee Mayne** have been named Senior University Negotiators. Linda, who joined ERPPS on March 2, brings a wealth of experience from the public and private sectors, including recent service for the State of California Court System, Solano Superior Court and Contra Costa County. She was also employed for many years by the Food Employers Council. Linda is also an attorney, having graduated from the San Francisco Law School and the University of Montana.

Renee will be on board March 26th. She has served in critical positions with HR/LR responsibility with the City of Soledad and with Monterey County. In addition, Renee has worked with municipalities and other public sector jurisdictions throughout the state as a consultant and has spent many years working for labor organizations in California and in New York. Renee is a graduate of the State University of New York, Empire State College

Sompathana Cindy Phongsavanh joined ECPM on March 9 as the Compensation Analyst. Her background includes general Human Resources support and coordination, including experience in the Human Resources department at the UCSF Medical Center, supporting the compensation function.

The appointment of the new Vice President of Human Resources is still pending.

We're on the Move

You have probably seen a lot of packing activity on our Kaiser building floors. In early April, several moves are destined to occur:

- Financial Services, under David Olson, will move from the 6th to the 12th floor.
- Vendor Management, under Lily Pang, will consolidate from the 12th and 5th floors to the 6th floor to be closer to Executive Director Mike Baptista and their Quality Assurance & Compliance colleagues.
- Staff Diversity, under Joe Epperson, will move from the 12th to the 5th floor to join Executive Director Randy Scott.
- The Disbursements unit, reporting to Mary DeShaw, will move from the 6th to the 5th floor to be closer to others in Retirement Administration.
- And several other individuals will be moving to be in closer proximity to their new HR units.

Again, we are consolidating space while moving staff closer to others in their new organizations. Many thanks to Helen Spencer for orchestrating this "HR Shuffle." A second round of moves is expected to take place later this Spring.