



Office of Mayor Miro Weinberger

MEMORANDUM

TO: City Council
FROM: Mayor Miro Weinberger
DATE: March 20, 2019
RE: Appointment of Human Resources Director

I respectfully submit for your consideration and approval Deanna Paluba as the next Director of Human Resources for the City of Burlington. Deanna emerged as an outstanding candidate that included an extensive national search with more than fifty applicants from Vermont and across the country. If confirmed by the City Council on March 25, Deanna will be able to start immediately.

Background

During Deanna's 20-year tenure at IBM she held a variety of roles, including HR Business Partner, Business Manager, and Employee Relations. Most recently, Deanna held the position of the Director of Employee Relations at Gilead Sciences, a biotech company based in San Francisco. In that capacity, Deanna led the establishment of the Employee Relations team and the expansion of the organization as it grew from 4,000 to 10,000 employees.

Deanna has championed many employee engagement programs throughout her career, including creating mentoring programs to promote career development, leading employee engagement teams, and establishing employee resource groups in order to create a more diverse and inclusive workplaces. Under her leadership, Gilead was recognized by *Forbes* as a "Best Employer for Diversity." Deanna has extensive experience and expertise in HR policy development and conducting workplace investigations, and Deanna's references confirmed that she is known for being a collaborative leader who is committed to creating an inclusive culture and a great place to work.

Deanna's family moved to Colchester in 1979, and she currently lives in the same home she grew up in. Deanna has been married to her husband, Wayne, for 32 years, and they have three adult children, one of whom lives locally in Colchester. She attended Colchester public schools and attended Champlain College for her undergraduate degree, as well as for a Master's Certificate in Mediation. Deanna will soon be completing a graduate program at Champlain College for Human Relations and Organizational Development.

Process

The City conducted an extensive national search for its next HR Director, receiving over forty applicants for the position during the month of December. A committee consisting of Department Heads and the Mayor's Chief of Staff interviewed eight applicants and recommended three finalist candidates. Before her appointment, Deanna also met with City Councilor Karen Paul as the Chair of the City Council Institutions and Human Resources Committee.

At the conclusion of the search, Deanna's extensive experience in employee relations, human resources administration, and championing diversity and equity initiatives made her an

outstanding candidate to join the City's leadership team and to cultivate the one of the City's most important assets – its people.

Next Steps

Further details of Deanna's career can be found in her attached resume. Following the Council's confirmation, I intend to place Deanna at Step 5 of the HR Director pay scale for an annual compensation of \$102,565.

Deanna currently resides in her family home in Colchester that her parents purchased in 1979 and where she grew up, and intends to continue to reside there. Deanna has deep ties to Vermont, and Chittenden County. She attended Colchester public schools and currently has a grandchild attending Burlington public schools. Deanna's home is located one mile from the Burlington/Colchester border, directly on the Bike Path, and has committed that the location of her home will in no way impact her ability to establish connections with the Burlington community and the City employees. Deanna is looking forward to biking to work along the Bike Path.

I respectfully request that the City Council consider granting Deanna a personal hardship extension, per the Council Rules, which state that the City Council may grant a personal hardship extension if the "appointee currently owns and resides in a home in Chittenden County and certifies that having to move from that home to become a legal voter of Burlington would cause the appointee's family significant hardship," which the Council has extended to several other Department Head appointees since this exemption was created in 2016. I am requesting that Deanna receive a personal hardship extension because Deanna and her husband have longstanding personal and financial ties to their Colchester home, and have invested significant finances into restoring it. If they are required to sell their home within the next year, they are likely to suffer a financial loss, as well as a home that has been in their family for forty years.

Deanna is a dedicated professional who is committed to the developing and implementing comprehensive, impartial, and equitable policies, programs, and services to meet City-wide and Department-specific goals, ensuring that the City's workforce has all required competencies and resources necessary to be able to perform effectively. I look forward to working with Deanna.

Thank you.