



Allentown

435 Hamilton Street
Allentown, Pa. 18101

Minutes - Final

City Council

Wednesday, August 15, 2018

6:00 PM

Council Chambers

Special Meeting: Appointment HR Director

Call to Order

Mayor Ray O'Connell introduced Maloney Sallie Dosunmu for the Director of Human Resources. He stated that you all have her resume and had the opportunity to talk to her, call her and meet with her. I hope you all took advantage of that. Just Born from 1999 to 2010, Senior Manager of Organizational Effectiveness, Thermo Fisher Scientific, 2010 - 2015 - Global Human Resource Director. Harvard Business Publishing, 2017 - to Present. She is Chief Talent Officer, Founder and Owner of Precision Talent International from 2015 to Present. Meloney is an accomplished Human Resources Executive, Strategic Business Partner, Skilled Talent Development Practitioner, and she received numerous awards for Leadership for service and served on many executive leadership boards.

Ms. Meloney Sallie Dosunmu stated that it is nice to meet all of you and to see all of you. It is an honor and a blessing to be here tonight and to be under consideration. She stated that she is very excited for the opportunity. She stated that this is her city and it is a blessing to be here tonight.

Mr. Julio Guridy stated good evening and stated that you have a very impressive resume. He stated that he has heard of her before. He stated that it looks like you had a lot of jobs in the short amount of time. He wants to see her commitment to the city. The previous HR Director was here for many, many years. He created stability and had knowledge of issues. He was an attorney and was knowledgeable of the unions. We want the HR Director to negotiate with police, fire and SEIU unions. He asked about her stability and what kind of experience you have in regards to those issues on negotiations with unions.

Ms. Meloney Sallie Dosunmu stated from a stability standpoint, I was with Just Born from 11 years and prior to that I had other jobs, not as long as Just Born. I was able to make quite a contribution there. There are programs and policies there that I instilled many years ago that are still in force. I was at Thermo Scientific for five years. The job moved to Boston and I wanted to stay in Allentown. If it looks like some instability for only

having a job for five years, it is because I wasn't willing to leave the area. She stated that she is committed and excited about the opportunity to make a difference in her own community. She stated that every job she had she makes an impact. She stated that she is a strong business partner and able to align with leaders in the organization to help drive results through people and that same skillset can make a difference here in Allentown. I am not going anywhere.

Mr. Julio Guridy stated that he did not say instability, he said stability. He asked about unions.

Ms. Meloney stated that Just Born has a very strong bargaining unit. Thermo Fisher Scientific, I was a Global Director and responsible for several manufacturing sites all over the world. Some had bargaining units, and others did not. As a Director, I did not interact as closely as I did with Just Born. At Just Born, I was part of the negotiating team. The last contract before I left Just Born, I was a part of that team. I have some experience with building relationships with the bargaining unit, operating HR within the bargaining unit guidelines and also with negotiation.

Mr. Julio Guridy asked Ms. Sallie Dosumnu was she part of the negotiation with them two to three years ago when they were having a really hard time.

Ms. Meloney Sallie Dosumnu stated that she has been gone for seven years, but it was a really good one that she was a part of.

Mr. Daryl Hendricks stated that he had an opportunity to speak with Meloney even though he did not have a chance to meet with her. He stated that they spoke by phone and he had asked about her experience in dealing with municipal governments and if she can explain what that experience is.

Ms. Meloney Sallie Dosumnu stated that she does not have a lot of experience working with municipal governments. She stated that she did work at the Montgomery County Board of Mental Retardation and Developmental Disabilities in Ohio for a few years. That is not on my resume because it was many years ago and does not apply to this position. She stated that she doesn't have a lot of experience working in municipal government. She has done some consultant work with municipal governments and does believe her skillset will transfer. She is interested in spending time on discovery. Really trying to understand what is different and what are the issues, what are the challenges, where can I make an impact and where can HR make a difference.

Mr. Daryl Hendricks stated that HR had a lot of changes in the last couple

of years and we are looking for consistency in that realm. He asked Ms. Sallie Dosumnu is she aware that the current Mayor O'Connell is in until next year if he decides to run again, he has to win. You are ok with the possibility that we may have a new Mayor next year who could come in and decide that he/she no longer wants your service.

Ms. Meloney Sallie Dosumnu stated that most smart Mayors don't part with excellence. I do know my work and I do it well. I put my heart into it and I deliver results. I have a feeling that once I am able to get in there and make a difference in the city that any Mayor who comes in will see a good business partner. Mayor O'Connell has been very transparent, open and honest. He has not made any promises, but I do know my work and I do it well. Every job that I left, I built a legacy.

Mr. Daryl Hendricks stated that we will expect that from all our department heads. He admired Ms. Sallie Dosumnu's confidence. I look forward to your service.

Ms. Candida Affa stated that we spent over an hour having breakfast and I asked all the questions that I need and it was satisfying. I felt very comfortable with you and I think as an HR Director you talked about an open door policy and I like that. I feel comfortable with you, the knowledge you have and your resume with that combination, I feel very confident that you are the woman for the job. One of the reasons is the ability to make people comfortable. The position you are going to have with so many employees in Allentown, we don't have to feel that way with you. You will be fair and that is my opinion of you and I wish you good luck.

Ms. Cynthia Mota stated welcome. I really enjoyed hearing that this is your city and that you are not going anywhere. We need consistency and tenure. It is important that you stay. I feel confident that you will do a great job. Your resume is unbelievable. It is great and I am looking forward to working with you.

Mr. Ed Zucal stated that this is no reflection on you. If anything it is a reflection on the Mayor. I was an employee here for 25 years and during that span, this Mayor seems to get away from what was the old tradition. Most people whether it was the police chief, fire chief, Mr. Lightner, Mr. Messinger, Ms. Kistler started from the bottom and worked up and we have gotten away from that. In my opinion, I truly believe that our personnel currently in the Human Resources that could do a sufficient job for less money and don't need on-the-job training and will be able to start immediately. I think we gotten away from the award system.

Mr. Courtney Robinson thanked the Mayor for bringing forward a qualified

candidate. I had the good fortune along with Mr. Hendricks to speak with you today and it was a great conversation. One of the questions that I was going to ask was touched on by Mr. Guridy when it comes to working with organized labor. We have the unique situation that we have multiple unions. With Just Born, it was one and with Fisher was only one union.

Ms. Meloney Sallie Dosumnu stated no. There were multiple unions. It depended on what part of the country you were in and in Europe you had the Works Council which is a public union that is even more complicated.

Mr. Courtney Robinson stated that the European unions are very complicated. I like the answers that you gave to him about trying to build those relationships and the experience that you have because I think that all of our employees, not just the ones in the bargaining unit are the best resources we have in the city. Having the ability to build those relationships are important. He asked about how you intend on taking a look at the job and identify the areas where we currently do a great job and how we could do better and areas where we could perhaps not up to the standards that should be for an HR department of an organization of our size and how to move those forward. He asked about her global vision and how you would accomplish that.

Ms. Meloney Sallie Dosumnu thanked Mr. Robinson and stated that she gave it quite a bit of thought. She stated that she definitely needs a period of discovery. I would need a few weeks or a few months to be able to do a HR Audit as well as a listening tour. Traveling throughout the city and the various departments, meeting with department heads, team leaders as well as frontline employees on all levels of the organization to understand what are we doing well. How are we partnering with you to help you achieve your goals. What types of program do we have that makes a difference in your life and the life of your employees and where are we letting you down. What are we doing well and what are we doing differently. Just a full listening tour to gain an understanding of what the people practices and how it has been impacting the people in this city and sitting down with the Human Resources Department and doing an audit. Doing a deep dive on processes and programs and where are there opportunities for improvement and where are there some skillsets or some best practices that can be leveraged and sustained.

Mr. Courtney Robinson stated that it touches on something you said and your background especially at Just Born. Are you going to be lookin at new areas of training that perhaps we have not utilized in the past and see how they might be brought in to deal with all of our employees.

Ms. Meloney Sallie Dosumnu stated that there are a lot of resources out

there that can add value in terms of skill building and building confidence and knowledge. It is important to raise the competency. She stated that to Mr. Zucal's point, people need an opportunity to learn and grown and we need individual development plans so we are identifying people's strength are and where their weaknesses are so that when a position becomes open it is a very clear opportunity to promote from within. In order to do that you have to identify what training is necessary and available.

Mr. Roger MacLean stated that he was going to ask Ms. Sallie Dosumnu to describe her first day at work for him, but he got the answer. He opened any questions from the public.

Mr. Glenn Hunsicker stated that we have a financial problem coming up with the city. If you were asked to give a 10 percent reduction to your department can you comment on how you would go about it. What's your thought?

Ms. Meloney Sallie Dosumnu stated that coming out of business which is oftentimes very volatile with financial situations that can be impacted on a quarterly basis. Throughout my career, I needed to scrutinize the budget and identify areas where you can reduce your budget. I will be able to do that. You take a step back and really scrutinize those areas are there. Continuous improvement opportunities where you can reduce costs. Are there programs that can be delayed or find a different way to do them where you are not making an investment. Sometimes there are tough decisions that have to be made. Do we cut back on work hours? There are lots of ways to do it. It is really about taking a lot about what needs to be accomplished and what is the goal and where can we make some financial decisions without impacting the quality of our work. I have done it throughout my career.

Mr. Roger MacLean thanked Ms. Melonie Sallie Dosumnu and stated that he could imagine being at a desk and looking at the budget would help you find those things.

Ms. Meloney Sallie Dosumnu stated absolutely.

Mr. Julio Guridy stated that we don't have an up-to-date employee manual that we need to develop. We have a discrepancy on how people get raises here. He asked if she had any comments on that and what will you do in regards to that in looking at the Employee Manual?

Ms. Meloney Sallie Dosumnu stated that she has been at the front and center in developing employee manuals for many organizations either as an employee, as a consultant , or as a board member. I do believe that it is

important to have your processes identified, validated, documented and equitably applied across the organization. That is my philosophy and a reason HR exists. When it comes to how raises are given, you must have criteria, a standardized process, it must be applied consistently and it must be based on objective measures and metrics.

Mr. Julio Guridy stated that you have great awards here as I look and a lot are local. I commend you for that as well.

Mr. Roger MacLean stated to Mayor O'Connell unless you have anything to add, I will turn it over to Mr. Hanlon.

The City Clerk, Mike Hanlon read the Resolution approving the HR Director at the current salary of \$103,350 effective August 2, 2018.

Yes: 6 - Candida Affa, Roger MacLean, Courtney Robinson, Cynthia Mota, Daryl Hendricks, and Julio Guridy

No: 1 - Ed Zucal

[15-2441](#)

Appointment of the Human Resources Director

Attachments: [R100 - HR Director Appointment](#)

[Sallie Dosunmu Resume](#)

Enactment No: 29685

ADJOURNED: 6:21 PM