

**GOVERNMENT OF THE DISTRICT OF COLUMBIA**  
**Department of Human Resources**



Fiscal Year 2020 Budget Oversight Hearing

Testimony of  
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Before the  
Committee on Labor and Workforce Development  
Council of the District of Columbia  
Elissa Silverman, Chairperson

April 10, 2019  
1:00 PM  
Room 123  
John A. Wilson Building  
1350 Pennsylvania Avenue, NW  
Washington, D.C. 20004



Good morning, Chairperson Silverman, members of the Committee, and Committee staff. I am Ventris C. Gibson, and I serve as the Director of the District of Columbia’s Department of Human Resources (DCHR). I am pleased to testify before you today on Mayor Bowser’s Fiscal Year 2020 Budget. Appearing with me is our Agency Fiscal Officer, Mr. James Hurley.

Mayor Bowser’s Fiscal Year 2020 (FY20) Budget and Financial Plan, entitled “A Fair Shot,” is the District’s 24th consecutive balanced budget. This budget does more to make Washington, DC a place where people of all backgrounds and in all stages of life are able to live and thrive by making key investments in infrastructure, education, affordable housing, health and human services, economic opportunity, seniors, and public safety. These investments reflect the key priorities identified by District residents at Budget Engagement Forums and telephone town halls held during the budget formulation process.

DCHR is a strategic human resources business partner that enables the District to meet its governmental responsibilities by ensuring that we have a highly talented, engaged, and committed workforce that serves District residents. Our vision is simple, we strive to be the best-in-class human capital organization that puts people first, promotes innovation, and serves as a model for others. To help us succeed in our vision, the Mayor’s FY20 budget for the agency is \$19,349,333, which represents a 17.1 percent change over FY19.

As an agency, DCHR works hard to help the District remain competitive as an employer. To that end, the agency provides support to agencies through a wide range of human resource services that vary depending on the needs of a specific agency. For example, we provide recruitment programs and events, classification tools, learning and development trainings, employee relations, benefits and retirement, performance management, policy and compliance, compensation, legal support, and career pathways. The Mayor’s proposed budget reflects her



commitment to providing these and other services by increasing the number of FTEs from 152.8 to 170.8. This is reflective of a number of things, including transitioning temporary positions into permanent ones, hiring a lead Sexual Harassment Officer to coordinate and oversee the implementation of the Mayor’s Sexual Harassment Policy, and creating a “quality review team.” This team will be charged with the centralization of processing, records management, employee development programs, talent acquisition efforts and policy, trauma informed care, compliance, and benefits administration to ensure that employee information is correctly recorded in the PeopleSoft system.

The FY20 budget supports DCHR as we build a strategic human resources environment that serves the needs of our residents, our workforce, and, as a measure of good governance, ensures operational efficiency. We will continue our focus on increasing the number of DC residents employed by District government, improving employee health and wellness, testing and preventing substance abuse, updating Human Resource Information Systems (HRIS), providing cyber security, ensuring compliance with sexual harassment prevention education, and delivering a myriad of other training programs.

In closing, I take great honor being a steward of the resources allocated to the Department of Human Resources. These resources are critical in supporting residents’ efforts to reach and remain on the pathway to the middle class. I look forward to our continued work together to achieve our shared goals and give all residents a fair shot to benefit from Washington, DC’s continued prosperity. Thank you for the opportunity to testify today. I look forward to answering any questions you may have.

