

For over ten years, as the City has struggled to balance its budget through the economic downturn, the Council and Mayor have endorsed implementation of various forms of managed hiring. Through those years, the Managed Hiring Committee helped to guide the implementation of adopted budgets and other budgetary actions in a manner consistent with the stated policy goals of the Council and the Mayor.

As the City begins to emerge from the economic difficulties of the last decade, the policies and procedures implemented by the Managed Hiring Committee - comprised of representatives of the Mayor, CAO and CLA - have evolved to reflect those improved fiscal circumstances. Greater flexibility is provided to department management to implement their adopted budgets. As instructed in the 2013-14 Adopted Budget, the Managed Hiring Committee has expedited the processing of requests for unfreeze of positions in the following categories: revenue producing, fully grant- or special- funded, elections (including systems), Library, hiring hall, seasonal recreation programs, accounting, summer youth employment, and for layoff avoidance. Departments are also urged to submit their annual hiring plan based on the adopted budget to expedite processing and allow departments the flexibility to hire for base level needs.

The work of the Managed Hiring Committee continues to contribute to the Council and Mayor's goal of eliminating the budget gap - a structural deficit once estimated to exceed \$1 billion that the CAO now estimates could be gone as early as 2017-18. While prudent budgetary and hiring policies should continue to ensure a solid Reserve Fund and fiscally responsible budgeting, it is appropriate to review the efforts of the Managed Hiring Committee at this time.

I THEREFORE MOVE that the City Council requests that the CAO and CLA submit a comprehensive report on the current Managed Hiring process, including, but not limited to, details on the following:

- Number of positions requested to be unfrozen, and number approved;
- Criteria used to consider unfreeze requests;
- A description of the Managed Hiring Committee process, including any 'time lags' that can occur in that process;
- The impact on the budget of exempting fully-Special-Funded positions from the Managed Hiring process;
- A list of revenue generating positions that could be exempted from the Managed Hiring process in cases where those positions are within budgeted funds and position authorities;
- Any other other relevant information on the current Managed Hiring process, and recommendations to improve that process.

OCT 25 2013

PRESENTED BY:
Bob Blumenfield
Councilmember, 3rd District

SECONDED BY:

ORIGINAL