

## MOTION

In an effort to support the Mayor's Executive Directive No. 15, Equitable Workforce and Service Restoration, and in partnership with each Department, the Mayor's Office requested that all departments work closely with the Personnel Department as they fill available FY 19-20 authorities.

With over 20% of the civilian workforce eligible for retirement as of June 2019, the City is presented with a challenge: to recruit, hire, and train a new generation of public servants prepared to reform our service delivery by meeting the technology, efficiency, and transparency demands of the 21st century. With that challenge comes an opportunity to revitalize the ranks of City employees in a manner that aligns with our obligation to lead on employment equity.

This can only be accomplished by the Personnel Department partnering with operating departments to:

- Establish hiring priorities
- Commit to utilizing the Targeted Local Hire Program
- Work with the Selection Division to ensure eligible lists are available; and
- Conduct large group interviews, when possible, to ensure time and resource efficiency

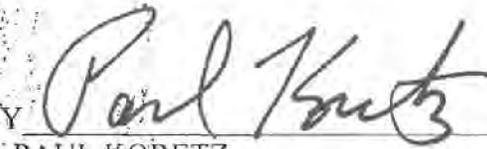
In July 2019, each Department received a memorandum from the Mayor's Office with instructions and an individual link to update their hiring/vacancy information report. The first update was completed by July 30, 2019 and updates were requested on a monthly basis.

The hiring/vacancy information report consists of:

- Current authorities and vacancies, new authorities, non-retirement and retirement attrition, and all fillable positions expected to be hired by November 2019
- Hiring priorities by order of position importance, as established by the Department and their HR team, which will assist the Personnel Department in expedited hiring
- Non-retirement attrition (transfers to other departments, promotions, or terminations/resignations)
- All declined job offers and the reason for the declination

I THEREFORE MOVE that the Personnel Department, as well as other operating departments, as needed, be instructed to report on the hiring information and vacancy rates by departments on a quarterly basis during Fiscal Year 2019-20.

PRESENTED BY



PAUL KORETZ

Councilmember, 5th District

SECONDED



SEP 27 2019



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