

PERSONNEL COMMITTEE

11-0392R

RESOLUTION REQUESTING ADMINISTRATION REVIEW AND MAKE RECOMMENDATIONS ON ISSUES AND CHALLENGES RAISED IN THE RECRUITMENT TASK FORCE REPORT.

BY COUNCILOR BOYLE:

WHEREAS, the city has been blessed with generations of hardworking and dedicated employees, but due to national and regional workforce trends including the end of the baby boom and a wave of retirements, the city will face significant challenges in finding and recruiting employees; and

WHEREAS, a recruitment task force was convened to review and evaluate the city's recruiting and selection processes; and

WHEREAS, the task force presented their findings to the council at its meeting on June 27, 2011 with the overall findings that:

- the city is not always able to recruit and hire the best candidates;
- the process is slow, regularly taking several months to fill open positions;
- the number of candidates to be interviewed is restrictive; and

WHEREAS, the task force identified several challenges and issues with the city's current recruiting and selection process, including:

- there will be a significant workforce shortage and a skills gap developing over the next 5 to 10 years;
- the selection process is inefficient;
- the city lacks a comprehensive recruitment and talent acquisition plan;
- the civil service code was written in the 1940's and needs to be modernized;
- the current recruitment system did not contemplate the development of professional human resources departments and federal and state employment laws, leading to redundancy and potential legal and discriminatory issues; and

WHEREAS, it is important for the city to be the choice employer for the best, brightest and most talented workers; and

WHEREAS, the council recognizes the need for the city to use the best hiring and recruiting practices that balance the benefits of the civil service process with the efficiency of modern state, federal and municipal hiring systems.

THEREFORE, BE IT RESOLVED, that the council hereby requests the administration and recruitment task force review and address the issues brought forward by the task force and provide recommendations for addressing these issues to the council by August 15, 2011.

Approved as to form:



A handwritten signature in cursive script, appearing to read "Dennis Johnson", is written over a horizontal line.

Attorney

CCREQ/ATTY    SBJ:cjk    7/8/2011

STATEMENT OF PURPOSE: This resolution requests the administration review the city's hiring and recruitment processes and the issues and challenges which were brought forth by the recruitment task force related thereto and provide recommendations to the council for addressing those issues.