File No. 19-1163

PERSONNEL AND ANIMAL WELFARE COMMITTEE REPORT relative to hiring information and vacancy rates reported by City Departments on a Quarterly basis during Fiscal Year (FY) 2019-20.

Recommendation for Council action:

NOTE and FILE the October 31, 2019 Personnel Department report relative to hiring information and vacancy rates reported by City Departments on a Quarterly basis during FY 2019-20.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On November 6, 2019, your Committee considered an October 31, 2019 Personnel Department report relative to hiring information and vacancy rates reported by City Departments on a Quarterly basis during FY 2019-20. On September 27, 2019, a Motion was initiated (Koretz - Krekorian) requesting that the Personnel Department, in cooperation with other City Departments if necessary, be instructed to report in regard to hiring information and vacancy rates reported by City Departments on a Quarterly basis during FY 2019-20. In its October 31, 2019 report in response to the Motion, the Personnel Department reports that as of June 2019, over 20 percent of the civilian workforce is eligible for retirement. 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.

In July 2019, the Mayor's Office sent each Department a memorandum with instructions and an individual link to self-report their hiring/vacancy rate information during the first quarter of FY 2019-20 and the findings are summarized in Attachment A of the Personnel Department report; the first update was completed on July 30, 2019 and updates were requested on a monthly basis. The Personnel Department provided the Committee members with a summary of the findings. After consideration and having provided an opportunity for public comment, the Committee moved to continue this matter. Subsequently, on December 4, 2019, the Committee reconsidered this matter and once again having provided an opportunity for public comment, it moved to note and file the October 31, 2019 Personnel Department report. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

PERSONNEL AND ANIMAL WELFARE COMMITTEE

MEMBER	VOTE
KORETZ:	YES
LEE:	ABSENT
PRICE:	YES

ARL
12/4/19

-NOT OFFICIAL UNTIL COUNCIL ACTS-