

## ORDINANCE No. 188260

\*Authorize Intergovernmental Agreement with Portland State University in the amount of \$15,750 to conduct a Citywide employee engagement survey to ascertain strengths that support the City's identity as an Employer of Choice and further identify areas for growth and improvement (Ordinance)

The City of Portland ordains:

Section 1. The Council finds:

1. The Bureau of Human Resources is directed to lead the City of Portland Employer of Choice initiative to attract, develop and retain a diverse, culturally competent, fully engaged workforce providing excellent public service.
2. In support of the Employer of Choice initiative, City Council resolved to support and consider dedicating funds for a citywide employee engagement survey to ascertain strengths that support the City's identity as Employer of Choice and further identify areas for growth and improvement.
3. The Bureau of Human Resources and the Employer of Choice Champions Circle, a committee of employee representatives from a cross-section of Bureaus, will develop metrics based on survey data to measure the City's success as an Employer of Choice and will provide a progress report to Council at the end of calendar year 2017.

NOW, THEREFORE, the Council directs:

- a. The Director of Human Resources is authorized to execute Intergovernmental Agreement for \$15,750.00 substantially in accordance with Attachment 1.
- b. Amendments increasing the total compensation of the Intergovernmental Agreement agreed to and executed by the Director of Human Resources up to a maximum of \$19,700.00. Any increase exceeding \$19,700.00 would need City Council approval.

Section 2. The Council declares that an emergency exists in order that the City's Employer of Choice employee survey may proceed without interruption; therefore, this Ordinance shall be in force and effect from and after its passage by the Council.


Passed by the Council: MAR 01 2017

Mayor Ted Wheeler

Prepared by: Gale Baird  
Date Prepared: February 8, 2017

**Mary Hull Caballero**  
Auditor of the City of Portland

By

  
Deputy

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✓140

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Agenda No.  
**ORDINANCE NO.**

Title

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\*Authorize Intergovernmental Agreement with Portland State University for the purpose of conducting a Citywide employee engagement survey to ascertain strengths that support the City's identity as an Employer of Choice and further identify areas for growth and improvement. (Ordinance)

FEB 21 2017

<p><b>INTRODUCED BY</b> Commissioner/Auditor: <u>Mayor Wheeler</u></p>	CLERK USE: DATE FILED _____
<p><b>COMMISSIONER APPROVAL</b></p> <p>Mayor—Finance and Administration - <u>Wheeler</u></p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Eudaly</p>	<p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By: <u>[Signature]</u> Deputy</p>
<p><b>BUREAU APPROVAL</b></p> <p>Bureau: Human Resources Bureau Head: Anna Kanwit <u>A</u></p> <p>Prepared by: Gale Baird Date Prepared: February 8, 2017</p> <p>Impact Statement Completed <input checked="" type="checkbox"/> Amends Budget <input type="checkbox"/></p> <p>Portland Policy Document If "Yes" requires City Policy paragraph stated in document. Yes <input type="checkbox"/> No <input checked="" type="checkbox"/></p> <p><b>City Auditor Office Approval:</b> required for Code Ordinances</p> <p><b>City Attorney Approval:</b> required for contract, code, easement, franchise, comp plan, charter <u>65</u></p> <p>Council Meeting Date <b>3/1/2017</b></p>	<p><b>ACTION TAKEN:</b></p>

<p><b>AGENDA</b></p> <p><b>TIME CERTAIN</b> <input type="checkbox"/> Start time: _____</p> <p><b>Total amount of time needed:</b> _____ (for presentation, testimony and discussion)</p> <p><b>CONSENT</b> <input type="checkbox"/></p> <p><b>REGULAR</b> <input checked="" type="checkbox"/> <b>Total amount of time needed: 20 minutes</b> (for presentation, testimony and discussion)</p>	<table border="1"> <tr> <th>FOUR-FIFTHS AGENDA</th> <th colspan="2">COMMISSIONERS VOTED AS FOLLOWS:</th> </tr> <tr> <th></th> <th>YEAS</th> <th>NAYS</th> </tr> <tr> <td>1. Fritz</td> <td>1. Fritz</td> <td></td> </tr> <tr> <td>2. Fish</td> <td>2. Fish</td> <td>✓</td> </tr> <tr> <td>3. Saltzman</td> <td>3. Saltzman</td> <td>✓</td> </tr> <tr> <td>4. Eudaly</td> <td>4. Eudaly</td> <td>✓</td> </tr> <tr> <td>Wheeler</td> <td>Wheeler</td> <td>✓</td> </tr> </table>	FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:			YEAS	NAYS	1. Fritz	1. Fritz		2. Fish	2. Fish	✓	3. Saltzman	3. Saltzman	✓	4. Eudaly	4. Eudaly	✓	Wheeler	Wheeler	✓
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