

IMPACT STATEMENT

Legislation title: *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)

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Purpose of proposed legislation and background information:

- This legislation is being proposed in support of Resolution 37234, which directs the Bureau of Human Resources to lead the City Employer of Choice initiative to attract, develop and retain a diverse, culturally competent, fully engaged workforce providing excellent public services.
- In support of this initiative, Council resolved to support and consider dedicating funds for a citywide employee engagement survey to establish a baseline of employee engagement and job satisfaction and to identify areas of growth and development as the City seeks to become Employer of Choice.
- Portland State University (PSU) has the technical expertise and is able to provide support required to create and administer a survey to gather City employee attitudes and opinions about topics related to the City's Employer of Choice initiative. PSU shall create a written report of survey results which will inform ongoing citywide efforts to achieve its goal of becoming Employer of Choice, reflecting the City's values of public service, public trust, equitable outcomes, diversity and inclusion and ethical conduct.

Financial and budgetary impacts:

- Adoption of this Ordinance will have a budgetary impact of up to \$19,700.00 to conduct a citywide employee engagement survey.

Community impacts and community involvement:

- Adoption of this Ordinance will positively impact the community by supporting a values-based culture for employees and by enhancing the City's ability to recruit a diverse and highly qualified workforce in an increasingly competitive market.

Budgetary Impact Worksheet

Does this action change appropriations?

- YES:** Please complete the information below.
- NO:** Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount