

RESOLUTION No. 37234

Direct 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 that provides excellent public services (Resolution)

WHEREAS, Values motivate people to come to work at the City and the City of Portland's identity as an Employer of Choice reflects the City's values as an employer, emphasizing public service, public trust, equitable outcomes, diversity and inclusion and ethical conduct; and

WHEREAS, The City of Portland's pledge to be an Employer of Choice reflects the City's commitment to these values and to employee engagement; and

WHEREAS, A fully engaged workforce is more productive, provides better customer service and has a higher level of job satisfaction; and

WHEREAS, Fully engaged employees are more likely to retain their employment at the City, reducing costs associated with employee turnover, including the cost of recruitment, on-boarding and training new employees and the loss of productivity during the time it takes to fully train them; and

WHEREAS, Employee engagement and job satisfaction at the City include strategic creativity (encouraging employees to devise new solutions and make a difference), effective leadership (creating a culture of communication distinguished by trust and communication), employee development and learning (providing opportunities to support workforce learning and growth), a supportive and inclusive work environment (breaking down barriers and achieving equitable outcomes for a diverse workforce) and total rewards (including intrinsic and extrinsic factors to meet work/life needs). (Exhibit A); and

WHEREAS, The City's commitment to be an Employer of Choice will enhance the City's efforts to recruit new employees in an increasingly competitive market, a critical need as one third of the City's current workforce is eligible to retire and several bureaus have identified hiring and training as key organizational issues; and

WHEREAS, Recognition of the City as an Employer of Choice is intended to both celebrate the successful efforts of the City's Bureaus and to open channels of communication to share these programs and best practices across Bureaus (Exhibit B); and

WHEREAS, The Employer of Choice Champions Circle, a committee of employees representative of a cross section of Bureaus, responsible for proactively engaging and supporting all City Bureaus in the Employer of Choice initiative, believes there is a foundation of programs and practices among Bureaus that support the Employer of Choice designation.

NOW, THEREFORE, BE IT RESOLVED; That the City Council embraces the City's identity as an Employer of Choice and directs the Bureau of Human Resources, with the support and assistance of the Champions Circle and all City Bureaus, to create and enhance the City's brand as an Employer of Choice; and

BE IT FURTHER RESOLVED; That the City Council will support, and consider dedicating funds for, 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; and

BE IT FURTHER RESOLVED: That the Bureau of Human Resources and the Champions Circle 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 2017.

Adopted by the Council: **SEP 14 2016**


Mayor Charlie Hales
Prepared by: Anna Kanwit
Date Prepared: August 29, 2016

Mary Hull Caballero
Auditor of the City of Portland
By


Deputy

Agenda No. **37234**
RESOLUTION NO.
 Title

Direct 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 that provides excellent public services (Resolution)

<p>INTRODUCED BY Commissioner/Auditor: Mayor Charlie Hales</p> <p>COMMISSIONER APPROVAL</p> <p>Mayor—Finance and Administration - Hales</p> <p>Position 1/Utilities - Fritz</p> <p>Position 2/Works - Fish</p> <p>Position 3/Affairs - Saltzman</p> <p>Position 4/Safety - Novick</p> <p>BUREAU APPROVAL</p> <p>Bureau: OMF\BHR OMF CAO: Fred Miller Bureau Head: Anna Kanwit</p> <p>Prepared by: Anna Kanwit Date Prepared: August 29, 2016</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>City Auditor Office Approval: required for Code Ordinances</p> <p>City Attorney Approval: required for contract, code, easement, franchise, charter, Comp Plan</p> <p>Council Meeting Date September 14th 2016</p>	<p>CLERK USE: DATE FILED <u>SEP 06 2016</u></p> <p>Mary Hull Caballero Auditor of the City of Portland</p> <p>By:  Deputy</p> <p>ACTION TAKEN:</p>
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AGENDA
<p>TIME CERTAIN <input checked="" type="checkbox"/> Start time: 9:45 am</p> <p>Total amount of time needed: 45 minutes for both resolutions (for presentation, testimony and discussion)</p> <p>CONSENT <input type="checkbox"/></p> <p>REGULAR <input type="checkbox"/> Total amount of time needed: _____ (for presentation, testimony and discussion)</p>

FOUR-FIFTHS AGENDA	COMMISSIONERS VOTED AS FOLLOWS:	
	YEAS	NAYS
1. Fritz	✓	
2. Fish	✓	
3. Saltzman	✓	
4. Novick	✓	
Hales	✓	