

IMPACT STATEMENT

Legislation 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

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Purpose of proposed legislation and background information:

This legislation is being proposed to identify the City as an Employer of choice, to reflect the City's values as an employer, emphasizing public service, public trust, equitable outcomes, diversity and inclusion and ethical conduct. The City's pledge to be an employer of Choice also reflects the City's commitment to employee engagement. Fully engaged employees are more productive, provide better customer service and have a higher level of job satisfaction.

Financial and budgetary impacts:

Adoption of the Resolution has a budgetary impact if City Council approves funding 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. The cost to conduct and analyze the results of, a citywide survey is estimated at \$15,000.

Community impacts and community involvement:

Adoption of this Resolution will positively impact the community by creating 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. The Employer of Choice concept and related values was shared with the Metropolitan Coalition for Workforce Diversity and Equity early in 2016 (MCWSE). MCWSE supported this concept.

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