

Legislation Details (With Text)

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On agenda:	12/7/2022	Final action:	
Title:	Staffing Recruitment, Retention, and Vacancies. (Arenas)		
Sponsors:			
Indexes:			
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Attachments:	1. Memorandum from Arenas, 2. Early Consideration Response Form - 12/6/2022		

Date	Ver.	Action By	Action	Result
12/7/2022	1	Joint Meeting for the Rules and Open Government Committee and Committee of the Whole		

Staffing Recruitment, Retention, and Vacancies. (Arenas)

1. Agendize a special meeting no later than March of 2023 on the subject of Staff Vacancies, Recruitment, and Retention.

a. Meeting should provide Council with a review of all existing strategies, but also additionally presentations on new strategies proposed by HR, bargaining units, and community organizations.

b. Council should be presented with strategies that would require:

- i. New funding for HR staff or internal HR staff in various departments
- ii. New focus on addressing issues in high-turnover classifications
- iii. Substantial changes in job requirements for chronically vacant positions
- iv. Strategies for addressing acute vacancy rates in critically effected departments, including:
 1. Environmental Services
 2. Housing
 3. Parks, Recreation and Neighborhood Services
 4. Planning, Building & Code Enforcement
 5. Public Works
 6. Information Technology

2. Direct the City Manager to author a Manager's Budget Addendum for the upcoming budget cycle which provides the Council with accurate budgetary figures for implementing the strategies discussed at the Special Meeting.