

Legislation Text

File #: 2024-6205, **Version:** 1

Presentation: Workforce Investment Initiatives - Attraction, Satisfaction and Retention (ASR) Championship Teams

Issue/Request:

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Key Issues:

For over a year, a number of city staff have been working together in teams to develop ideas and recommendations that may be considered to improve organizational culture and the overall workforce of the city. Five teams of employees from across the organization worked on identifying ideas and recommendations related to the Attraction, Retention and Satisfaction (ASR) of the workforce. The five "ASR Championship Teams" were created to focus efforts toward identifying ideas and recommendations to enhance the following:

- * Recruitment and Hiring
- * Salary and Benefits
- * Career & Development
- * Physical Environment
- * Data & Reporting

This presentation is an effort to highlight the great work that has been performed by these five ASR Championship Teams, and to create an awareness of this work with the Mayor and City Council and the community.

From the ideas and recommendations that have been identified and prioritized, there are four recommendations that will require Mayor and City Council consideration and involvement. Those four recommendations are focused on the following:

- * Developing a pay and growth plan or the workforce
- * Developing career ladders or progression plans for career path and development opportunities
- * Moving from a LAGERS retirement program that is currently calculated based on a five-year final average salary to a program based on a three-year final average salary calculation
- * Adding Juneteenth and Veteran's Day to the list of City recognized holidays

Staff is seeking feedback and direction from the Mayor and City Council on these recommendations prior to taking additional steps in pursuing these initiatives.

Proposed City Council Motion:

A vote is not necessary, however staff respectfully requests Mayor and City Council feedback and direction on the four identified initiatives prior to pursuing them further.

Background:

Since October of 2022, city leadership has placed a priority on identifying, coordinating, and implementing organizational and community priorities. As part of that effort, organizational culture and organizational development areas of opportunities became apparent. This presentation summarizes over a year-long effort to bring forward ideas and recommendations focused on the city's workforce, which may be considered the City's most important infrastructure that is necessary to deliver the quality level of service desired and expected by the community.

Mark Dunning, City Manager