

140929.

**Hiring and Recruiting Efforts (B)**

**A follow-up discussion of the City's hiring and recruiting efforts.**

**Attachments:** [140929 Employment Data 20150909.pdf](#)

*Administrative Services Director Becky Rountree recommended that agenda items 140929 and 150044 be discussed simultaneously. She introduced Cheryl McBride, Human Resources Director, and Human Resource Manager Audrey Gainey who provided a high level overview of recruiting efforts and associated challenges. Human Resource staff uses specialized agencies for hard-to-fill positions with specialized skills but we are successful in attracting a large number of competitive applicant pools for management positions. Recruitment efforts include attending job fairs, developoing networks, partnering with associations to build resources to address our needs. Being able to pay skilled candidates who can bring value to the organization is an issue.*

*The hiring process has been mapped out and 31 potential areas of improvement have been identified.*

*The Legislative and Organizational Policy Committee members recommended removing both items from the committee referral list.*

**RECOMMENDATION**

*The Legislative and Organizational Policy Committee members: 1) Hear an update on the City's Hiring and Recruiting Efforts; 2) Take any action deemed appropriate; and 3) Remove the item from the referral list.*

**Refer this item to the City Commission on consent with no action; and remove from the Legislative and Organizational Policy Committee's referral list.**