

150044.

Recruiting and Hiring Process (B)

A follow up discussion of the City's Recruiting and Hiring Process.

Attachments: [150044 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. Cheryl McBride explained that Human Resources staff follows policy, laws, ordinances, and fair hiring practices, but it is a lengthy process.

The hiring process has been mapped out and 31 potential areas of improvement have been identified making recommendations to reduce the steps, redundancy, and the cycle time in filling vacancies .

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 Recruiting and Hiring Process; 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.