

Employee Recruitment, Hiring, Retention and Workforce Diversity Overview

Status update

HEALTH, HUMAN SERVICES AND PUBLIC SAFETY COMMITTEE

September 18, 2019

PUBLIC SAFETY EMPLOYEE RECRUITMENT, HIRING, RETENTION AND WORKFORCE DIVERSITY SURVEY OVERVIEW TIMELINE

June
2019

June 19, 2019 received a formal approval to work on the Public Safety Employee Recruitment, Hiring, Retention and Workforce Diversity Survey Overview.

Created and sent a final letter for Acting CAO Major Riddick to CM Hawkins' office.

Once the letter to the Acting CAO was sent, reached out to agencies to get information for contact persons (end of July).

Met with a representative from one public safety agency to obtain input.

Finalized the survey.

Mid July meeting with OHRM got rescheduled to September 8.

July
2019

August
2019

Sent out the survey on August 2.

Received all responses by mid-August and started analyzing responses.

Developed a comprehensive list of questions for OHRM.

Analyzed survey responses.

Met with OHRM on Sep 9.

Sent out OHRM follow up questions.

Goal: obtain all responses from OHRM.

Goal: obtain any additional follow up information from public safety agencies,

Goal: develop a list of observations.

September
2019

October
November
2019

Present the Overview to the Committee.

EXPECTATIONS

The Policy Team will provide an overview of processes in place and institutional capacity (resources available to perform assigned duties) related to:

- Employee recruitment
- Hiring process
- Employee retention
- Workforce characteristics/diversity

The Overview will serve as background information, which will enable the Committee and the Executive Branch representatives to have a productive dialogue about what would it take to improve public safety employee recruitment efforts and results, reduce the length of the hiring process, help effectively address employee retention issues, and increase employee diversity.