

AUSTIN CITY COUNCIL ORIENTATION



World of Municipal Employment
Mark Washington-Human Resources



**MOST
LIVABLE
CITY**

**BEST
MANAGED
CITY**

PUBLIC SERVICE & ENGAGEMENT
RESPONSIBILITY & ACCOUNTABILITY
INNOVATION & SUSTAINABILITY
DIVERSITY & INCLUSION
ETHICS & INTEGRITY



HR DEPARTMENT SERVICES



Internal:
Talent Acquisition
Compensation/Benefits
Training & Development
Risk Management/Safety
Employee Relations
Civil Service Administration



External:
EEO/Fair Housing
Americans with Disabilities
Youth Services
Veteran Services
Employment Assistance



WORKFORCE INVESTMENT

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12,975

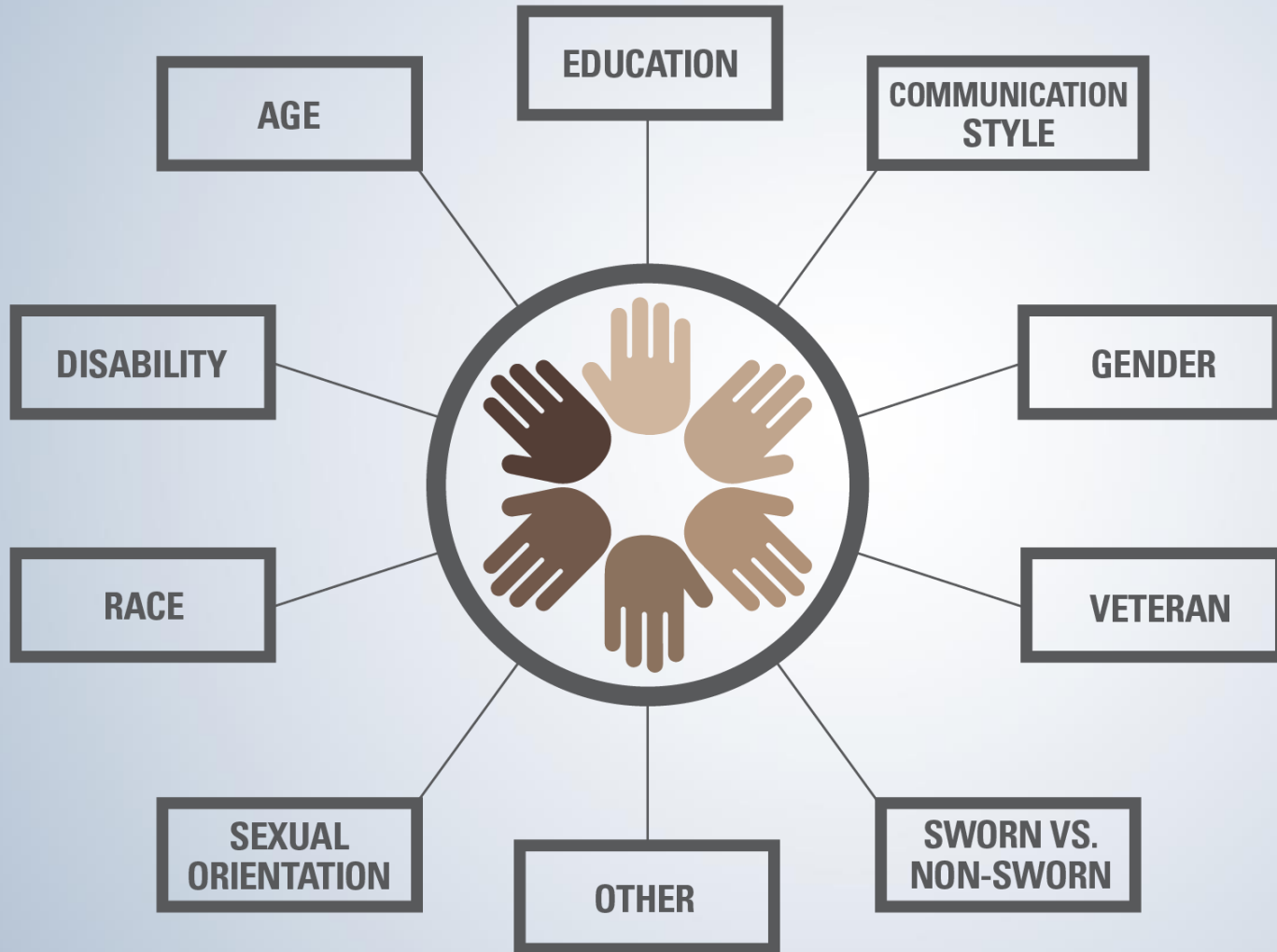
POSITIONS

\$1.24B

PERSONNEL COSTS

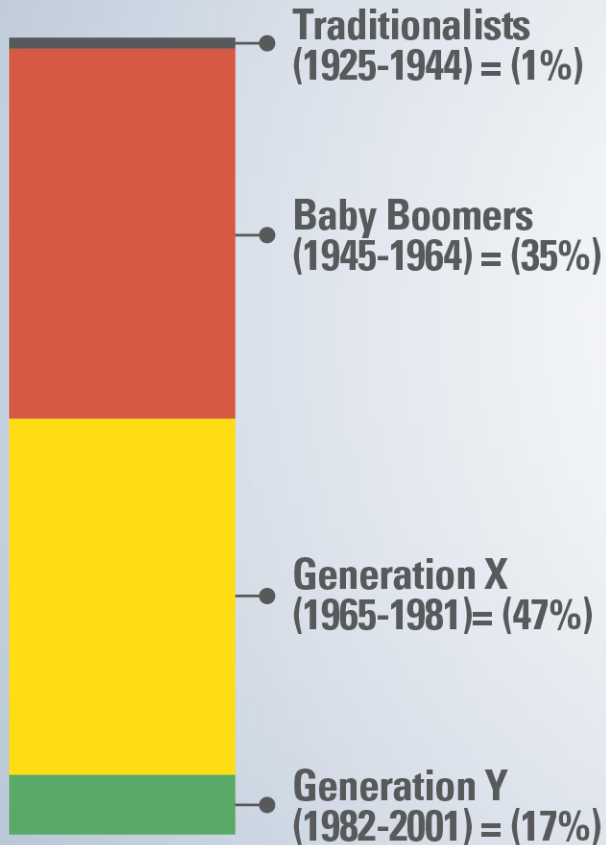


WORKFORCE DIVERSITY

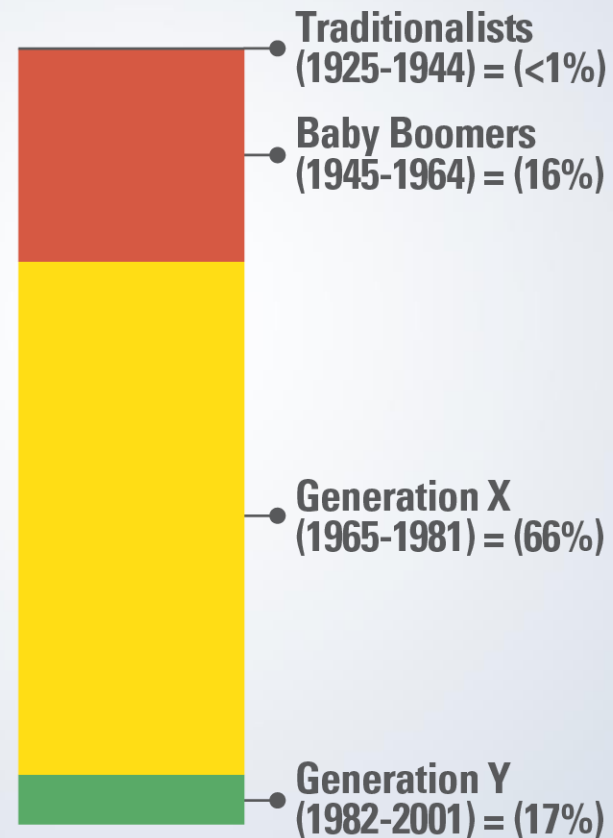


WORKFORCE AGE TREND

Non-Sworn Employees=76%



Sworn=24%



PURSUING WORKFORCE DIVERSITY

(including sworn)

Ethnicity	City of Austin Organization	Austin, Texas 2010 Census
White	50% (56%)	48.7%
Hispanic	31% (28%)	35.1%
Black	15% (13%)	7.7%
Asian	3% (3%)	6.3%

Gender	City of Austin Organization	Austin, Texas 2010 Census
Male	62% (69%)	50.57%
Female	38% (31%)	49.43%

WORKFORCE INDICATORS

CITYWIDE EMPLOYEE Survey Results (2014)

I am proud to tell people that I work for the City of Austin

76%

I intend to be working for the City a year from now

88%

I search for ways to reduce costs & perform my job more efficiently

85%

PAY: Percentage of non-sworn jobs under market 30%

HIGH CITIZEN SATISFACTION

2013 CITIZEN SURVEY RESULTS (ETC Institute)

11% above national average - As a livable City

14% above national average - Satisfaction with City services

26% above national average - Customer service

2014 MUNICIPAL EQUALITY INDEX

100 Points-Austin

56 Points-National Average

27 Points-Texas Average

COUNCIL ROLES RELATED TO HR

POLICY (INDIRECT)



**Approval of staffing
and funding levels;
personnel policies,
MCS rules and
agreements**

OFFICE MANAGER (DIRECT)



**Management of
Council office staff**

APPOINTEES (DIRECT)



**Hiring and managing
appointees**

POLICY APPROVAL ROLES



- ☒ **Personnel Policy**
- ☒ **Civil Service Rules**
- ☒ **Public Safety Contracts**

COUNCIL OFFICE MANAGEMENT



STAFF MEMBERS
Hire, Evaluate, Manage



MANAGING APPOINTEES



EMERGING ISSUES



Technology



Compensation



Benefits



Retirement



AWARDS AND RECOGNITION

- **Healthiest Employer in Central Texas—Austin Business Journal**
- **Innovation Award for Wellness—American Heart Association**
- **Mother-Friendly Workplace Designation—State of Texas**
- **Achievement Award for Wellness—State and Local Government Benefits Association**
- **Top 10 Best Places for Veterans—USAA Magazine**
- **DOD Pro Patria State Award and Secretary of Defense Freedom Award**
- **Service Award Governor's Committee on People with Disabilities**
- **Municipal Equality Index—Highest Score in Texas**



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