

RESOLUTION NO.

WHEREAS, the City of Austin is dedicated to fostering a diverse workforce through inclusive hiring practices; and

WHEREAS, the majority of the City's employees are hired under Municipal Civil Service rules, but executive level positions are not covered by these rules; and

WHEREAS, not having a standard hiring process for appointing regular and interim executive level positions can result in less transparency and limited oversight in the appointment process; and

WHEREAS, the City currently has approximately 20 executive level vacancies, and creating a transparent and consistent process will ensure equity and diversity throughout the workforce; and

WHEREAS, the Equity Office was created in 2016 to focus on advancing equity in all aspects of City operations; and

WHEREAS, the goal of the City is to hire the most qualified candidates and to maintain a skilled, diverse workforce; and

WHEREAS, creating and implementing a standard process for appointments will help achieve these goals; **NOW THEREFORE**,

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:

The City Manager is directed to work with the Human Resources Department and Equity Office to research best practices for the hiring of executive level positions in order to establish a consistent and transparent process for interim and regular appointments to executive level positions in the City in a manner that reflects the diversity of the City of Austin's population and needs.

BE IT FURTHER RESOLVED:

The Council directs the City Manager to create a standard process for the interim and regular appointment of executive level employees, and to involve the Human Resource Department and the Equity Office in the creation of that process.

ADOPTED: _____, 2018

ATTEST: _____

Jannette S. Goodall
City Clerk