

PERSONNEL, AUDITS, AND ANIMAL WELFARE COMMITTEE report relative to the Employee Development Report for Fiscal Year (FY) 2020-21.

Recommendation for Council action:

NOTE and FILE the January 7, 2022 Personnel Department report relative to Employee Development Report for FY 2020-21, inasmuch as this report is for information only and no Council action is required.

Fiscal Impact Statement: Not applicable.

Community Impact Statement: None submitted.

Summary:

On February 2, 2022, your Committee considered a January 7, 2022 Personnel Department report relative to Employee Development Report for FY 2020-21. According to the Personnel Department, during this reporting period, the Personnel Department successfully continued to provide a comprehensive training program for City employees while working entirely remote. The Personnel Department has continued to work with Department Training Coordinators in utilizing the training system to support their department-level training needs. In order to ensure all Training Coordinators are kept up to date with critical City training information, the Personnel Department also created Training Coordinator Newsletters that are sent to Training Coordinators on a monthly basis.

While the majority of the City worked from home during FY 2020-21, the Personnel Department found these newsletters kept Training Coordinators aware of pertinent training information and mandates. The Personnel Department expanded its use of new platforms and surveys to measure employee engagement and the success of working from home. Survey reports were created and sent to Department General Managers in order to assist General Managers with developing their telecommuting strategies, and address the concerns brought up by their staff.

In addition to these developments, the Personnel Department continued its administration of and assistance with a number of Citywide training mandates, as well as offered non-mandated training catalogs to interested departments. The Personnel Department also helped facilitate training provided through the Employee Assistance Program and reimbursements through MOU agreements. As the Covid-19 pandemic continues to impact City services and employees, the Personnel Department will not only continue to oversee Citywide and department specific online training, but will also assist Departments with new training programs that will help address the evolving City workforce. After consideration, the Committee moved to note and file the August 13, 2021 Personnel Department reports. This matter is now submitted to Council for its consideration.

Respectfully Submitted,

Personnel, Audits, and Animal Welfare Committee

COUNCILMEMBER	VOTE
KORETZ:	YES
HARRIS-DAWSON:	YES
BONIN:	ABSENT

ARL

2/2/22

-NOT OFFICIAL UNTIL COUNCIL ACTS-