



## Legislation Text

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**TO:** Mayor and Members of City Council

**THRU:** Telly C. Whitfield, Ph.D., Assistant City Manager

**FROM:** Jerry Clipp, Human Resource Development Director

**DATE:** January 4, 2021

**RE:**  
Introduction to Our Employer of Choice Framework

**COUNCIL DISTRICT(S):**  
All

### **Relationship To Strategic Plan:**

Goal V: Financially Sound City Providing Exemplary City Services

Objective B: To promote an organizational climate that fosters an exceptional, diverse, engaged a health workforce that delivers excellent services.

### **Executive Summary:**

This presentation serves as an introduction to the Employer of Choice framework. Moving forward, all considerations of Human Resource Development policies and processes will derive from this document.

### **Background:**

City Council has expressed an interest in becoming an Employer of Choice. This presentation helps us consider and define what the concept means as well as describes the supporting pillars and attributes that staff plans to focus on to achieve that status.

### **Issues/Analysis:**

Becoming the Employer of Choice is a vast initiative. It is staff's intention that this graphic will depict our collective ideas and become the foundation for human resource development efforts in the City moving forward. Staff will utilize this document in the coming years to help us prioritize the needs of the City and its employees.

This document is also flexible. Staff will refine it with guidance from the City Manager and City Council to continue of goal of attracting and retaining skilled and diverse workforce capable of providing quality and sustainable public services for our community.

**Budget Impact:**

Some items listed under the pillars may have budgetary impact. It is important for the City Council to understand that this will be a multi-year effort and any investments in resources can be prioritized for specific items in a given year.

**Options:**

1. Provide consensus for staff to move forward with the Employer of Choice framework recommendations as currently defined.
2. Provide consensus for staff to revise the Employer of Choice framework based on discussion and return to Council with appropriate modifications for further guidance.
3. Direct staff not to move forward with the Employer of Choice framework at this time.

**Recommended Action:**

City Council is asked to provide consensus for staff to move forward with the Employer of Choice framework recommendations as currently defined.

**Attachments:**

Employer of Choice PowerPoint presentation  
North Carolina Peer Jurisdictions Comparisons