



## Legislation Details

**File #:** 18-0798      **Version:** 2      **Name:** CD2,3,8 - Human Resource Audit and Trauma-informed Practices  
**Type:** Agenda Item      **Status:** Approved  
**File created:** 8/31/2018      **In control:** City Council  
**On agenda:** 9/18/2018      **Final action:** 9/18/2018

**Title:** Recommendation to direct City Auditor to partner with City Manager to conduct a review on the following areas relating to hiring, training and onboarding of new employees:

1. Request City Auditor to conduct an audit of the on-boarding process and policies for all new employees, including appointed and elected. This includes, but not limited to, the orientation process, the medical evaluation process, and the City's evaluation of an individual's physical and behavioral health and/or prior medical conditions;
2. Request City Auditor to conduct an audit of the process for employees, interns, volunteers, commissioners, and elected officials to be informed of their rights and responsibilities related to discrimination, harassment and/or retaliation;
3. Request City Manager to report on the City's efforts to review and improve the turnaround time for hiring new employees;
4. Request City Manager to work with the Department of Human Resources and the Department of Health and Human Services to report on current practices and trainings of trauma-informed methods as it relates to employees and recommendations for enhanced use of trauma-informed best practices for working with employees who have experienced trauma either in their personal or professional lives.

**Sponsors:** COUNCILMEMBER JEANNINE PEARCE, SECOND DISTRICT, COUNCILWOMAN SUZIE A. PRICE, THIRD DISTRICT, COUNCILMAN AL AUSTIN, EIGHTH DISTRICT

**Indexes:**

**Code sections:**

**Attachments:** 1. 091118-R-12sr.pdf, 2. 091818-R-24sr&att.pdf, 3. 091818-R-24 Correspondence.pdf, 4. 091818-R-24 TFF Memo.pdf, 5. 091818-R-24 TFF Memo 2.pdf, 6. 091818-R-24 TFF Memo 11.19.19.pdf

Date	Ver.	Action By	Action	Result
9/18/2018	2	City Council	approve recommendation	Pass
9/11/2018	1	City Council	withdrawn	