



## Legislation Details (With Text)

<b>File #:</b>	20-1227	<b>Version:</b>	1	<b>Name:</b>	CD2 - HR Hiring Practices Update
<b>Type:</b>	Agenda Item	<b>Status:</b>		<b>Status:</b>	Approved
<b>File created:</b>	12/4/2020	<b>In control:</b>		<b>In control:</b>	City Council
<b>On agenda:</b>	12/8/2020	<b>Final action:</b>		<b>Final action:</b>	12/8/2020
<b>Title:</b>	Recommendation to direct City Manager to provide a status update on the progress of the City Auditor recommendations for Human Resources including hiring, onboarding practices, drug test policy, and tools for employees, commissioners and interns to file anonymously harassment claims in the next 90 days.				
<b>Sponsors:</b>	COUNCILMEMBER JEANNINE PEARCE, SECOND DISTRICT, COUNCILWOMAN MARY ZENDEJAS, FIRST DISTRICT, COUNCILMEMBER ROBERTO URANGA, SEVENTH DISTRICT				
<b>Indexes:</b>					
<b>Code sections:</b>					
<b>Attachments:</b>	1. 120820-NB-66sr&att.pdf				

Date	Ver.	Action By	Action	Result
12/8/2020	1	City Council	approve recommendation	Pass

Recommendation to direct City Manager to provide a status update on the progress of the City Auditor recommendations for Human Resources including hiring, onboarding practices, drug test policy, and tools for employees, commissioners and interns to file anonymously harassment claims in the next 90 days.

In 2018, Councilwoman Pearce directed the City Auditor to conduct an audit of the Human Resources Department in their hiring, training and onboarding practices. One of the four requests included to audit 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 condition.

In the last two years, the City of Long Beach has been proactive in becoming the second Trauma Informed Care city where departments such as Library Services as well as Health & Human Services have been able to train their employees on trauma informed practices. As new elected officials and their staff come on board, is important for the City of Long Beach to provide a status update on the practices and policies on the hiring and onboarding processes.

### **URGENCY STATEMENT**

Due to new onboarding employees, this recommendation is vital to ensure all practices are up to date.

Due to the urgency of this item, this item was not reviewed by Financial Management. This

recommendation is anticipated to require a minimal level of staff hours beyond the budgeted scope of duties and is expected to have a minimal impact on existing City Council priorities.

Approve recommendation.

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JEANNINE PEARCE  
COUNCILMEMBER, SECOND DISTRICT

MARY ZENDEJAS  
COUNCILWOMAN, FIRST DISTRICT

ROBERTO URANGA  
COUNCILMEMBER, SEVENTH DISTRICT