



MINUTES OF THE CITY COUNCIL ON WORK FORCE STRATEGY

SAN JOSE, CALIFORNIA

MONDAY, MARCH 17, 2014

The Council of the City of San José convened in Regular Study Session at 1:31 p.m. in the Council Chambers at City Hall.

Present: Council Members - Campos, Chu, Constant, Kalra (1:39 p.m.), Khamis, Liccardo, Nguyen, Oliverio, Rocha; Reed.

Absent: Council Members - Herrera. (Excused)

Staff: City Attorney Richard Doyle, City Manager Edward K. Shikada, City Clerk Toni J. Taber, CMC and Deputy City Clerk Susan M. Davis.

Documents Filed: (1) Memorandum from City Manager Edward K. Shikada, dated March 10, 2014, providing information on the Workforce Support and Development Strategy and Employee Engagement. (2) Staff presentation dated March 17, 2014 summarizing the Workforce Support and Development Strategy.

Workforce Support and Development Strategy Review

City Manager Edward K. Shikada provided introductory remarks.

Director of Strategic Partnerships Jeff Ruster, Assistant Director of Planning, Building and Code Enforcement Laurel Prevetti, Director of Transportation Hans F. Larsen, Director of Public Works David Sykes, Deputy Director of Fire Department Ron D'Acchioli, Director of Aviation Kim Becker Aguirre, Deputy Director of Parks, Recreation and Neighborhood Services Matt Cano, Chief Information Officer Vijay Sammeta, Network Engineer Library Department/Labor Leader Yolanda Cruz and Deputy City Manager Alex Gurza presented the Workforce Support and Development Strategy Report.

City Manager Edward K. Shikada offered closing remarks.

Council discussion ensued.

Workforce Support and Development Strategy Review

Mayor Reed appreciated the engagement of the Staff and was impressed with the quality of the work.

Council Member Khamis suggested a great motivating factor would be a monetary reward program for the employees with outstanding performance and to look at the processes to improve them.

Vice Mayor Nguyen suggested a quarterly information memorandum in lieu of additional study sessions on further developments of the Workforce Support and Development Strategy. Council Member Chu concurred with Vice Mayor Nguyen's suggestion.

Council Member Rocha expressed concern about not having a Human Resources Director. City Manager Edward K. Shikada replied that Deputy City Manager Alex Gurza was still filling the position temporarily and the recruitment for the Human Resources Director was ongoing.

Council Member Liccardo agreed with the concept of a financial reward recognition program for the employees.

Council Member Constant mentioned that the City used to have the Employee Suggestion Award which entitled a return to the employee of 15% of the first year's savings up to a specific dollar amount.

Mayor Reed adjourned the Study Session at 2:58 p.m.

Minutes Recorded, Prepared and Respectfully Submitted by,

Toni J. Taber, CMC
City Clerk

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