

**CITY OF EL PASO, TEXAS  
AGENDA ITEM  
DEPARTMENT HEAD'S SUMMARY FORM**

**AGENDA DATE:** August 23, 2022

**PUBLIC HEARING DATE:**

**CONTACT PERSON(S) NAME AND PHONE NUMBER:**

Human Resources, Araceli Guerra, (915) 212-1401

Performance Office, Juliana Baldwin-Munoz (915) 212-1204

K. Nicole Cote, Interim Managing Director, (915) 212-1092

**DISTRICT(S) AFFECTED:** All

**STRATEGIC GOAL:** 6. Set the Standard for Sound Governance and Fiscal Management

**SUBGOAL:**

6.1- Recruit and retain a skilled and diverse workforce

6.4- Implement leading-edge practices for achieving quality and performance excellence

**SUBJECT:**

1. Presentation, discussion, and action on the Proposed FY 2022-2023 Budget:

a. A report on Workforce Focus initiatives, including:

i. Recruitment + Retention Tools Recap (Araceli Guerra)

ii. Stories Spotlight (Dionne Mack)

iii. Key Investment Strategies (Mario D'Agostino, Robert Cortinas)

b. A motion authorizing the City Manager or his designee to approve a one-time payment to non-uniform new hires, including police and fire cadets, as part of the recruitment incentive pilot.

**BACKGROUND / DISCUSSION:**

As part of a series of upcoming workforce focused presentations and spotlights, this presentation will highlight progress in key areas of recruitment and retention strategies and will also provide additional insights on workforce member experiences.

**PRIOR COUNCIL ACTION:**

On April 12, 2022 City Council approved a resolution authorizing the City Manager or his designee to approve for a one-time payment to non-uniform new hires as part of the recruitment incentive pilot from April 10, 2022 through August 31, 2022 and a compensation increase for non-uniformed full-time, part-time, temporary employees that increases the City's minimum wage to \$11.11 per hour.

**AMOUNT AND SOURCE OF FUNDING:** N/A

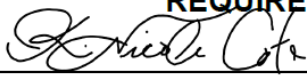
**HAVE ALL AFFECTED DEPARTMENTS BEEN NOTIFIED?** ☒ YES ☐ NO

**PRIMARY DEPARTMENT:** City Manager's Office - Office of Management and Budget

**SECONDARY DEPARTMENT:** All City

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\*\*\*\*\*REQUIRED AUTHORIZATION\*\*\*\*\*

DEPARTMENT HEAD: 

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(If Department Head Summary Form is initiated by Purchasing, client department should sign also)