

AGENDA: 1-18-12 **ITEM:** H.2

Memorandum

TO: RULES COMMITTEE

FROM: Councilmember Donald

Rocha

SUBJECT: WORKFORCE HIRING

PRACTICES

DATE: January 10, 2012

Approved

Don Korbe

Date

/11/12

RECOMMENDATION

Direct the City Manager and City Attorney to re-release the information that was provided to the City Council detailing the alternative approaches to recruitment and hiring that are legally available to the City in accordance with Proposition 209.

BACKGROUND

After Proposition 209 passed in November of 1996, the City was legally prohibited from factoring demographic information into its hiring decisions. Understanding that a diverse workforce was still an important and valuable tool in public service, it is my understanding the Administration released information outlining which practices were still legally available to the City. In light of recent conversations about our hiring practices, the redistribution of that information in the form of an informational memo would be helpful. No additional work or analysis by the Administration is necessary.