

**RESOLUTION NO. 20180215-052**

**WHEREAS**, the City of Austin is dedicated to fostering a diverse workforce through inclusive hiring practices; and

**WHEREAS**, the majority of the City's employees are hired under Municipal Civil Service rules, but executive level positions are not covered by these rules; and

**WHEREAS**, not having a standard hiring process for appointing regular and interim executive level positions can result in less transparency and limited oversight in the appointment process; and

**WHEREAS**, the City currently has approximately 20 executive level vacancies, and creating a transparent and consistent process will ensure equity and diversity throughout the workforce; and

**WHEREAS**, the Equity Office was created in 2016 to focus on advancing equity in all aspects of City operations; and

**WHEREAS**, the goal of the City is to hire the most qualified candidates and to maintain a skilled, diverse workforce; and

**WHEREAS**, creating and implementing a standard process for appointments will help achieve these goals; **NOW THEREFORE**,

**BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF AUSTIN:**

The City Manager is directed to work with the Human Resources Department and Equity Office to research best practices for the hiring of executive level positions in order to establish a consistent and transparent process for interim and regular

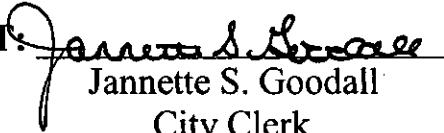
appointments to executive level positions in the City in a manner that reflects the diversity of the City of Austin's population and needs.

**BE IT FURTHER RESOLVED:**

The City Manager is directed to review the City's process for appointing executive level employees and make any process changes the City Manager deems appropriate to bring the City's practices in line with best practices. Council recommends that City Manager use City resources such as the Equity Office and Human Resource Department to assist with the review.

**ADOPTED:** February 15, 2018

**ATTEST:**

  
Jannette S. Goodall  
City Clerk