

**WORK SESSION OF THE COMMON COUNCIL
OF THE CITY OF EL MIRAGE
EL MIRAGE CITY COUNCIL CHAMBERS
10000 N. EL MIRAGE ROAD
5:00 PM - TUESDAY, JUNE 18, 2019**

Agenda

1. **ROLL CALL**

Mayor Alexis Hermosillo

Councilmember Monica Dorcey

Councilmember Lynn Selby

Councilmember Donna Winston

Vice Mayor Roy Delgado

Councilmember Anita Norton

Councilmember David Shapera

2. **CALL TO ORDER**

3. **WORK SESSION PRESENTATION**

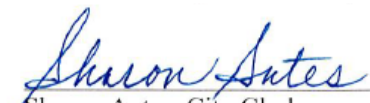
1. Presentation of a proposed employee Retention Plan (Human Resources)

4. **ADJOURNMENT**

Accommodations for Individuals with Disabilities - Alternative format materials, sign language interpretation, assistive listening devices or interpretation in languages other than English are available upon 72 hours advance notice through the Office of the City Clerk, 10000 N El Mirage Road, El Mirage, Arizona, (623) 876-2943, TDD (623)933-3258, or FAX (623) 876-4603. To the extent possible, additional reasonable accommodations will be made available within the time constraints of the request.

AFFIDAVIT OF POSTING - CITY COUNCIL MEETING OF JUNE 18, 2019

I hereby certify that this agenda was posted by 2:00 p.m. on Wednesday, June 12, 2019 at the following locations: 1) the City of El Mirage Exterior Bulletin Board at 10000 N. El Mirage Road, and 2) the City of El Mirage website at www.elmirageaz.gov.


Sharon Antes, City Clerk

AGENDA ITEM 3.1.



REQUEST FOR COUNCIL ACTION

DATE SUBMITTED: 06/05/2019	SUBJECT: Presentation of a proposed employee Retention Plan (Human Resources)
DATE ACTION REQUESTED: 06/18/2019	

TO: Mayor and Council
FROM: Dawn Kurek, Human Resources Director

SUBJECT:

Presentation of a proposed employee Retention Plan (Human Resources)

BACKGROUND:

In accordance with the 2019-2020 Strategic Priorities under Organizational Development, the attached proposed employee Retention Plan was developed to address and meet the stated Goal of "To create an environment that supports engaged, high performing employees, and enables the City to recruit, retain and compete for talent." The proposed Retention Plan places specific emphasis on Objective 5.2 to "Recruit and retain a skilled workforce by maintaining a total compensation system that is internally fair and externally competitive; cultivate a learning culture to improve employee job performance and leadership skills; seek innovative ways to recognize high-performing employees and improve employee satisfaction; foster a culture of continuous feedback between employees and supervisors; and model and encourage work-life balance," and Objective 5.3 to "Proactively identify and plan for staffing, training and knowledge needs to increase the availability of experienced and capable employees to ensure vacated roles can be quickly filled by well-qualified candidates; prepare City employees to meet the future needs of the organization through professional development activities, mentoring, job shadowing and rotation."

Attachments