

# SAFE TASKFORCE RECOMMENDATIONS

## CITY RELATED BIANNUAL UPDATES

BIANNUAL UPDATE SUBMISSION DATES: JANUARY 12, 2017 AND JULY 13, 2017  
2017 SAFE Taskforce Meetings: January 25, April 26, July 26, October 25, 10 a.m. to 12 p.m., Location Varies

STAFF LEAD: Mari Beth Jelks, Managing Director, Administrative Services

### RECOMMENDATION #/RECOMMENDATION

A1: Identify, train and place 15-24 year olds in year round city-related employment opportunities.

Progress/Update: The City's OCC office trains and places members of its programs throughout the municipality. HR supports the OCC by assisting with presentations and employability skill training. OCC is also a part of the HR's Grow Our Own Cohort with other departments.

HR and Parks have not yet met. But we intend to meet to discuss what if any opportunities the Parks Department may have to renew the small program it ran last year. Because the City no longer has a major youth recreational job program (since the large youth program was transferred to the GR Public Schools 5 years ago that hires hundreds of young people) the Parks department's reduced operations focuses on the key objectives to provide quality parks programming for local families. HR however, will continue to support the Parks Departments limited youth job program that it sponsored last year.

As part of The City's ongoing "Grow our own initiative", HR is continuously working on the implementation of the January 2016 The HR Citizen Report which suggested increasing the existing strategies to encourage the City's internship and job shadow pipeline.

A3: Ban the box – City implement for all internal City hiring

Progress/Update: The City does not have a "box" to ban because HR eliminated the "box" of its employment application almost 10 years ago. Yes the City does have a criminal background criteria which considers multiple factors as an evaluation assessment of candidates with a criminal background. (See Attached). This criterion is used for non-Police and Fire positions and was established almost 10 years ago by HR. The 2016 HR Citizens Committee reviewed the criteria and found it to be a best practice approach.

Essentially, criminal background check information is handled by staff only on a "as needs to know basis". In addition to the HR staff, (who share responsibility and liability for the recruitment and processing of the candidates) along with the Police staff involved in conducting the criminal background check the only individuals involved in the information loop..

**RECOMMENDATION #/RECOMMENDATION**

A9: All city employment opportunities and policies are reviewed to ensure requirements do not create disparate impact, and hire within the community

Progress/Update: Review of all HR policies was accomplished as an implementation of the 2016 HR Citizen Report.

General benchmark data is not kept to track [Grand Rapids residency of staff] In part this is to ensure against any decisions or adverse employment action against non GR resident employees. State Law prohibits any type of residency requirement.

HR has continued its 2 year program of diversifying all interview panels. In 2016 the program was expanded to include diverse community leaders and is going well. They were used for the most recent Police and Fire interview recruitment process.

The HR "Grow Our Own Initiative" has developed into increase community outreach for recruitment efforts and expansion of the recruitment pipelines. Partnership with the GRPS security leadership program, the ROTC programs, the skill trade programs along with the Police Youth Academy have all become important steps in this endeavor. In addition to our strong internship and job shadow programs, we are currently working on pipeline connection to use our temporary services for training and development for hard to fill positions (or replacement backfill) for technical city jobs. The intent is to ensure equal opportunity for new talent and invest in their technical college education as we equip them for future city job opportunities.

E2-6: Enhance training for all city leadership and all police/fire staff (implicit bias, racial equity, police legitimacy, social systems, mental health first aide) which will foster relationship building, respect and understanding of cultural differences.

Progress/Update: The entire Police Department completed the Implicit Bias Training in 2016. More implicit bias training is schedule for 2017 re: Fire Department; then Top Management; 2018 : the rest of the organization. Top Management has completed the introductory session on Race and Equity, and in 2017 will go through 6 in depth trainings between February – July. Two Diversity training classes were held for general city employees The City's REH core team is working on its Race & Equity Plan to be completed and implemented starting in 2014.

E2-9: Incentivize GRPD, GR City Employees to live in the city.

Progress/Update: The 2016 HR Citizen's Committee made [the recommendation to explore incentives and strategies to incentivize living in Grand Rapids and/or design GR hiring criteria to value community connectedness], HR has not at this time decided to enhance an incentive program or deploy any additional resources towards such strategies. Preliminary research information indicates various tools by jurisdictions have been tried with mixed results and in some cases problematic results. HR wants to be methodical and exercise due diligence before consuming financial resources in new concepts. Additionally,

**RECOMMENDATION #/RECOMMENDATION**

HR will be requesting a legal opinion to clarify the boundaries or perimeters of such tools. In the use of taxpayer dollars.

Additional Notes/Comments: