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**MINUTES OF THE CITY COUNCIL  
WORK FORCE SUPPORT AND DEVELOPMENT STRATEGY  
STUDY SESSION**

**SAN JOSE, CALIFORNIA**

**FRIDAY, OCTOBER 24, 2014**

The Council of the City of San José convened in Regular Study Session at 9:16 a.m. in the Council Chambers at City Hall.

Present: Council Members - Campos, Constant, Herrera, Kalra, Khamis, Liccardo, Nguyen, Oliverio, Rocha; Reed.

Absent: Council Members - Chu. (Excused)

Staff: City Attorney Richard Doyle, City Manager Edward K. Shikada, City Clerk Toni J. Taber, CMC and Deputy City Clerk Susan M. Davis.

Documents Filed: Staff presentation dated October 24, 2014 summarizing the Work Force Support and Development Strategy Study Session.

**INTRODUCTION**

Mayor Reed and City Manager Edward K. Shikada offered introductory remarks.

**Wins and Milestones**

City Manager Edward K. Shikada described the Initial Strategy Framework.

Reena Brilliot, Office of Economic Development presented the report on wins and milestones citing solid engagement by participating Staff at various levels of the organization.

**Key Projects in the Works**

Reena Brilliot, Office of Economic Development, provided highlights of the Flexible Workplace Pilot.

Brief Council discussion ensued.

### **Key Projects in the Works (Cont'd.)**

Charles Paisley, Parks, Recreation and Neighborhood Services, presented a summary entitled Succession Planning Tool Kit.

Yolanda Cruz, Library Department, summarized Learning Management System.

Council discussion followed.

### **What's Next in 2014 and Looking Ahead to 2015**

Assistant to City Manager Terry Kilgore summarized Employee Survey as Engagement and the Work Force Engagement Survey (WES) and noted that WES consists of 12 standardized questions based on Gallup research with emphasis on team dynamics and actionable information.

City Manager Edward K. Shikada offered the report on Engagement, Diversity and Organizational Effectiveness.

Director of Human Resources Joseph Angelo provided a Compensation Study History and information on Engagement, Diversity and Organizational Effectiveness.

### **Potential Future Actions for Council Considerations**

City Manager Edward K. Shikada, Assistant City Manager Pamela Antil and Director of Human Resources Joseph Angelo responded to Council questions and concerns.

Discussion ensued.

Mayor Reed and City Manager Edward K. Shikada provided closing comments.

### **ADJOURNMENT**

Mayor Reed adjourned the Study Session at 11:18 a.m.

Minutes Recorded, Prepared and Respectfully Submitted by,

Toni J. Taber, CMC  
City Clerk

smd/10-24-14 WORK FORCE SUP-DEV STRAT SS MIN

Access the video, the agenda and related reports for this meeting by visiting the City's website <http://www.sanjoseca.gov/civiccenter>. For information on any ordinance that is not hyperlinked to this document, please contact the Office of the City Clerk at (408) 535-1266.