



CITY OF DETROIT

MARY SHEFFIELD

COUNCIL PRESIDENT

MEMORANDUM

To: Denise Starr, Director, Human Resources Department

Through: Mary Sheffield, President, Detroit City Council

From: Council President Mary Sheffield submitting memorandum relative to

Date: 3/17/2022

RE: Human Resources Department, Budget Hearing Questions, Fiscal Year 2022/2023

SUMMARY:

1. Your mission is to provide services and implement programs that attract, hire, retain, and support a qualified workforce capable to providing quality services to Detroit citizens. What are your top three programs used to sustain this mission and do you have money allocated to do so?
2. The grand total of expenditures from FY 22 to FY 23 increases by \$1,417,077. Can you explain this increase?
3. In the FY 23 budget, the department plans to increase the funds for recruitment and selection by \$598,942. What is your reasoning for this extra funding?
4. What initiatives or efforts does the Human Resources Department deploy to examine the root causes of the City's issues with employee attraction and retention?
 - o How are those efforts communicated to Council and the Administration and are there any increased expenditures in the recommended budget to address the problem more effectively?
5. The Covid-19 pandemic took a profound physical and emotional toll on City workers and the Human Resources Department was intricately involved in shepherding through the

whole ordeal. What lessons were learned with respect to readiness and responsiveness to avoid some of the pitfalls?

- Are there adequate funds in HR's budget for your department to manage your portion of the ongoing Covid-19 response and to effectively respond to any future pandemic?

Please contact Caryn Shannon from my office at caryn.shannon@detroitmi.gov if you have any questions.

Cc: Honorable Colleagues
City Clerk

DEPARTMENTAL CONTACT:

Name: Caryn Shannon

Position: Junior Policy Analyst