

## Employer of Choice:

- **What is it?** Employers whose practices, policies, benefits and overall work conditions enable them to successfully attract and retain talent because employees choose to work there are known as “Employers of Choice.” The City’s Career Development Committee’s mission is to create an organizational development plan that positions the City as an “Employer of Choice.”
- **How is progress measured?** Seven of eight City departments chose staff workload and wellness as social sustainability impact areas to work on as part of the SMS. City sustainability committees will track responses to the workload and wellness questions in the annual employee survey to assess progress.
- **City best practices:** To avoid confusion and/or duplication of effort, work on Employer of Choice as a social sustainability endpoint will build on that already in progress by the Career Development Committee. The City’s Risk Management/HR Coordinator performs ergonomic assessments for all new employees and for other staff upon request.
- **Steps for 2009:** Align work of the Sustainability, Career Development and Diversity Committees; Determine areas of overlap; Determine baselines on social sustainability impact areas from existing surveys.

