



## Text File

**Introduced:** 4/17/2012

**Bill No:** 2012-0298, **Version:** 1

**Committee:** Committee on Finance and Law

**Status:** Passed Finally

Resolution authorizing and directing the Controller of the City of Pittsburgh to perform a Fiscal and Performance Audit of employee compensation, pay practices, and outcomes for employees of the City of Pittsburgh.

WHEREAS, in April 2009, Evergreen Solutions, LLC conducted a study of employee compensation and outcomes on behalf of then Council President Doug Shields; and

WHEREAS, the report detailed perceptions of unfairness and discrimination among employees, issues with organizational cultural such as communication breakdowns, a need to improve the human resources management structure, and a need to enhance performance feedback mechanisms; and

WHEREAS, three years have passed since the report was discussed by City Council and there has been adequate time to address these issues; and

WHEREAS, morale among employees and fair and equal treatment are some of the most important aspects of a healthy work environment and the City of Pittsburgh should serve as model workplace; and

WHEREAS, an independent audit by the Controller of the City of Pittsburgh is necessary to determine if the recommendations of this report have been implemented by the Administration and the appropriate City Departments and if work remains to be done to ensure fair compensation and equal treatment for all City employees; and

**Be it resolved by the Council of the City of Pittsburgh as follows:**

**Section 1.** That the Controller of the City of Pittsburgh is authorized and directed to perform a Fiscal and Performance Audit of employee compensation, pay practices, and outcomes for employees of the City of Pittsburgh.