

**SDHR 3Q16 Employment
 (Implementation of the 3Q16 Employment Ordinance)**

Dept	Report	Position Title	Potential Positions Impacted	2016
<i>Exempt Actions</i>				
SDOT	#16-15165	Executive 3 ¹	1	\$45,452
SPR	#16-15169	Strategic Advisor 3, Exempt ¹	1	\$0
SPU	#16-15200	Executive 2 ¹	1	\$21,330
OIRA	#16-15335	Strategic Advisor 1, Exempt ²	1	\$10,819
HSD	#16-15263	Management Systems Analyst ³	1	(\$11,606)
			Subtotal	\$65,995
			Total ⁴	\$65,995

Costing Assumptions:

¹Positions in discretionary pay programs are costed from midpoint to midpoint of the old and new title and/or rate.

²Positions are costed from top step of the old rate (step progression) to the midpoint of the new rate (DPP).

³Positions in the step progression pay program are costed from midpoint of the old title (DPP) to the top step of the new title (step progression).

⁴The 2016 costs will be absorbed in departments' current budgets.