2018 Seattle City Council Green Sheet

Ready for Notebook

Tab	Action	Option	Version						
120	1	A	1						
Budget Action Title:			Add \$652,000 GSF for work on SPD/SFD Hiring Equity Plans including fiv Strategic Advisor 1 positions						
Ongoing:		Ye	25						
Has CIP Amendment:		N	No Has Budget Proviso: N						
Primary Sponsor:		Go	González, M. Lorena						
Councilmembers:		Ba	Bagshaw; Johnson						
Staff Analyst:			Patricia Lee						

Council Bill or Resolution:

Date		Total	SB	КН	LG	BH	LH	RJ	DJ	MO	KS
	Yes										
	No										
	Abstain										
	Absent										

Summary of Dollar Effect

See the following pages for detailed technical information

	2017 Increase (Decrease)	2018 Increase (Decrease)
General Subfund		
General Subfund Revenues	\$0	\$0
General Subfund Expenditures	<u>\$0</u>	<u>\$652,000</u>
Net Balance Effect	\$0	(\$652,000)
Total Budget Balance Effect	\$0	(\$652,000)

Budget Action description:

This green sheet would add \$652,000 GSF to begin implementation of the Hiring Equity Analysis Action Plans (the Plans) for the Seattle Police Department (SPD) and Seattle Fire Department (SFD). This green sheet adds three Strategic Advisor 1 positions to the Seattle Department of Human Resources (SDHR), one Strategic Advisor 1 position to SPD, and one Strategic Advisor 1 position to SFD. The Plans identify actions the City could take to increase the diversity of people hired by these departments, including where further analysis is needed.

The 2017 Adopted Budget provided \$200,000 to review SPD's and SFD's hiring processes to identify ways to increase the diversity of people, particularly women and people of color, hired and retained

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120	1	А	1

in these departments. SDHR worked with a consultant, City departments and stakeholders to develop the SPD and SFD Plans.

These five positions will do the following work to implement the Plans and further the goal of a more diverse workforce in SPD and SFD:

- 1.0 FTE in SDHR for data analysis. This position will build SDHR's data analysis capabilities by developing a hiring data collection process, collecting and analyzing hiring data every six months and making and/or recommending changes where needed.
- 1.0 FTE in SDHR to work on the hiring process. This position will analyze ways to reduce the number of steps and length of the hiring processes in SPD and SFD, and ensure decision-makers in these departments take the unbiased decision-making employment training.
- 1.0 FTE in SDHR to work on updating job descriptions in the SPD and SFD. This position will also work on determining if preference points for certain skills or prior experiences should be be added for applicants to the SPD and the equity impacts of adding them. Currently the only preference point is for being a veteran.
- 1.0 FTE in SPD for outreach and engagement. This position will expand SPD's existing outreach and engagement efforts to support their targeted recruitment efforts.
- 1.0 FTE in SFD for outreach and engagement. This position will expand SFD's existing outreach and engagement efforts to support their targeted recruitment efforts.

The three positions in SDHR will focus on the hiring process and are not dependent on the positions being added in SPD and SFD for outreach and engagement.

Tab	Action	Option	Version
120	1	А	1

Budget Action Transactions

Budget Action Title: Add \$652,000 GSF for work on SPD/SFD Hiring Equity Plans including five Strategic Advisor 1 positions

#	Transaction Description	Position Title	Number of Positions	FTE	Dept	BCL or Revenue Source	Summit Code	Fund	Year	Revenue Amount	Expenditure Amount
1	Add Strategic Advisor 1 for SPD/SFD hiring data analysis	StratAdvsr1,Exempt - FT	1	1	SDHR	Director's Office	N3000	00100	2018		\$138,000
2	Add Strategic Advisor 1 to work on eliminating barriers in SPD/SFD hiring process	StratAdvsr1,Exempt - FT	1	1	SDHR	Director's Office	N3000	00100	2018		\$138,000
3	Add Strategic Advisor 1 to work on job descriptions and potentially preference points in SPD/SFD hiring process	StratAdvsr1,Exempt - FT	1	1	SDHR	Director's Office	N3000	00100	2018		\$100,000
4	Add Strategic Advisor 1 to work for outreach and engagement	StratAdvsr1,Exempt - FT	1	1	SPD	Chief of Police	P1000	00100	2018		\$138,000
5	Add Strategic Advisor 1 to work for outreach and engagement	StratAdvsr1,Exempt - FT	1	1	SFD	Administration	F1000	00100	2018		\$138,000