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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 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.

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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