

IMPACT STATEMENT

Legislation title: Direct Council offices and City Bureaus to submit Direct Appointment Reports on a semi-annual basis (Resolution)

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Purpose of proposed legislation and background information:

The implementation of the Direct Appointment Reporting Requirements on a semi-annual basis will serve the purpose of eliciting demographic data from Bureau Directors and/or hiring managers as it relates to the existing direct appointment administrative rule that allows at-will employees and temporary employees to be appointed without a Human Resources recruitment process.

This resolution will be a step forward in meeting the citywide racial equity goals and strategies unanimously adopted as binding city policy by City Council on July 8, 2015.

Financial and budgetary impacts:

There are no financial or budgetary impacts.

Community impacts and community involvement:

The public has been involved through community discussions with the Office of Equity and Human Rights' Bureau Advisory Committee and other community groups, and are in full support of this resolution. Additionally, the increase of inclusion of candidates from communities of color and the disability community for hire by the City benefits those historically underrepresented communities and the collection of direct appointments data can ensure an increase in this opportunity.

Budgetary Impact Worksheet

Does this action change appropriations?

YES: Please complete the information below.

NO: Skip this section

Fund	Fund Center	Commitment Item	Functional Area	Funded Program	Grant	Sponsored Program	Amount