

RECOMMENDATION SUBMISSION AND RESPONSE FORM

2018 Diversity #17

DISCUSSED BY SCPRC	
RECEIVED BY SPD	12/31/2018
RETURNED TO SCPRC	05/31/2023

APPROVED AND IMPLEMENTED		PENDING FURTHER REVIEW	
APPROVED AND PENDING		SPD UNABLE TO IMPLEMENT	X
PARTIAL IMPLEMENTATION		DENIED	

SCPRC RECOMMENDATION

Increase diversity in the Department.

Changes to Existing Policy(s): In circumstances where there is a need to reduce the workforce (i.e. layoffs), look at ways to make those reductions other than just seniority.

SCPRC RECOMMENDATION RATIONALE

Considering a variety of factors, instead of just seniority might lead help keep a more diverse and qualified force.

SPD RESPONSE

Based on the City of Sacramento's Civil Service Board Rules and Regulations, the Sacramento Police Department cannot implement.

OTHER CITY DEPARTMENTS

City of Sacramento Civil Service Board

<https://www.cityofsacramento.org/Clerk/Legislative-Bodies/Boards-and-Commissions/CivilServiceBoard>

Rules and Regulations

<https://www.cityofsacramento.org/-/media/Corporate/Files/HR/Divisions/Admin/CivilServiceBoardRules62012.pdf?la=en>

APPENDIX

N/A