City Performance Management
2020 Q1 SB Stat Post Meeting Memo

2020 SB Stat Key Takeaways

Transparency hub changes proposal

- SB UX sessions held with residents and stakeholder seek iterative feedback on the transparency hub
- Proposal to move the hub away from Esri and onto the city website, under the transparency subsite umbrella
- Revamp the Crime Dashboard to time its release with the new transparency hub

Group Violence Intervention

- A gap analysis of the program was performed to identify how to improve its success and impact
- Three key factors identified; visibility, custom notifications, and community voices

Recruitment

- The hiring process continues in a limited but still forward moving manner, where possible
  - 6 hires from the most recent cycle, higher than several cycles since 2018
- Several initiatives on pause due to COVID-19 pandemic interruptions
- Demonstrated initial chart for measuring the impact of a few initiatives going forward via hires by cycle and physical test pass rates

Data Studies

- Compensation benchmarking revealed SBPD is not in the top quartile of pay relative to Indiana and the Midwest although further analysis is planned.
- The disciplinary historic action report mapped discipline data of the last 10 years and identified the disparity between the Discipline Matrix and prior practices to foster informed conversation
  - Some violations and disciplines not accounted for in the current version, such as demotions

EXCELLENCE | ACCOUNTABILITY | INNOVATION | INCLUSION | EMPOWERMENT

2020 SB Stat Topic Next Steps

Transparency Hub Changes Proposal

- Meet with key stakeholders to discuss proposed changes
- Communicate with SB UX cohort on updates

Group Violence Intervention

- Discuss GVI data integrations into the transparency hub
- Discuss integrating new participants into the program

Recruitment

- Continue initiatives and measuring success once responsibly allowed
- Brainstorm evolution of hiring cycle breakdown chart

Data Studies

- Compensation benchmarking
    - Complete deeper analysis of out-of-state cities in the Midwest
- Disciplinary historic action report
    - Further discussion on the disparity between historic data and the discipline matrix for better alignment
    - Data quality improvements for future analyses

Potential Topics Q2 2020 SB Stat

- Staffing analysis findings

SBStat 2020