City Performance Management
2022 Q2 SB Stat Post-Meeting Memo

Fire Stat Project Portfolio

Project	Brief Description
Improve diversity and culture of fire recruiting	Interventions at select stages of recruitment
Baseline understanding of collective City opioid response	Establish baseline performance/problem definition with local opioid crisis and develop cadence on measuring progress
Evaluate fire station infrastructure needs to improve firefighter health	Evaluate fire station infrastructure needs to improve firefighter health

Next Steps Identified at Stat Meeting

- Diversity in recruitment
    - Improve data pipeline for mystaffing pro
        - Create automated data connection to SBFD recruiting dashboard
        - Add data categories to enable advanced analysis on when minority demographic groups fall out of the recruitment process
    - Change application process to have an ongoing, open application period with testing held on a quarterly basis
    - Create an application screening form and streamline the application process
        - QR code marketing, removing unnecessary questions, etc.
    - Consider a marketing initiative to increase minority applicant uptake

Potential Topics next SB Stat Meeting

- Diversity in recruitment
- Fire infrastructure needs to improve firefighter health

EXCELLENCE | ACCOUNTABILITY | INNOVATION | INCLUSION | EMPOWERMENT