

## Top Employee Budget Ideas - FY 2016-17

Updated Jan. 13, 2016

Votes	Category	Idea	Status
13	Improve Access to Services & Programs	Bring back Homeowners Permit Night.	We are reviewing staffing needs and costs, and we anticipate launching this in 2016.
9	Workforce Development & Training	Mentoring Program as part of Professional Development Plan specific to BDS.	We are in the process of enhancing our Professional Development program and anticipate including mentoring in that process.
9	Workforce Development & Training	Show new employees a road map to advancement, including a checklist for training and certifications and mentors.	This will be part of the enhancement of the Professional Development program.
7	Review Permit Fees & Financial Reserve Goals	Have a Permit Tech Fee Specialist (or better) review instead of Plans Examiners in the DSC.	We are analyzing the best way to address this issue.
7	Leverage Advanced Technology	Create a BDS Virtual Tour of the bureau's important areas (DSC, etc.) for customers unfamiliar with BDS's policies, procedures, etc., to view on the BDS website for informational purposes, showing them things needed to do/see.	We are currently evaluating ways to implement this idea.
5	Equity - Internal & External Service Delivery	Budget for comprehensive outreach to high schools and PCC to try to recruit future employees; do ride-alongs.	We have implemented a CWE (Cooperative Work Experience) program with PCC, and students are already here onsite. Over time, we will explore ways to expand this program.
5	Improve Access to Services & Programs	Expand recycling for our lunchrooms, and a service that picks up plastics/etc. that now end up in the trash (\$2,500/yr for full program). Green Team will put together a pilot project for 1 or 2 floors, to eventually expand to all.	We will be discussing options for this with City Facilities.
5	Workforce Development & Training	BDS career roadmapping.	This will be part of the enhancement of the Professional Development program.